



**UNITING &
ADVOCATING**
for Women

NFBPWC
Magazine

FEBRUARY 2022 ISSUE

FEBRUARY
IS
BLACK
HISTORY
MONTH

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**Submission Deadline for the March Newsletter is Monday,
February 21st at 5:00 pm Mountain Time**

National BPW Events

<https://www.nfbpwc.org/events>

2nd Monday of the Month

Health Committee Meeting

1st and 3rd Mondays of the Month

Membership Committee Meeting

February 2, 2022 - 1st Wednesdays of the Month

Wednesday Web Wisdom: Digital Training Team Assistance (Members Only)

<https://www.nfbpwc.org/event-4525889>

February 4, 2022: National Friday Connections

Open to All Members and Guests

<https://www.nfbpwc.org/event-4642397>

February 1, 2022

NFBPWC A-Team Advocacy Meeting (Open to All Members)

<https://www.nfbpwc.org/event-4651412>

February 16, 2022

NFBPWC Virtual Club Meeting (Open to All Members)

<https://nfbpwc.org/event-4666204>

Regional BPW Events

February 12, 2022

NFBPWC Colorado Midyear Convention & Legislative Conference (Zoom)

<https://www.nfbpwc.org/event-4532147>

February 17, 2022

[NFBPWC North Carolina](#) Monthly Meeting (Open to All Members)

<https://www.nfbpwc.org/event-4654778>

February 23, 2022

NFBPWC Colorado – The Equal Rights Amendment: The Original Conflict

<https://www.nfbpwc.org/event-4619855>

About NFBPWC

Develops the business, professional and leadership potential of women.

Our Mission

The National Federation of Business and Professional Women's Clubs (NFBPWC) develops the business, professional and leadership potential of women at all levels.

Objectives

The objectives of the NFBPWC are to develop the professional, business and leadership potential for women at all levels, to advocate and to strive toward equal participation of women and men in power and decision-making roles.

Focus Issue for 2020-2022

Diversity and Inclusion

Contacting your NFBPWC Executive Committee (2020-2022):

Megan Shellman-Rickard, President
Kathy Kelly, VP Membership
Daneene Monroe Rusnak, VP Advocacy
Barbara Bozeman, Secretary
Deborah Fischer, Treasurer
Ashley Maria, Young BPW
Sandy Thompson, Immediate Past President

president@nfbpwc.org
vpmembership@nfbpwc.org
vpadvocacy@nfbpwc.org
secretary@nfbpwc.org
treasurer@nfbpwc.org
youngbpw@nfbpwc.org
immpastpresident@nfbpwc.org

Standing Committees:

Advocacy, Daneene Monroe Rusnak, Virtual
Bylaw and Resolutions, Katherine Winans, California
Environment and Sustainable Development, Hyon Rah, Virtual
Finance, Open
Health, Keri Hess, California
International Liaison, Sandy Thompson, California
Lifelong, Leadership & Learning, Kathy Telban, Virtual
Membership, Kathy Kelly, Colorado
Mentoring, Dr. Trish Knight, Virtual
Military Affiliated Women, Barbara Bozeman, North Carolina
Public Relations, Suzette Cotto, NFBPWC Virtual
Small Business, Manjul Batra, California
United Nations, Susan O'Malley, NYC

vpadvocacy@nfbpwc.org
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environment@nfbpwc.org
finance@nfbpwc.org
health@nfbpwc.org
international@nfbpwc.org
L3chair@nfbpwc.org
vpmembership@nfbpwc.org
mentoring@nfbpwc.org
militarywomen@nfbpwc.org
PRchair@nfbpwc.org
smallbusiness@nfbpwc.org
UNchair@nfbpwc.org

Special Committees/Taskforces:

Special Project for Afghan Women, Nermin Ahmad & Voyka Soto, NYC
Digital Training, Marsha Riibner-Cady, North Carolina
Diversity, Equity and Inclusion Chair, Sher Singh, California
Marketing - National Team
Magazine/Newsletter, Michele Guarino, NFBPWC Virtual
Membership Outreach
Nominations, Michelle Husby, California
OneShared.World, Judi Kilachand, NYC
Elimination of Sexual Harassment, Crystal Guillory, Virtual
Social Media, Suzette Cotto, Virtual
Website, Lea-Ann W. Berst, North Carolina

afghanwomen@nfbpwc.org
digitaltraining@nfbpwc.org
dei@nfbpwc.org
marketing@nfbpwc.org
newsletter@nfbpwc.org
outreach@nfbpwc.org
nominations@nfbpwc.org
oswliaison@nfbpwc.org
cesh@nfbpwc.org
socialmedia@nfbpwc.org
website@nfbpwc.org

President's Message



By: Megan Shellman-Rickard

Resilience and Compassion

Journal date: January 62nd, 2022.

Yes, you read that right! Many of us feel like we've lived through January twice. Our expectations of the New Year dwindled into the chaos of uncertainty. We're watching climate change establishing new and unpredictable weather patterns that increase the likelihood of natural disasters. COVID barreled across the country ignoring our plans for a bright new year. Many mourned losses coupled with the continued trauma of enduring a pandemic, together, but separated. Our hopes for democracy and equal rights ride weekly rollercoasters. We reminisce for the times when we didn't know what "Zoom fatigue" was, much less Zoom. And yet, we continue to connect, to collaborate, and to advocate for women's issues.

What makes the members of this organization so resilient and compassionate? How do we manage to keep showing up, donating our time and expertise? Why are we called to empower women? When do we make the time for the issues that will define the coming generations? What will this mean to our children and for NFBPWC's legacy?

These questions found me in the solitude of a late night after being both a nurse and a mother to my children as we successfully fought off COVID. (A huge shout-out to science for making our family's second bout with COVID less traumatic.)

My main response is that you inspire me as you show up and give what, and when, you can to make our organization phenomenal. My family encourages me as we discuss women's rights and intersectionality at dinner, like some would talk about a football game. Our foremothers motivate me to continue on this path because, although it is arduous, our past accomplishments are only shadowed by our hopes for our collective future. In short, I love this work! And while we still have a long journey ahead to achieving gender equity, as members of NFBPWC, our network connects us across the world. We find strength in each other.

Once more, I encourage each of us to take a moment to reach out to our BPW network – just one connection can make all the difference. Pick-up the phone, write a card, send an email (use the members-only directory and social media to connect). Reach out to the Board of Directors and the Executive Committee, we're here for you. We've created opportunities to be together in spirit despite our inability to connect in person. Attend an online event, join a committee, create a text group, and embrace this supportive network. This is a time to be here for each other - because together we are stronger. We, as an organization, have the opportunity to be a bright light for our members and communities by cultivating connections.

We all joined for our own unique reasons. Let us remember that this is a nonpartisan and nonsectarian organization. We are inspirations to one another, reach your hand out to help a member move their goals forward. Remember to celebrate and honor one another, as each member brings their own gifts to the conversation. Our Executive Committee wants you to have the opportunity to provide constructive input and to find your own unique path in this organization. You have a chance to develop your potential, and that of NFBPWC, in a safe and welcoming space. Please continue to bring your ideas, projects, and your own light forward. Let us celebrate our successes as individuals and as an organization!

NFBPWC is lighting a path for our future that promotes solidarity, diversity, inclusion, and innovation.

In service as our president, I send you personal wishes of celebration, health, and progress around the globe in 2022!

Kind Regards,

Megan Shellman-Rickard
NBPWC President
2020-2022

1st Vice President Membership News



By: Kathy Kelly
1st Vice President of Membership, NFBPWC (2021-2022)



WELCOME RENEWING NFBPWC VIRTUAL CHAPTER MEMBERS!

Denise Spink-Morin
Jacqueline Delibes
Carolyn Grady
Beth Gibson Lilja
Barbara Schmouder
Kathy Telban
Michele Guarino

Linda Miller
Monica Monroe
Dr. Trish Knight
Leona Phillips
Titilola Adisa
Daneene Monroe Rusnak

Did we miss someone from your chapter? Be sure to forward information on any new or renewing members to newmember@nfbpwc.org so we can include them in the e-magazine.

The Membership Committee is pleased to publish the revised **NFBPWC Benefits of Membership Flyer**© which can be accessed on the on the [NFBPWC Home Page](#) and [Join us/BPW Benefits](#) page on the website. This flyer can also be found at the end of each of the monthly e-Magazines.

We're making it easy (and green) to support your efforts to attract and retain new members. Did you know it currently costs less than \$4 a month to be a member with full benefits of NFBPWC and BPW International? That's less than a cup of fancy coffee!



Use this one-page flyer to attach via email or print out for in-person meetings.

Are you challenged with recruiting new members? Call or email Kathy Kelly for support. Or better yet, have someone from your chapter join us! The Membership Committee welcomes your input and is here to respond to your chapter's needs. Note our new meeting times on Zoom:

First and Third Mondays (one hour), 5 PM Pacific, 6 PM Mountain, 7 PM Central, 8 PM Eastern

Virtual Club | NFBPWC Benefits

NFBPWC Virtual:

We welcome all members and individuals to participate in this club and to learn more about growing our organization. If you do not have access to a local affiliation or federation, please consider starting a new club in your area or joining our NFBPWC Virtual. The Virtual club meets monthly and provides a variety of incredible topics with dynamic speakers. (Membership dues to NFBPWC Virtual start at \$60 annually for members not associated with another NFBPWC organization.) Click here for more information: [NFBPWC Virtual](#). Check out this link for more news (below) about the [NFBPWC Virtual Club](#)

Which NFBPWC Benefit is most valuable to you?

As our organization continues to grow, it is imperative to communicate the value of a membership at NFBPWC. For less than \$5 per month of your annual membership fee that goes to NFBPWC, we provide you with many tangible and intangible benefits. From marketing opportunities and formal programs to friendships with women from all over the world, the advantages of being a member are immeasurable when you take the time to access and utilize of what is offered.

Please email Kathy Kelly, 1st VP of Membership, with any questions about the opportunities available to all members and share with us which membership opportunity holds the most value to you.

NFBPWC members can support their business and professions by utilizing the following benefits:

- **Regular Zoom meetings to support members and ability to use our Zoom platform.**
- Grow through NFBPWC's formal **Lifelong Leadership and Learning Program**.
- Share your successes on the **NFBPWC Spotlight**: <https://www.nfbpwc.org/spotlight>.
- Partake in **business opportunities** for partnering and procurement, nationally and globally through BPW.
- **Member Spotlight** in the magazine, on the website, and on social media platforms (Email vpmembership@nfbpwc.org to apply for this opportunity.)
- Formal **Mentoring Program** for mentees and mentors.

Are you passionate about women's issues? You can participate and explore benefits only available to members:

- Private **discussion forums** on issues relating to women hosted on the website.
- **Members' only information** related to NFBPWC and women's issues.
- **Private Membership Directory** supporting members and their organizations.
- Participate in the **United Nations System** worldwide through CSW and other programs annually.
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!

2nd Vice President Advocacy Report



By: Daneene Monroe Rusnak, 2nd Vice President of Advocacy, NFBPWC 2020-2022

Black History Month 2022

Black Health and Wellness is the 2022 theme for Black History Month.

This theme “explores” the legacy of not only Black scholars and medical practitioners in Western medicine, but also other ways of knowing (e.g., birthworkers, doulas, midwives, naturopaths, herbalists, etc.) throughout the **African Diaspora**.

The 2022 theme considers activities, rituals and initiatives that Black communities have done to be well."

Suggested Resources and Events for Black History Month

[Virtual Festival from ASALH](#) (multiple events)

[Mutual Survival: Black-Jewish Relations in the 21st Century](#) (live webinar on 2/17/22 @ 8pm EST)

[Black History Milestones Timeline](#)

[The Color of Medicine: The Story of Homer G. Phillips Hospital](#) A documentary capturing the history of medical training of African Americans at Homer G. Phillips Hospital. Dr. Earle U. Robinson Jr., a 2nd generation physician and alumnus, whose father was one of the first 27 interns to graduate from Homer G. Phillips, shares his personal story and the significance of the Homer G. Phillips hospital's valuable part in African American history. Full documentary available on [The Roku Channel](#), [Tubi - Free Movies & TV](#), [IMDb TV](#), [VUDU](#), [Prime Video](#), [Vudu Movie & TV Store](#) or [Apple TV](#) on your Roku device.)

Book Recommendations

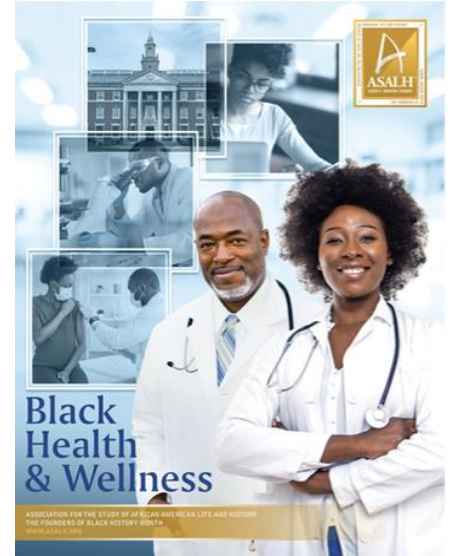
[MEDICAL APARTHEID BY HARRIET WASHINGTON](#) Details the ways both slaves and freedmen were used in hospitals for experiments conducted without their knowledge – a tradition that continues today within some black populations.

[UNDIVIDED RIGHTS: WOMEN OF COLOR ORGANIZING FOR REPRODUCTIVE JUSTICE BY JAEIL SILLIMAN](#) Captures the evolving and largely unknown activist history of women of color organizing for reproductive justice – on their own behalf.

[BLACK WOMEN'S MENTAL HEALTH: BALANCING STRENGTH AND VULNERABILITY EDITED BY STEPHANIE Y. EVANS](#) This book offers a unique, interdisciplinary, and thoughtful look at the challenges and potency of Black women's struggle for inner peace and mental stability.

OUR ADVOCACY TEAM

- **United Nations Chair:** Susan O'Malley
- **Bylaws and Resolutions Chair:** Katherine Winans
- **Elimination of Sexual Harassment Chair:** Crystal Guillory
- **ERA Director:** Nancy Werner
- **Cultural Competency Director:** Sher Singh
- **Book Club Director:** TBD
- **LGBTQIA+ Leads:** Dr. Chanel Heermann and Sue Oser
- **Education Director:** Evie Hudak



- **Voting Rights/Elections:** Armen Yedalya, Esq.

Additional Support from: Sharon Simmons - HUD issues, Rita Smith - Violence Against Women, Monica Monroe - Diversity & Inclusion, Social Justice, Linda Wilson – ERA, Employment Rights, Immigration, et. al

Will be working with UN Chair on the following issues:

- Women's Empowerment Principles (WEPS)
- The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)
- Equal Pay

Advocacy Project Spotlight



If you have not had the opportunity to learn more about our [Afghan Women Project](#), please take a moment to do so. We are so proud of what we have accomplished since its inception in August 2021. The level to which this project, initiated by the [NYC Affiliate Chapter](#) has already risen is astonishing and inspiring.....and we are just getting started.

A few of the accomplishments we have achieved, to date, include:

- Establishing a working committee consisting of our National president, chairs of DEI, advocacy, and membership as well as founding student members.
- Creating a questionnaire based off real feelings immigrant women have experienced upon integrating in American life.
- Establishing a connection with various organizations working closely with the Afghan population including Afghans4Tomorrow.
- Compiling a consortium of resources for displaced Afghans available in New York City with a format intended to be replicated in various cities, and eventually countries, where our membership extends.
- Drafting several press releases about our national project.
- Collecting funds to purchase new undergarments suitable for the women being processed on various military bases.
- Establishing a working relationship with Project Rubicon to deliver clothing donations directly to the military bases where families are being processed.
- Personally delivering over 7,000 head coverings to a base in New Jersey where we established a connection with the Department of Homeland Security.
- Completed a first draft of a DEI training to provide our members a cultural competency training of the Afghan culture.
- Presented our project at a BPW Calgary event and during NGO Committee on Migration meetings
- Conducting a webinar discussing Cultural Competency, specifically related to this initiative via the DEI Committee, under the direction of Chair, Sher Singh



Future plans for the special committee include, [ongoing mentoring](#), hosting a virtual career day for the displaced women, the release of a well sourced guidebook, supporting access to English as a Second Language classes, and

the ability to duplicate and customize the program to meet the needs of local areas who may be receiving some of our displaced friends via relocation.

Our initiative, under the guidance of Co-Chairs, Nermin Ahmad and Voyka Soto, is an excellent opportunity for our members to truly impact change, participate as active advocates, and to embody the words of our organization's mission. You can learn more about the project by visiting the [Afghan Women Project Portal](#) on our website.

Advocacy Action Announcement

Don't forget to sign up for the NFBPWC Advocacy Text Alerts!

1. Text the keyword **advocate1919** to the number **313131** to be enrolled in this program*.

2. Receive the welcome message

If you don't receive a welcome message instantly, your registration was NOT captured. Please email vpadvocacy@nfbpwc.org or text/call Daneene at 440-228-0437.

3. Stay tuned for occasional advocacy action and information alerts.

4. Spread the word and encourage your friends, family & fellow members to sign up too!

5. **HOT TIP:** You can complete the action items (OCP emails, calls, social media posts and video submissions) multiple times! Volume is **everything** when it comes to communicating with our target audience(s).

6. Give yourself a pat on the back for being an active advocate!

**As a reminder, standard carrier determined messaging rates may apply.*



Current Advocacy Action Items

Take a moment to act (again or for the first time!) on these items today!

- [Pass the Violence Against Women Act!](#)
- [Tell Your Senators To Remove The Arbitrary ERA Deadline](#)
- [Voting Rights Protect Women's Rights](#)

Thank you for all you do! Don't forget to read the supplemental advocacy contributions from LGBTQ+ Lead, Susan Oser and ERA Director, Nancy Werner.

LGBTQ+ Team Report

By: Susan E. Oser, NFBPWC Advocacy Team LGBTQIA+ Lead

Learning more about the LGBTQIA+ community

If you do not identify as someone who is part of the LGBTQIA+ community, you can show your support by buying from businesses that support the community, donating money and time to causes that support and help fight the stigma members of the LGBTQIA often face. Also consider educating yourself on the community's history.

Flag of the month - Straight Ally Flag



What is a straight ally? It's someone who considers themselves to be heterosexual and/or cisgendered supporting the LGBTQIA+ community and their issues. If you are a friend, family member, or are interested in the community in general, you are considered straight ally.

Displaying the straight ally flag is one way to "show up." Being present for individuals and giving your love and support in other ways counts too. The most important part of being an ally is knowing that it requires action. Standing up against discrimination towards the LGBTQ community and pushing for gender equality are the key issues of a straight ally activist.

As far as the flag's design is concerned, it has an interesting history. Before the combined elements of the straight flag and the ally flag came together and was flown in the early 2000s, the flags were created separately. The straight flag was created back in the late 2000's by conservative groups as a backlash and counterargument to the pride flag.

What the colors mean:

The colors of the pride flag designed as the letter A. This is the A that stands for ally. It is placed on the black and white stripes of the original "straight pride" flag. The combination of the two represents harmony and partnership between the two communities.

Source(s): <https://www.seventeen.com/life/g32577915/lgbtq-pride-flags/>

Pride Flags and what they mean - <https://www.youtube.com/watch?v=MjEk6lyow4M>

Dear Straight Allies - <https://www.youtube.com/watch?v=p8dSGgjVO5c>

What is a Straight Ally? What does Straight Ally mean? - <https://www.youtube.com/watch?v=hymcqa-sMpY>

Straight Ally Flag, what does it Mean? - <https://symbolsage.com/straight-ally-meaning/>

This month's FYI:

Legislative Tracker: Anti-Transgender Legislation via Freedom for All Americans

This website is a resource for anti-transgender legislation and other LGBTQIA+ issues that will be debated, enacted, and voted on across the country.

Source: <https://freedomforallamericans.org/legislative-tracker/anti-transgender-legislation/>

Advocacy ERA Team Report

By: Nancy Werner, NFBPWC Advocacy Team ERA Lead, BPW Pennsylvania Member

Equal Rights Amendment - Update

Advocacy –Equal Rights Amendment. “Equality of rights under the law shall not be denied or abridged by the United States or any State on account of sex” needs to be placed into our Constitution. While most states have laws prohibiting discrimination of any kind based on sex, proponents of the E.R.A. say laws can be reversed or eliminated. Having a Constitutional Amendment would cement those rights.

January 27th marks the two years from when Virginia became the 38th State to ratify the E.R.A. The two-year period of waiting as the final requirement before the E.R.A. should be added to the Constitution has arrived.

My report would not do justice to the ERA updates as Lilly Gioia has penned an outstanding overview with details on the pending ERA discussion. Please read her work in the Pennsylvania section of the E News.

Also, congratulations to the NFBPWC joining the ERA Coalition as a sponsor. Check it out on our website. Great news.

As members of the National Federation of Business and Professional Women’s Clubs, you should visit the “Take Action Online Tool on the www.NFBPWC.org It will allow you to connect with your Senators and encourage them to support the S.J. Res.1 for Equal Rights. Please take a moment of your time and notify your Senator(s). Thank you for your support.



From the Desk of the Secretary

By: Barbara Bozeman
Secretary, NFBPWC 2020-2022



Finding that One Word – following up...

At the end of my January 2022 article, I promised to follow up with you on my quest for my “one word” for 2022.

This inspiration and quest came from an article by Ashleigh Walters, titled

“Goal Setting for 2022: Are You Ready to Tackle the One-Word Challenge?”

(<https://www.industryweek.com/leadership/strategic-planning-execution/article/21182758/goal-setting-for-2022-are-you-ready-to-tackle-the-oneword-challenge>)

What began as a person challenge for me has turned into a shared journey! The first Friday Connections of the year was called “Finding That One Word.” A small group of members came together, and we all helped each other work through the steps of finding our own “one word.” It was **UH-MAZING!**

Those words listed to the right are some of what came from our wonderful first session. We are planning to do a follow-up / check in session in February.

I promised in January to share my word with you. It was chosen because I feel it both resonates with me and challenges me at the same time. Most importantly, I see good things in my future if I embrace it.

I am committing 2022 to the word

“Deeper”

(I’m also pleased to report that I was able to connect with Ashleigh Walters through LinkedIn and made a connection. She seemed very happy to hear what we were doing and was so encouraging! I was surprised to find out we had some things in common too.)

By Barbara Bozeman, Secretary

ACTION
BALANCE
CONNECTION
CREATE
DEEPER
EXPAND
FOCUS
INTEGRATION
JOY
LEARN
MAPS
ORGANIZE
SAFETY
SELF-CARE
SMILE
SURVIVE

Treasurer's Report

By: Deborah Fischer
Treasurer, NFBPWC 2020-2022 treasurer@nfbpwc.org



Clean and Organized Desk!

Thank you to everyone who joined in on my Friday Connections regarding "Organizing". It was so much fun and there were great and unique ideas. I'm attaching my result from clearing off my desk, cleaning it, and reorganizing. I'm excited to see if the changes I made will make a difference.



Empty Desk so that I could clean it!



Reorganized and Hopeful!



Laurie Dameron's Organized Desk! Nice! (Pictured Left)

I'd also like to thank the Board of Directors for their insight regarding the budget and approving a path forward for the new year 2022.

I will not be running for reelection at the August NFBPWC General Assembly so please let me know if you are interested in the Treasurer position and have any questions. I implemented QuickBooks Online and am actively looking for a CPA to file our taxes.

May love and friendship keep your days bright!

NFBPWC Young BPW

By: Ashley Maria
Young BPW Chair, NFBPWC

We are excited to share another Young BPW Member Spotlight!

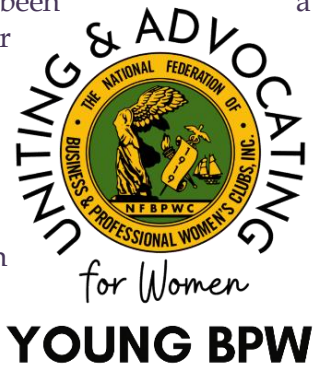
Meet Emily Van Vleck! Emily lives in New York City and is a member of the NFBPWC-NYC Chapter. Emily was born and raised in Oregon and started her professional life working in a bank. She was promoted to management and was running her own branch within three years but had always wanted to travel. This led her to apply to American Airlines where she has been a flight attendant for seven years! She was first based in Texas where she spent three years before moving to New York City.



Question: What are your career aspirations? What are you doing today to make them happen?

My dream is to work for the UN or an international NGO helping people and creating a more equitable world for all. My paths of study align with my ambitions, and I have done several internships related to these fields of interest. My first internship was with NFBPWC in the NYC chapter as the advocacy and UN intern. In this position, I was able to sit on an NGO Committee on Migration subcommittee gaining

relevant experience. I have also been a special committee member for the Afghan Women Project with NFBPWC which has allowed me to be a part of devising and implementing a large-scale project in line with my career goals. Apart from BPW, I have participated in the ETR Women's Public Service program where I was placed in a New York State Assembly member's office and learned more about public service and policy formulation. I also volunteer in my spare time with READ718 as a literacy tutor helping to bridge literacy gaps for children from low-income families.



Question: How did you find BPW? What is one memorable experience you've had with the club so far?

I found BPW through an internship at my college. I was selected for the Edward Koch Public Service Fellowship in summer 2021. NFBPWC-NYC was listed as a partner organization through the fellowship, and I was interested in the UN/advocacy role available. My internship ended in August, but I am thrilled to continue as a student member.

The most memorable experience I've had with the club so far is being a part of the Afghan Women Project. My desire to help people is what motivated me to return to college, and I feel that is exactly what the Afghan Women Project is accomplishing.

You can read more from Emily's interview and learn more about Young BPW here: <https://www.nfbpwc.org/Young-BPW>

What is Young BPW?

If you're between the ages of 18-35 and are looking to collaborate on BPW initiatives, career, leadership and women's rights -- then Young BPW is for you!

When you join NFBPWC at the local, chapter, or virtual club level, you automatically become a member of Young BPW. We participate in formal and informal activities that allow us to network with members in our local communities as well as all over the world to

exchange ideas and information. We even host an international conference for Young BPW every 3 years!

Email Ashley Maria at youngbpw@nfbpwc.org to get involved as a Young BPW or Student today!

Keep in the loop of Young BPW activities and join in on them by either following us on:



@YoungBPWUSA



<https://www.facebook.com/groups/YoungBPWUSA>

Immediate Past President's Report

By: Sandra Thompson, NFBPWC's Immediate Past President



It is so hard to believe that January is almost over. Time sure flies when you are having fun.

January has been rather busy. I attended the New York General Assembly meeting and it was very interesting. I also attended the North Carolina meeting and Sierra Mar and Valley Sunset District meetings. At Sierra Mar I presented the Business Etiquette Module of the Lifelong Leadership and Learning program. It is in three parts so it can make a great program over three meetings if you are looking for something between 10 and 15 minutes. And of course, I attended our wonderful NFBPWC Board Meeting.

I am continuing to work on writing our Policy and Procedures. I am getting close to the end so hopefully some of you will be receiving your portion for review and editing.

At the Valley Sunset meeting I was asked to do the Inspiration. Since it was the Woman of Achievement Luncheon and program I chose to talk about a true woman of achievement, Betty White. Did you know that in 1952 she was the star and producer of her own program? That in 1954 it is suspected that her show was cancelled because she would not replace a performer. That performer was Arthur Duncan a very talented dancer who was black. Cities in the South threatened to stop showing her show and this is her response "I'm sorry, but, you know, he stays," she said. "Live with it." And she increased his time on the show.

She kept going and at age 88 became the oldest person to host Saturday Night Live and at 95 she joined the Academy of Motion Pictures Arts and Science. She is a great example for us all.

"Don't try to be young. Just open your mind. Stay interested in stuff. There are so many things I won't live long enough to find out about, but I'm still curious about them. You know people who are already saying, 'I'm going to be 30 - oh what am I going to do?' Well, use that decade. Use them all!" Betty White

Environment and Sustainable Development Committee



By: Hyon Rah, NFBPWC Virtual
Chair, NFBPWC Environment and Sustainable Development Committee

It is hard to believe the first month of the New Year has already come to an end. Uncertainties abound as the pandemic continues to rage, but I am grateful for the friendships I have been able to build through NFBPWC. I feel especially grateful for the dedicated group of ladies in the Environment & Sustainable Development (ESD) Committee I get to work with to move the ball forward. As a group, and with your help, the ESD priorities for the year 2022 are outlined below. Your help is essential for making any of these to become a success. I have outlined a request for you in green after each of the three items:

1. Supporting NFBPWC members who own and/or manage businesses to adopt more sustainable operating practices that can increase profitability (details coming soon).

We need to have a clearer idea of the level of interest on this and what types of businesses our members own and/or manage to make this useful. Please take a moment to answer the survey that will be landing in your inbox later this month to help us better serve you.

2. Promoting and sharing small daily actions to minimize our environmental footprints (or, better yet, benefit the environment) through informal virtual gatherings and informational materials.

We will be hosting some of the Friday Afternoon Conversations with different themes related to the environment and sustainable development, with a focus on tying them to your work and daily actions. Please email me any questions or ideas for specific themes you want to explore at: hyon@rah.solutions.

3. Providing information on how to start and operate an environment-forward businesses by inviting women entrepreneurs and business owners (both members and non-members).

If you run a business with environmentally friendly products, services, and/or operations and/or know another female leader that does (no need to be a BPW member, though that is always nice), please let me know be emailing me at: hyon@rah.solutions.

Thank you in advance for helping us with these efforts. Together, we can amplify our contribution to the environment and sustainable development.

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

In the middle of winter, a refresher of four basic principles to bring back the pollinators:

- 1) Grow a variety of pollinator-friendly flowers (native plants not treated with systemic insecticides such as neonicotinoids or other pesticides toxic to pollinators).
- 2) Provide shelter by protecting nest sites for bees & host plants for caterpillars, and places for pollinators to overwinter. Remember: Less tidy is best for our pollinators.
- 3) Avoid using pesticides, especially insecticides, at home and in your garden. They are harmful to pollinators.
- 4) Spread the word. Talk to your neighbors, friends, community. Find out if there are any local habitat

projects. If so, join! If not, start one. Work with your library, Open Space, community farms, gardens, and/or schools.



Health Committee Report

By: Keri Hess, BPW California Member Committee Chair; Health Committee, NFBPWC; BPW Downtown Sacramento Member

Health Committee: Helping Cancer Patients and Their Families

Initially, I was going to write about the organization Remember Betty, which was founded by Danny Wood, member of the group NKOTB in honor of his mother who passed away from breast cancer. Then, something interesting happened, my own mother became diagnosed with Stage-4 metastatic breast cancer over the 2021 holiday season. Thus, my perspective and writing this article has now hit home and become more personal for me.

When we hear a cancer diagnosis, no matter what stage it is, it's hard. When it's a family member, especially a mother, father, etc. It becomes even harder, especially when you see them fighting, struggling, and suffering. The many tears that are shed are limitless because on one hand you are in denial but at the same time, your mind is trying to wrap around the reality of the situation.

What I have learned is that the struggle of a cancer patient isn't just within the body, but also in the mind. Sometimes so much happens that the brain feels like it's exploded. There's fear of the unknown. There's a question of when. Add Covid-19 to the situation, and the stress increases.

As someone who has had Covid-19 and not being able to be there and see my mom in her greatest time of need hurts in ways that cannot be explained. You need to isolate yourself, you can't give or receive hugs, and you live in the fear of infecting your loved ones, at least until you can get a negative test that says that you are clear and safe.

This is where not only the support of family and friends come in, but also organization like BPW and Remember Betty who can offer financial support not only for the patients but the families who need extra help. Any amount of help and support is needed whether close by or far away.

So, since I was going to talk about Remember Betty initially, let's learn a little bit about it.

Remember Betty is a 501c3 organization with a mission to help minimize those financial burdens associated with breast cancer treatment as well as for those survivors who need it most in their life. While New Kids on the Block took a long break from performing, Danny took it upon himself to build the organization and become involved in as many charities as he could. He even released a solo album, "Strong: Remember Betty," with all proceeds going towards other well-known breast cancer charities. For more information <http://rememberbetty.com/>

In the BPW/Michigan legacy group, there is a Cancer Board of overseers any funding and financial assistances that goes to family members or the patient who is connected to BPW. It is funded by local organizations and individual BPW members.

Information can be found here: <https://bpw-michigan.org/cancer-board>

While these are just two examples I know of personally, there are many more groups and organizations out there within reach that can help financially as well as spiritually. Hopefully, you can be inspired to share your knowledge of organizations that you know can help support cancer patients and their families. It is

needed more than ever right now with the added Covid-19 stress.

Remember, do not be afraid to reach out for support when you need it. If you know of someone going through a hard time with a cancer diagnosis or as a family member, please make sure to reach out and check-in. Just a simple message and a hello means a lot.

- Susan Oser, Michigan BPW, Health Committee Member

February is American Heart Month. Heart disease claims the lives of 1 in 3 women. Health Committee will be working towards an event next year that will address the many disparities that exist on heart health for women. To get involved in these planning efforts, please e-mail Keri at Health@NFBPWC.org

Health Committee meetings are every 2nd Monday of the month from 4-5pm PST and is held round-table or discussion style. We are interested in new topics of health and wellness that you might bring to the table! To receive meeting information, please e-mail me at: Health@NFBPWC.org

International Relations Chair Report

By: Sandra Thompson, NFBPWC's International Chair, international@nfbpwc.org



How would you like to spend some time next January in this beautiful place? Well, you can. The North American and Caribbean Region will be having their Regional Conference in St. Kitts from January 8 to January 15, 2023. The International Executive Committee will meet first with the Regional meeting beginning on January 12. Stay tuned for more information. But please, mark your calendars. Regional Coordinator, Dawne Williams has lots of interesting and fun activities planned.

The European Region will be having their Regional Conference May 27 to 29, 2022 in Reykjavik, Iceland. Registration is now open. The conference is open to all members.

CSW is coming in March. BPW International will be hosting two events Economic Empowerment of Women through Public Procurement and Financial Inclusion on March 16, 2022, at 4 p.m. EST the other one is Women's Innovative Responses to Climate Change March 18, 2022, at 4 p.m. EST. These two events are in addition to the two that NFBPWC will be hosting. Other BPW groups around the world will be hosting events so check out the International website. [Bpw-international.org](https://bpw-international.org) and click on the [CSW 66-2022](#) for more information.

Nineteen (19) Task Forces have been established at the International level. You can learn more about them on the website. They range from Anti-trafficking to Women on Boards.

The Anti-trafficking task force is chaired by Kelly Tallon Franklin from Canada. Ms. Franklin has been working in this area for many years. Thanks to her efforts February 22 is now Human Trafficking Day in Canada. In conjunction with several other women's organizations this task force will work to ensure equity, access, diversity, inclusion, ensure justice and opportunity at every level of our work together. Partner Projects, UN policy presentations and International solution tables are planned, and virtual conversations will be forthcoming. More information is on the International website.

Lifelong Leadership & Learning (L3) Report

By: Kathy Telban, Committee Chair, Lifelong Leadership & Learning Committee, NFBPWC



KATHY TELBAN, L3 CHAIR



JANE TAFF, L3 VICE CHAIR



Strategic Planning

The committee has completed its strategic planning process and has reviewed a draft plan. As part of the plan, the committee developed the following mission statement:

Provide education and training to women that builds relevant leadership skills, communication skills, and keeps them current on issues needed in the workplace, their community, and the world.

The committee provides the following services and will track these as follows:

Services Provided	Tracking and Summary Information
<ul style="list-style-type: none"> Facilitate individual modules to affiliates as requested. Provide an annual standard offering of modules for all members. (ie. History & Benefits of BPW) Develop and provide on-demand (self- paced) modules. Provide a repository/library for other training and education materials offered from other Committees. 	<ul style="list-style-type: none"> Evaluation survey at the conclusion of a module. Summary of offerings, # of participants. Summary bios of facilitators. Volunteer hours. Which modules someone took i.e., training record. Summary of facilitator presentations. (who's requested, who wants to present but hasn't yet)

The committee serves and will partner internally and collaborate externally with the following:

Who We Serve	Internal Partners	External Collaborations
<ul style="list-style-type: none"> NFBPWC members. Legacy/Heritage BPW groups. Non-members, organizations/groups who want to develop their leadership skills. People in decision-making roles. 	<ul style="list-style-type: none"> Social Media Webmaster Advocacy Mentoring Newsletter Membership Executive Committee Digital Training Young BPW Public Relations Marketing Military Affiliated Women Afghan Women's Project 	<ul style="list-style-type: none"> League of Women Voters CEDAW (Convention on the Elimination of Discrimination Against Women) ERA Coalition BPW North American & Caribbean Region BPW Brazil National Women's History Alliance One Shared World (partnership) International Women's Peace Group (partnership) BPW International BPW Int'l Training, Development & Employment Standing Committee National Women's History Museum (encourage inclusion of BPW)

To meet its mission with its partners, the committee will focus on the following strategies during 2022-24:

- I. Provide an annual standard offering of modules for all members.
- II. Facilitate individual modules to affiliates, as requested.
- III. Develop and provide on-demand self-paced modules.
- IV. Provide a repository/library for other training and education materials offered.
- V. Develop Marketing Plan, Strategies and Tactics for all L3 Services.
- VI. Provide Ongoing Facilitator Training and Support.
- VII. Establish and Improve Standard Processes to Support L3 Services while leveraging technology.
- VIII. Establish funding stream to underwrite module offerings, acquisition, development and delivery.
- IX. Research new technology platforms and approaches to training and development.

We thank the committee and the facilitators who provided the input and work to develop this plan.
Have any questions about the process we used? Contact us and we will share with you.

Remember to Join us every 2nd and 4th Friday of the month at 8am PST (also posted on the NFBPWC Calendar).

Leadership for Business & Professional Women

Did you know that there is a **Facebook** page and a **YouTube Channel** for “Leadership for Business & Professional Women.”

About the Group as stated on the YouTube Channel: A support structure for current and emerging leaders of BPW, by those with prior experience and/or relevant expertise – young members especially welcome; skills-based, competency-oriented. Exclusively offered to members of Business & Professional Women [BPW] International; this is not an official program of BPW International, but an independent service provided pro bono by the facilitators and guest speakers -- for the benefit of the BPW community. **FREE OF CHARGE!**

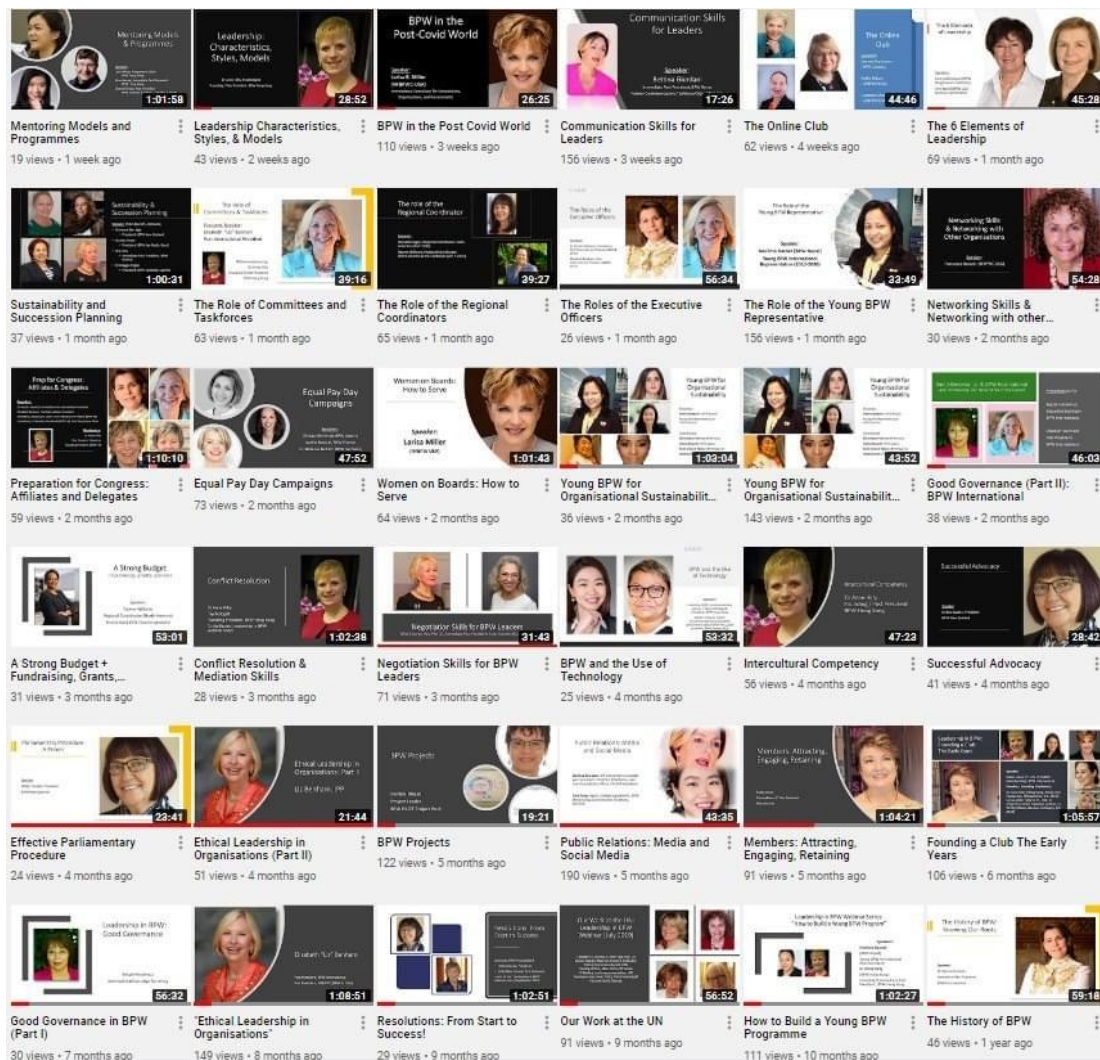
For more information: See <https://www.facebook.com/leaders.women/>

Or contact: leaderswomen.01@gmail.com

Monthly webinars (for BPW members ONLY): every 2nd Wednesday @ 12:00PM (noon) UTC To register: <https://zoom.us/join/zoom/register/vpMldeqtrD4s2dtTRfCMwhpRULJ7vfgGBg>

Recordings of the monthly webinars can be found on their YouTube Channel at: <https://youtube.com/c/LeadershipforBusinessProfessionalWomen>

There are over 50 informational videos on the YouTube Channel. Make sure that you go over to the page and SUBSCRIBE. AND, select the bell icon so that you are notified of future videos that are posted.



Mentoring Committee Report

By: Dr. Trish Knight
 Committee Chair, Mentoring Committee, NFBPWC
 Committee Members: Bessie Hironimus and Nermin Ahmad

To learn more, contact: mentoring@nfbpwc.org



We gladly welcome two new team members to the Mentoring Program Committee: Bessie Hironimus and Nermin Ahmad. Thank you, ladies, for volunteering to help guide the future of this program. I invite anyone interested in serving on our committee to contact me at mentoring@nfbpwc.org.

It takes a big team to accomplish the work of this organization. Many who serve at the national level wear multiple hats and serve on two or more committees. Some of us are managing personal lives, professional lives, and fitting in the volunteer duties while dealing with family or health issues

Part of the role of the Mentoring Program is reaching out to help members gain leadership skills in their clubs/chapters, communities, and beyond. What would you like to learn as we consider topics for future National Friday Connections?

One-on-one mentoring is a way to help another member, and it may only take a few hours of your time. Sharing your area of expertise with a member to help her gain insight and possibly skills enhance her life. It helps build new relationships and broaden perspectives.

Help us in our quest to build our national leadership team. Consider joining our committee as a member or sign up as a mentor or mentee.

Public Relations Committee Report

By: Suzette Cotto, Chairs NFBPWC Public Relations

News for the New Year from Your PR Chair

We are so fortunate with the NFBPWC organization to represent women of all ages and demographics. As PR Chair, I'm excited to share with you what we are doing as an organization to help you keep up with what we need to know to be successful individuals and to create advantage in all that we seek to accomplish.

New Resources

We are in the process of assembling a library of videos for you so you can learn about business, the history of the organization, tips about how to communicate virtually, negotiation skills, interviewing skills and more! Our library will be open 24/7 so you can learn at your convenience and watch the videos as many times as you like to reinforce learning.

We are adding to the offering of live and recorded webinars in every area of interest for each of our initiatives.

As an organization, we have high hopes for you.

Our mentoring program is being opened to the refugee women of the Afghan Women Project. We hope to include videos that will speak to these women as well. If you haven't gotten involved in the AWG, we need you to mentor and acclimate these women to life in our country. They had careers and hopes and dreams in Afghanistan. Let's help them continue to dream here in the United States.

Expanded Content

We also plan to expand our blogs to include you. Do you like to write? We'll be soliciting blog writers for certain topics that pertain to what our organization cares about.

We are approaching CSW66 - our annual United Nations Commission on the Status of Women happening March 14-25. It is a fully virtual global event. As PR Chair, we'll be participating, promoting, and looking for opportunities to share NFBPWC with the world as an NGO - a Non-Government Entity, with parallel events. Pencil those dates in on your calendar and look to get involved.

United Nations Report



By: Susan O'Malley, IFBPWC UN Representative
NGO CSW/NY, Chair ex officio



1. Do register for **CSW66** (Committee on the Status of Women) Conference

Go to the NGO CSW/NY website to register. It is free and entirely virtual. The dates are from 13-25 March. Last year we had 27,000

people registered!

There will be

- 750 parallel events
- Artisan Fair
- Conversation Circles
- Exhibit Hall with spaces to gather

2. BPW-International President Catherine Bosshart will be sponsoring.

3. With Marilou McPhedran, Independent Senator, Manitoba, Canada, I have organized "Indigenous Women Speak for Mother Earth" with 5 Indigenous women speaking from Canada and New Zealand, Tuesday, March 15, 12:00.

4. With Alice Fookes, Widows for Peace Through Democracy, UK, I have organized "Widows as Environmental Leaders" with widows from Burma (Rohingya), Nepal, and Kenya, Friday, March 18, 8 am.

CSW66 Zero Draft Recommendations

The NGO CSW Global Advocacy Research Committee studied the CSW66 priority theme during the summer and fall and developed the following recommendations for the zero draft (the first draft of the document written by UN Women that is negotiated during CSW.) We also met with the CSW Bureau (5 member States) to discuss how we could be more effective. We were told to get our recommendations out in December and send them to the Secretary General, UN Women, The CSW Bureau headed by South Africa, and all Member States. We were told to

keep them short, clear, and don't "poke" which means be diplomatic!

CSW66 Zero Draft Recommendations NGO CSW Advocacy Research Group December 2021

We respectfully submit the following recommendations on behalf of girls and women in all their diversity for inclusion in the CSW66 Zero Draft. After months of collaborative research and outreach by members of the global and regional NGO Committees on the Status of Women: New York, Africa, Asia-Pacific, Geneva, Latin America and Caribbean, MENA and Vienna, we have identified these as critical concerns for "the achievement of gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes."

1. Investment in gender-responsive policies and programs that prioritize girls and women of all ages (including underrepresented, rural, Indigenous and people with disabilities) in decision-making, implementation, and monitoring of mitigation and adaptation strategies at the local, community and national level.

2. Prioritization of knowledge management and strategies for disaster reduction and resilience that focus on the care, protection and support of girls and women who are dependent on natural resources for their well-being and livelihoods.

3. Collection of comprehensive data on displaced girls and women, disaggregated by birth and marriage documentation, to form evidence-based policies on climate-induced migration, as outlined in the Global Compact for Safe, Orderly Migration.

4. Training for women in climate-resilient jobs, including food and water security, to transition to a carbon-free environment and education in schools on climate crisis mitigation and adaptation for a sustainable future.

5. Financial support for mitigation and adaptation to climate change for women in the Global South through dedicated funds, debt cancellation, grants instead of loans and reparations from the Global North that privilege local ecosystems, Indigenous knowledge and youth leadership.

6. The elimination of legal barriers to women, including widows, concerning land ownership, resources and inheritance, to reduce the economic impacts of climate change on girls and women who suffer most from food and water insecurity.

We hope that identifying these globally representative issues will assist you as you create the Zero Draft for

CSW66, which will be addressing the most significant challenges of our time.

Respectfully,

Co-Chairs of the NGO CSW Advocacy and Research Group

Susan O'Malley (IFBPW), Erica Higbie (FAWCO), Ivy Koek (SGI)

We are currently developing briefs to that will be sent out on 25 January to the SG, UN Women, the CSW66 Bureau, and all Member States.



Apply to sell your goods at the virtual Artisan Fair!



The NGO CSW66 Forum Virtual Artisan Fair is a space where artisans from around the globe can sell their goods. The Artisan Fair is virtual, opening its doors to both artisans and attendees from around the world.

The Virtual Artisan Fair will be set up as an online marketplace on the NGO CSW66 Forum virtual Portal, available to all advocates and attendees from 13th – 25th March 2022. See [last year's Virtual Artisan Fair](#) as an example. [Register for the Forum](#) to access the Portal if you haven't already.

Given the virtual nature of the Artisan Fair and the global audience available in the online marketplace, all applicants must meet the following criteria:

- Applicants must be a part of or officially associated with an NGO that supports gender equality and the empowerment of women and girls;
- Products must adhere to fair trade and ethically sustainable production practices;
- Applicants must have an established operating platform or online store (i.e. a website) that independently supports online ordering, payment, and delivery services. (Note: Operations that are run solely via social media platforms such as Facebook and WhatsApp are not applicable).

Important Information and Dates:

There is an application fee of **US \$25.00**. The deadline to apply for a virtual space at the Artisan Fair of the NGO CSW66 Forum is **14 February 2022**.

[Apply here \(English application\)](#)

Special Committee Report for Afghan Women

By: Nermin K. Ahmad and Voyka Soto, Co-Chairs NFBPWC Special Project for Afghan Women
afghanwomen@nfbpwc.org

Committee Members: Nermin Ahmad, Voyka Soto, Megan Shellman-Rickard, Kathy Kelly, Emily VanVleck, Djenabou Bah, Sher Singh, Daneene Monroe Rusnack, Nesli Cakiroglu, Eva Richter

Afghan Women Project

Thank you, Buddha's Light International Association (BLIA) for their generous donation of \$10,000 to the Special Afghan Women Project.

If you'd like to donate, please send any checks to NFBPWC's Treasurer at: Deborah Fischer, 748 North Downing Street, Denver, CO 80218, or you can donate online on our website at: <https://www.nfbpwc.org/Donate>

For more, please visit [Afghan Women Project](#).



Special Committee for Ruth Bader Ginsburg Resolution

The Executive Committee has been working with a few members to determine the leadership of this committee.

Michelle Proctor of NFBPWC California has agreed to be a Co-Chair. If you wish to join this special committee, please email the Executive Committee at: ec@nfbpwc.org

Digital Training Committee Report

By: Marsha Riibner-Cady, Digital Trainer, NFBPWC 2020-2022
DigitalTraining@NFBPWC.org

The digital training team meets the first Wednesday (February 2nd) of the month at 5 pm Eastern via Zoom: Meeting ID 973 5734 4298 and Passcode 241625, or click on this link: <https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzIiZWFiSVBldz09>

Each month we focus on what our attendees need. We are here to help anyone who needs information or assistance with all thing's technology. Some months we spend some time focusing on specific topics.

In February we are going to look at the NFBPWC Website. There have been some changes since we last looked at it together. Those attendees who do not have a profile on the NFBPWC.ORG website will be assisted in creating one.

As always, we are available to assist you at other times, besides the first Wednesday of the month, just let us know what you need!

We welcome our newest members and encourage you to join us or contact us if you need assistance setting up your profile on the website.

We are looking for NFBPWC members who are interested in stepping into a leadership role with our committee. We specifically need someone who is familiar with iPhone and tablets as sometimes helping someone with technical issues requires more understanding of that technology.

Technology tip: Easy ways to screen save!

Windows PC (version 10 or above)

Hold down the windows key, then press PrtScr (Print Screen). Images are saved to your Pictures folder, in a screenshots subfolder.

Mac (OS10.13 or above)

Hold down Command and Shift, then hit 3. By default, the shots go to your desktop.

Smartphones and tablets

Process varies by model and operating system. Images often go to the Gallery app on an Android device or to the Photos app on the iphone or iPad.

Happy Valentine's Day!

Diversity Equity and Inclusion Committee Report

By: Sher Singh, DEI Chair, NFBPWC 2020-2022
DEI@NFBPWC.org

The Committee Report as submitted for the NFBPWC Board Meeting of January 11, 2022. The DEI Committee continues to focus on building on encouraging and presenting cultural competency opportunities. We did a presentation on January 25, 2022, to share with our members the culture of the Afghan people. This event shed light on their customs and norms and how we could collaborate and understand them more.

I am on the Afghan Women's Project committee and by extension looking at ways we can utilize these same concepts for other cultural groups in natural or other disasters. Using the Afghan Women's Project guidebook, we will be able to use the same concept for many other cultural groups.

The other project under DEI is being explored by one of our North Carolina's members and me. We have submitted a proposal at the CSW66 to do a parallel event on Burn Pits and its danger for military personnel and others. Military Veterans find themselves impacted by chemical exposures as a hazard of War (Burn Pits). We delve into how female caregivers, a wife (partner), sister, mother, or children are impacted by this. We explore how including marginalized communities in the conversation of environmental and disaster risk can prevent health issues. The effects of the burn pits are environmental discrimination. We will discuss education information, environmental discrimination, and advocacy.

I continue to engage in zoom meetings and workshops nationally in clubs that share or invite me to.

The DEI's committee focus continues to research and be innovative in what might be most valuable to present in the current climate. The vision is for the federation members to be informed, supported, and to have all the tools we can gather to be change agents. The continued dialogue flowing in the diversity, equity, inclusion in professional and other arenas, will help to keep fairness and justice in the forefront. DEI incorporate and make available all the L3 sessions to empower our members and all women to the best of their ability.

Nominations Committee Report

By: Michelle Husby, NFBPWC Nominations Chair
Nominations@NFBPWC.org

The Committee Report as submitted for the NFBPWC Board Meeting of January 11, 2022.

It is a new calendar year and the Biennial ends this year. We will elect new officers in August 2022.

Do you want to be the next _____?

Are you curious about the process, requirements, etc.? Please contact your Nominations Chair at: nominations@nfbpwc.org.

I'll be happy to answer your questions or send you the papers you need to file in order to run for office.

As of this moment, I know of no candidates for any offices.

Website Committee Report

By: Lea-Ann W. Berst

Website Special Committee Chair, NFBPWC 2020-2022

Highlights added from the Committee Report submitted for the January 11, 2022 NFBPWC Board Meeting.

Barbara Bozeman has taken over the calendar submissions role for the National website. States, international groups, and NFBPWC committees can submit their events to this email address: events@nfbpwc.org

The entire calendar event submission process and guidelines: <https://nfbpwc.org/NFBPWC-Marketing-Articles/11235326>.

As a reminder:

- Event submissions cannot contain phone numbers or an email address to register for an event. We must use web addresses for registration.
- If you do not have an online registration capability, National can do this for you. See option A in the above link for details.
- When Affiliates add an event to the National Calendar, it will also show up on their Affiliate web page.

Affiliates have their own page on the website. Our goal is to provide enough information to make a prospective member interested in joining an Affiliate Club. Therefore, each page contains Club Highlights, a listing of local Clubs in each area, links to key Local events, spotlight articles about Club members, Leadership team listing, photos from the Club, and Contact details. Note that we encourage the site visitor to search their local area for a club near them. If they cannot find one, we point them to joining the Virtual Club.

PROGRESS UPDATE

Q12022 NFBPWC Website Goal: Empower NFBPWC chapters/clubs to drive up member numbers & grow membership involvement.

01

UPDATE THE *JOIN US* AREA WITH INFORMATION ABOUT EACH AFFILIATE AND HOW TO CONTACT THEM

Each Affiliate is broken down into state pages & a virtual page. They are designed to inform site visitors & push them to the appropriate Affiliate to sign up for membership. **Affiliate leads:** please email updated content for your page to website@nfbpwc.org.

02

EMPOWER AFFILIATES TO PROMOTE THEIR EVENTS TO A BROADER AUDIENCE

Barbara Bozeman has joined the website committee to take over the calendar submissions for the National website! **Affiliates, international BPW groups, and Committee Chairs** can submit their events to her via events@nfbpwc.org. See bottom of website for link to view the calendar submission process and guidelines.

03

PROVIDE AN AREA WHERE MEMBERS CAN STAY INFORMED AND CONNECTED (REAL-TIME)

Members can stay up to date via the NFBPWC blog area. To keep it fresh, **Committee Chairs and Affiliates** should submit real-time information to website@nfbpwc.org and can submit Member profiles via the online **Member Spotlight Submission Form**. (see bottom of website for link)

JOIN US ▼
CONTACT US

- VIRTUAL & STUDENT MEMBER APPLICATION
- WHY BECOME A MEMBER
- STUDENT MEMBERSHIP
- VIRTUAL CHAPTER
- ARIZONA
- CALIFORNIA
- COLORADO
- FLORIDA
- ILLINOIS
- MICHIGAN
- NEW YORK
- NORTH CAROLINA
- PENNSYLVANIA
- TEXAS

Lea-Ann W. Berst

website@nfbpwc.org

Social Media Committee Report

By: Suzette Cotto, NFBPWC Social Media & Communications Chair

Social Media

You may have noticed our organization has stepped up our social media presence. Our team has worked very hard to produce branded messages of great value to our audiences on Facebook, LinkedIn, Instagram and Twitter. Are you on social media? Have you followed our social media channels with your social media profile? If not – do it today! We need to amplify our messages with likes, comments and shares.

We're Looking to Grow the Team

If social media is your forte, you like to write content or have a knack for graphic design, we'd love to have you join the social media team. You'll get valuable digital marketing training, and to learn more about what NFBPWC is doing to promote women and the things women care about. It's a winning strategy!

In the meantime, our team looks forward to engaging with you and learning about what you need to be successful in your personal and professional life. We have lots to look forward to.

Engage with NFBPWC on Social Media



Organization Page:

<https://www.facebook.com/NatlFedBPWC/>



https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg



Group Page

<https://www.facebook.com/NatlFedBPWC/>



<https://twitter.com/nfbpwc>



Organization Page

<https://www.linkedin.com/company/nfbpwc>



https://www.instagram.com/nfbpwc_usa/

February Is ...

February is Black History Month

Black History Month recognizes and honors important people and events in the history of African American history. In 1926 noted historian, Carter G. Woodson, originated the idea of "Negro History Week". Woodson chose the second week of February because it marked the birthdays of two Americans who greatly influenced the lives and social condition of African Americans – former President Abraham Lincoln and abolitionist Frederick Douglass.

The tradition of what became Black History Month greatly influenced the expansion of academic scholarship and the corresponding recognition of the rich history of African Americans

February Highlights in US Women's History

- February 1, 1978 – First postage stamp to honor a black woman, Harriet Tubman, is issued in Washington, DC
- February 4, 1987 – First "National Women in Sports Day" is celebrated by Presidential Proclamation

- February 11, 1989 – Rev. Barbara Harris became the first woman bishop in the American Episcopal Church and in the Anglican Communion worldwide.
- February 12, 1869 – The Utah Territorial Legislature passes a bill allowing women to vote
- February 15, 1921 – The Suffrage Monument, depicting Susan B. Anthony, Elizabeth Cady Stanton, and Lucretia Mott, sculpted by Adelaide Johnson, is dedicated at the U.S. Capitol
- February 15, 1953 – Tenley Albright became the first American woman to win the World Figure Skating championship
- February 17, 1870 – Esther Hobart Morris in Wyoming became the first American woman Justice of the Peace
- February 24, 1912 – Henrietta Szold founds Hadassah, the largest Jewish organization in American history, focusing on healthcare and education in the Israel and the U.S.
- February 24, 1967 – Jocelyn Bell Burnell makes the first discovery of a pulsar, a rapidly rotating neutron star
- February 27, 1922 – U.S. Supreme Court upholds the 19th Amendment to the Constitution, which guarantees women the right to vote

(Source: <https://nationalwomenshistoryalliance.org/events/February/>)

BPW International News – President Dr. Catherine Bosshart

By: Dr. Catherine Bosshart, BPW International President

(Source: BPW International Email Newsletter dated January 19, 2022)



Dear Presidents of BPW

Dear Members

A warm welcome to the new year 2022!

We are starting with fresh impetus and new energy, full of energy and with many ideas and the need for implementation. We hope that we will all pull together with **New Actions Through Cooperation** and give our association a boost in 2022!

Booster? We promote, we strengthen, we expand what we have already started - we add new things to the tried and tested.

Communication will be extended to other social media channels, and we are still calling on BPW-experienced Instagrammers to join in, for example. Our goal is to have BPW news posted on social media from all regions of BPW International. Get in touch with us if you feel inclined to do so. In addition, other topics and areas of work will be included on the website. This means that the work done there will be made visible and easier to network. Video messages will also be added to our communication tools, making it easier to receive and disseminate BPW issues.

The **administration** will continue to be improved. This is an ongoing process that is always subject to change. The committees work well together, are regularly networked virtually and discuss the problems that arise. The work does not run out, in respectful cooperation it is a beautiful and uplifting creation. Team Work is Dream Work.

Partnerships are more relevant than ever and show our inter-connectedness within society. We will continue to work on this.

Advocacy continues to be a priority, but is often very regionally and locally specific. We want to give it a boost in terms of communication and networking. The work on this has started, more on that soon.

We also want to boost our **performance** and competencies!

On the Projects platform, we expect to include many projects that are being worked on worldwide. Perhaps the word "projects" sounds a little challenging; we mean the topics and areas of work that your clubs and federations have on their agenda and that you are working on. These don't have to be project plans that are polished and ready to print. Often, a club works on a topic for a long time, and you have to give it a name - that's what we mean.

We will open the booster for the **Competencies** in the next few days - the bpw.directory. We will draw your attention to it with a special newsletter, the website will publish all the information about it and we will report on the social media channels as to when, where and how you can enter yourself and your profession. We hope that in 2022 registration in the bpw.directory will become contagious and spread worldwide!

Hopefully, if the situation allows, we will be able to meet in person again in 2022. Some opportunities are already known ([Running Calendar of Events](#)). It would be very nice to be able to meet and get to know you here or there. I look forward to that, it spurs me on and means lively networking.

I would also like to ask all Affiliates to let the [President's Office](#) know of any planned national meetings and conferences for our calendar.

I wish you happiness, health and professional success for 2022!

Warm regards,

Dr. Catherine Bosshart
BPW International President

Candle Lighting Ceremony 2022

In the next few days the first Candle Lighting Ceremonies will take place in clubs around the world.

The President's Message for this year's Candle Lighting Ceremony deals with important aspects of BPW International. You can read the message on the [website](#), where you can also download it as a pdf in 5 languages.

But we also greet you with a video message from the President in English for the Candle Lighting Ceremony. The link to the YouTube video with subtitles in English, French, German, Italian or Spanish can also be found on the [website](#); if you need the video as an mp4 file (with or without subtitles) for your ceremony, please email communication@bpw-international.org.

We wish you all a festive Candle Lighting Ceremony that will strengthen and rekindle the bond between BPW members worldwide.

President's Message for the Candle Lighting Ceremony 2022



Click on the picture above to watch the YouTube video, or type this address into your web browser:
<https://youtu.be/eA5Tyfm-gRU>

BPW International Theme



bpw.directory

The bpw.directory is ready for your profile registrations -
you can register from 1 February 2022.

We will inform you about the bpw.directory with a special newsletter, the website will publish all information about it and we will report on the social media channels as to when, where and how you can register yourself and your profession. We hope that in 2022 registration in the bpw.directory will become contagious and spread worldwide!

BPW International European Conference 2022



This year the European Regional Conference will take place in Reykjavik. The committee of representatives from the European Region, led by Regional Coordinator Anu Viks, and the local BPW Club Reykjavik have opened registrations and posted the preliminary programme on the website.

<https://www.bpwiceland2022.is/>

You can also find a summary of the information on [Europe News](#).

Don't miss the Early Bird prices on offer until 15 February 2022!

State Federation & Clubs News

NFBPWC Arizona

Executive Committee 2020:

Theresa Dolan President

For more information about this club, go to: <https://www.nfbpwc.org/Arizona>

NFBPWC California Federation

Executive Committee 2021-2022:

Lynn Brandstater	President
Anne Marie Johnson	Treasurer
Barbara J. Davis	Secretary
Rosemary Enzer	Immediate Past President

For more information about this club, go to: <https://www.nfbpwc.org/California> or <https://bpwcal.org/>

By: Lynn Brandstater, President, CFBPW California

Congratulations to the Burbank club, which joins the Hollywood club in celebrating 100 years! Burbank will hold an in-person celebration when it is safe for all the members.

Downtown Sacramento will meet at noon on the 8th via zoom to continue planning community outreach.

Our State Board meeting will be on the 18th via zoom from 1 to 5.

On the 19th, we have our annual Public Policy Conference via zoom from 9 to 3. Invited speakers include Holly Martinez, Executive Director of the Commission on the Status of Women and Girls, and Kermit Jones and other Congressional candidates. Our own Linda Wilson will give an ERA update, and our Legislative Screening Committee, led by Sher Singh, will provide updates on bills. We will examine our Legislative Platform to see if there are any needed changes to our priority issues. Congratulations in advance to Leg Chair Pat Long for her hard work on this.





We have a nominal charge for our members for both meetings, but if any of you outside California wish to attend, you can be my guests. Just let me know at Lynnbrandstater@gmail.com.

All our members continue to Advocate, Believe and Communicate!



NFBPWC Colorado Federation

Executive Committee 2021-2023:

Evie Hudak	President
Sharon Simmons	1 st Vice President
Linda Sue Shirkey	2 nd Vice President
Sara Bastani	Secretary
Cynthia Wieme	Treasurer

For more information about this club, go to: <https://www.BPWCColorado.org>

By: Evie Hudak, President, NFBPWC Colorado

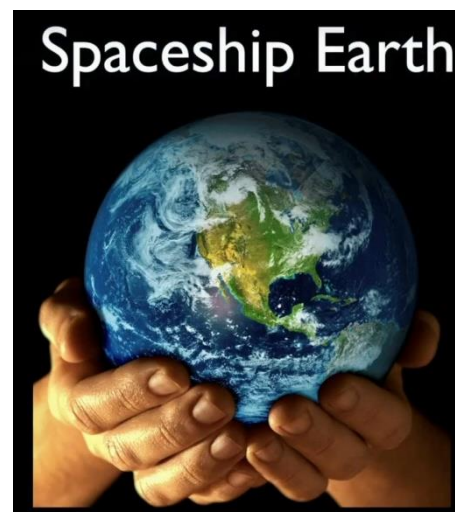


BPW Colorado Green News

By: Laurie Dameron, BPW Boulder Member

I followed President Shellman-Rickard's suggestion from the December NFBPWC newsletter, to pick a UN Sustainable goal to focus on and I and our BPW Boulder chapter picked UN SDG number 13 "Climate Action." I am motivated more than ever to devote much of my time fighting climate change and inspiring others to do so also as I live in Boulder County about 8 miles as the crow flies from the where the most destructive wildfire in Colorado history and the 10th most costly fire in the USA occurred December 30, 2021.

Climate change is not some future problem to worry about later. Climate change is here, now. Humankind needs to take massive action. Please consider sharing the following with your friends and colleagues, elected officials and green organizations. I have a short sample for writing letter to the editor news/media that I will send out next month.



First of all, thank you for all you do to make our world a better place!

Almost every day in the news, I read or hear of yet another climate disaster. But what about solutions?

Wouldn't it be great if news outlets and media helped us to do that by sharing a simple Environmental Action of the Day? For example:

- Don't allow your car to idle
- Avoid using drive-throughs
- Have a no-drive days every week
- Shop and bank locally and divest from big banks that support oil and gas
- Turn down the heat
- Turn off lights when you leave a room
- Minimize single-use plastics
- Bring your own cup to your coffee shop
- Use a reusable water bottle
- Strive for zero waste.

There are SO many actions we can take. They may be small changes but can add up to make a big difference.

We also need to hear from our elected officials and "green" organizations about every citizen's simple actions.

Switching to renewable energies, transition to regenerative agriculture practices, and pass legislation such as Build Back Better, the Green New Deal, and a carbon pricing bill, are really important. Please urge your Congressional representative to support the Energy Innovation and Carbon Dividend Act.

However, these things take time -- time we don't have. Every citizen needs to put energy into becoming environmentally educated and being part of the solution.

I think Colorado Governor Polis and President Biden missed a huge opportunity to reach millions of households when they gave speeches for the Marshall Fire press conference which aired on television in January of 2022. They spoke at length on the many climate disasters that are increasing but not much about a solution.

I urge our elected officials to use such media opportunities and email communications to their constituents to educate our citizens and get them involved to create a healthier and more sustainable future for us all.

MOST PEOPLE ARE NOT AWARE OF THE MANY SIMPLE SOLUTIONS - THEY NEED TO HEAR ABOUT THEM FROM YOU!

I believe what the EPA says:

"Over 40% of our greenhouse gases come from the way products are extracted, produced, transported, used, and even disposed of. Striving for Zero Waste is one of the quickest and easiest ways to address climate change and build healthy communities"

I also agree with Bill McKibben when he said: "We're under attack from climate change — and our only hope is to mobilize like we did in WWII."

Again, thank you for all you do and your time here. We can make this happen!

YOU ARE A PART OF THE SOLUTION!

To sign up for Laurie's monthly music and "Green News," write to WindchimeL@aoL.com

Or visit www.LaurieDameron.com

Please visit and LIKE <https://www.facebook.com/WhatCanIDoSpaceshipEarth>

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

NFBPWC South Florida

Executive Committee 2021-2023:

President	Liz Benham
Vice President Advocacy	Marianne Miccoli
Vice President Membership	Mariela Borrello
Treasurer	Paulina Kucharska
Secretary	Mary Antoine
Immediate Past President	Susan Gingerich

For more information about this club, go to: <https://www.nfbpwc.org/Florida>

By: Elizabeth Benham, President, NFBPWC South Florida

NFBPWC La Grange-Chicago

Executive Committee 2020-2021:

Kathleen Ray	President
Barbara Yong	Vice President
Barbara Miller	Secretary
Mary Lou Lowery	Treasurer

For more information about this club, go to: <https://www.nfbpwc.org/LaGrange-Chicago>

By: Kathleen Ray, LaGrange-Chicago BPW

NFBPWC Michigan

Executive Committee 2021-2022:

Shirley Zeller	President
Susan Oser	Vice President, Membership
Amy Courter	Vice President, Advocacy
OPEN	Secretary
Susan Murphy	Treasurer

By: Shirley Zeller, President, NFBPWC Michigan

NFBPWC New York City

Executive Committee:

Nermin K. Ahmad	President
Devika Gopal Agge	1 st VP Membership
Nesli Cakiroglu	2 nd VP Advocacy
Open	3 rd VP Programs
Voyka Soto	Secretary
Open	Treasurer
Francesca Burack	Immediate Past President
Open	Young Professional Representative

For more information about this club, go to: www.NFBPWC-NYC.org or become involved on our social media site, nfbpwc.ning.com.



By: Nermin K. Ahmad, President, NFBPWC New York City

We were proud to hold our AGM on January 19th, 2022. Beyond a core group of NFBPWC – NYC members, we were honored with the presence of our National President, Megan Shellman-Rickard and past President Sandra Thompson who acted as our Parliamentarian. A number of members attended from the National Executive Committee, as well as from other Clubs. This support was welcome in helping us forge stronger links in our chain of support and advocacy for Business and Professional Women.

Our Afghan project continues with great success and is documented in its own report.

With the Afghan Women Project and the other Advocacy work we are engaged with, it is clear that our club has a great many challenges and opportunities to offer new members, and I invite as many to join us as are interested in making real change happen for our sisters, new and incoming, across NYC and across the nation. Together we multiply our impact!

Let us make 2022 a real year of positive gains for all Business and Professional women! Give a Valentine to a Business and Professional Woman – introduce her to our Club!

NFBPWC North Carolina

Executive Committee:

Marsha Riibner-Cady	President	nfbpwcnc@gmail.com
Barbara Bozeman	NFBPWC-EC Liaison	
Lea-Ann Berst	NFBPWC-NC Webpage Master and Facebook	
Varnell Kinnin	SDG/ Advocacy and Secretary	
Jo Naylor	Bylaws Chair	

For more information about this club, go to: <https://www.nfbpwc.org/NorthCarolina>

By: Marsha Riibner-Cady, President, NFBPWC North Carolina

We invite everyone to attend our meetings, the third Thursday of the month at 8:00 pm Eastern by clicking on the link here:



<https://us06web.zoom.us/j/83070332328?pwd=bjExWnBYVGx5YThBdDNzNG5FNzkyUT09>

Meeting ID: 830 7033 2328

Passcode: 612268

or contact Marsha at (252) 423-0819 (text is okay) for details or nfbpwcnc@gmail.com

Our next meeting is Thursday, February 17, 2022, at 8 pm Eastern. Our speakers are Alice Gallop West and Sher Sing who will give us information on CSW66 parallel events.

We held our Annual Meeting on January 20, 2022, at 8 pm. All 8 members were present. We thank Sandy Thompson, Immediate Past National President for attending and giving us a Parliamentary Procedure lesson. President Marsha's 60 birthday was celebrated by everyone wearing real or virtual party hats for the meeting. It was the highlight of her day!



We observed a moment of silence to honor all those who have passed in the last year.

All minutes from previous meetings that had not been approved were approved as presented.

Dues are due to Marsha ASAP; all 8 members are re-joining. There will be no increase in our dues. Members were encouraged to each bring 1 new member to our club.

Monthly meetings will continue to be on the third Thursday of the month at 8 pm Eastern and are open to any guest and/or member of NFBPWC. Members were encouraged to pick a topic to share at the meetings or to bring a speaker to the meetings.

Members are to contribute 2 newsletter articles per year, starting in March.

We continue to support the GED students at Edgecombe Community College and are looking for other programs to support that fall under the guidelines of the SDG's.

We are analyzing the possibility of a road trip to CA for the convention in August. Several members have been assigned tasks to see if this is feasible.

Jo Naylor offered to be the Secretary moving forward and was accepted by all present. Varnell was thanked for her service to the group.

Websites were shared:

(From Lea-Ann) Registering for CSW 66 www.nfbpwc.org/UN_CSW

(From Alice) N95 masks <https://blox.ivwatch.com/>

<https://www.wavy.com/news/health/coronavirus/mask-misconception-hampton-roads-mask-maker-says-n95-and-kn95-are-nowhere-near-the-same/>

Announcements:

March is Women's History Month.

General Assembly is August 5-7, 2022 in Sacramento, CA

Women in Health and Science presentation at the Aquarium at Roanoke Island in April.

The meeting adjourned at 9:15.

NC as always invites everyone to our meetings and wishes everyone a wonderful Valentine's Day!

Pennsylvania Affiliate Chapter

Executive Committee:

Nancy Werner	President
Cathy Collins	Vice-President
Nancy Thomas	Recording Secretary
Denice Robinson	Treasurer
Cathy Collins	Membership
Lilly Gioia	Legislation

For more information about this club, go to: <https://www.nfbpwc.org/Pennsylvania>



By: Nancy Werner, President, NFBPWC Pennsylvania

The PA Affiliate Chapter of the NFBPWC began the new year with a meeting on January 16, 2022. A detailed report was given on the National Board Meeting held on January 11, 2022. Cathy Collins, VP, and Lilly Gioia, Legislation and Advocacy Chair also were in attendance. (That was our program for the evening.) We are 16 members and have all our dues ready to be paid to the National Treasurer. We have also updated our membership list.

Working with the L3P, I have attended the Facilitator Meeting on January 14, 2022 with Kathy Telban, Jane Taff and other L3P Facilitators. Lots of planning and work are still ahead for our team. Presently I am working on my assignment to update the Module 13-Setting Goals for the team. Due this Friday, January 29.

Face Book NFBPWC-Ginny Bailey is placing many informative items on to the site. We are also enjoying how others are sharing what she is posting.

Emily Holgash continues to share news on the STEM projects across PA, the Small Businesses of PA and any interesting grants that would be available to us. She and Ginny are working together to post these items.

Lilly Gioia's works 24/7 when it comes to investigating the legislation in Pennsylvania and across the nation. Please READ her work and share.

Our Winter issue of the [BPW/PA KEY](#) was published last week. I wrote another article on our NFBPWC work with the Afghanistan families living here in the United States. I also wrote about our supporting the Dominican Republic care packages for its school children. But I consider it a success after hearing from members of the BPW/PA about our outstanding deeds. Each wished to learn more about our PA Affiliate Chapter.

I attended the CA's Sierra Mar Meeting on Saturday, January 15. I enjoyed the business meeting, and the two speakers-Chi Chi Lau and Sandy Thompson, Past NFBPWC President. Excellent time spent attending and learning.

Getting our slogan-California or Bust ready for this coming August Biennial in Sacramento, CA. Hoping we make the trip West.

Next meeting will be on Sunday, March 6, 2022 via Zoom. 7:00 p.m. Our BPWPA Winter Board Meeting will be that weekend of March 11-12, 2022. We will meet to socialize.

Pennsylvania Advocacy Report

By: Lilly Gioia, BPW Pennsylvania Legislation (Advocacy) Chair

JANUARY 27 MARKED 2 YEARS SINCE E.R.A. PASSED IN 38 STATES – LEGAL BATTLES HEAT UP:

It's been almost 100 years since the Equal Rights Amendment was first proposed by Alice Paul and introduced in Congress. With the start of the New Year, legal wrangling over the proposed 28th Amendment to the Constitution is ramping back up, Ms. Magazine reported on 1/11/22. A formal appeal filed by three Attorneys General in May 2021 sought a review of a lower court ruling that dismissed their original January 2020 ERA case. On January 3, 2022, Aaron Ford of Nevada, Kwame Raoul of Illinois and David Herring of Virginia filed new briefs aiming to reverse the lower court's decision. On January 10, 2022, the ERA Coalition's brief, filed by Winston & Strawn LLP lead counsel Linda Coberly, added 13 amicus (Friend of the Court) briefs representing 50 women's rights organizations, 86 businesses and corporations, 20 constitutional law professors and former state legislators. "Women are consistently underrepresented, underpaid and subject to a national epidemic of domestic and sexual violence," Linda Coberly said.

Coberly stressed that the lower D.C. Circuit Court erred in dismissing the suit brought by the Attorneys General of three ratifying states, including that the seven-year time limit stands in the way of the Equal Rights Amendment. The District Court judge who dismissed the Attorneys General lawsuit last year, stated that "laudable as their motives may be," they did not have legal grounds to sue, and that the seven-year deadline set decades ago by Congress to ratify the amendment had expired. After Virginia became the 38th state to ratify the ERA, the Trump Justice Department Office of Legal Counsel found the seven-year deadline valid. This meant the ERA's only path to ratification would be to start over in Congress and then the states. The Trump administration opinion halted certification by the Archivist. The Attorneys General now argue in their new January 2022 filing that the Archivist's refusal to make the ERA the 28th Amendment, established the legal framework for the lawsuit to proceed. Virginia Attorney General Mark Herring said in a statement that "the ERA has been properly ratified by the states and any attempt to prevent its inclusion in the Constitution is without basis in law."

This new brief filed on January 10th offers formal support for the appeal endorsed by the Alice Paul Institute, American Association of University Women, American Women's Medical Association, Association of Flight Attendants CWA, Black Women's Roundtable, Delores Huerta Foundation, Hadassah Women's Zionist Organization of America, U.S. League of Women Voters, Michigan Federation of Business & Professional Women, Mormons for ERA, National Association of Social Workers, National Association of Women Lawyers, National Council of Jewish Women, National Council of Negro Women, Equal Means ERA, National Organization for Women, Service Women's Action Network, Sisters of Loretto Community, U.S. Women's Caucus at the United Nations, Women Matter, Women's Law Project and the Feminist Foundation among many others. In addition to

the United Conference of Mayors, individual states supporting this suit include Michigan, New York, Colorado, Connecticut, Delaware, Hawaii, Maine, Maryland, Massachusetts, Minnesota, New Jersey, New Mexico, Oregon, Pennsylvania, Rhode Island, Virginia, Wisconsin, Washington, and Vermont. Illinois, Nevada, and Virginia are represented by their Attorneys General.

There are five state Attorneys General who are actively opposing recognition of ERA ratification in this D.C. Circuit case. They represent Alabama, Louisiana, Nebraska, South Dakota, and Tennessee.

Opponents have not disclosed any legal strategies to halt the ERA, but Alabama Attorney General Steve Marshall (R), has raised concerns that ERA ratification would prompt a wave of lawsuits re-litigating state laws such as abortion restrictions that courts have upheld as constitutional. Douglas Johnson, head of the National Right to Life group's anti-ERA campaign, said the notion that the amendment is ratified and now just needs a rubber stamp from the Archivist is on shaky legal ground. "This is political theater. It has no legal reality," Johnson said speculating on a potential "wave of ERA enforcement lawsuits as a fishing expedition to find a court that will rule in favor of the amendment."

The original suit asked the court to compel Archivist David S. Ferriero to comply with his statutory duty to publish and certify the ERA as the 28th Amendment to the U.S. Constitution. At stake is constitutional equality and the integrity of the ratification process. "The seven year timeframe for adoption that Congress unilaterally imposed in 1972 can't stand in the way of the ERA, as that timetable does not—and cannot—alter or override Article V's crystal-clear provisions, all of which the ERA has already met," the brief asserts. "Article V leaves no room for time limits." Additionally, the brief states that the District Court erred regarding a refusal to publish the ERA because this inaction can stand in the way of efforts to press for revision of state statutes that continue to discriminate on the basis of sex. The Amendment is still necessary to address legal loopholes around discrimination in work as well as domestic and sexual violence, according to a report by The 19th.

Jessica Neuwirth, co-founder and President Emerita of the ERA Coalition, said, "Women have waited far too long for constitutional equality, a fundamental human right recognized in other constitutions around the world." Attorney Coberly and the ERA Coalition note that additional language in the ERA text states, the Amendment takes effect TWO YEARS after final ratification which is JANUARY 27, 2022. The federal government has several weeks to respond to the latest legal arguments. The appeal process is expected to take several months. Supporters of the EQUAL RIGHTS AMENDMENT organized a live-streamed rally at the White House at noon January 27th [#RiseUp4ERA](#). Thereafter petitions calling for removing the final obstacle keeping the ERA from being published in the Constitution were delivered to the Justice Department.

The Equal Means Equal ERA appeal lawsuit filed in Boston federal court won't be reheard, according to a 1/5/22 U.S. Law Week report. A lower court dismissed this lawsuit for lack of standing which sets up a possible Supreme Court review. These plaintiffs led by the Equal Means Equal advocacy group, sought a court order to force U.S. Archivist David Ferriero to publish the would-be 28th Amendment. Boston plaintiffs had asked the U.S. Court of Appeals for the First Circuit to rehear their appeal with its full slate of judges, after a three-judge panel ruled against them last June. The appellate court denied that rehearing request in a single paragraph ruling. According to U.S. Law Week, a new wave of ERA litigation is likely to begin as soon as January 27, 2022. Wendy Murphy, lead attorney in the Boston case, said the plaintiffs haven't decided whether to petition the Supreme Court again to review the case. The Supreme Court denied an earlier request to review the district court's decision dismissing the lawsuit. "The timing of the court's decision is perfect because we will be filing a new round of lawsuits to enforce the ERA when it takes effect in a couple of weeks on January 27, 2022. We have excitedly been planning for this day for a long time," Murphy said. The Boston case is Equal Means Equal v. Ferriero, 1st Cir., No. 20-01802, rehearing denied 1/4/22.

VIDEO GAME INDUSTRY PAYS MORE FOR GENDER DISCRIMINATION:

More than 2000 current and former female employees of video game corporation Riot Games will share in a **\$100 million settlement**, after filing a 2018 class-action suit for gender discrimination, according to a New York Times report. Women have described the work environment at Riot and other gaming publishers as sexist and toxic. The maker behind popular titles like League of Legends and Valorant, was on track for a \$10 million settlement in early 2020 when California state agencies intervened to block the settlement. They argued that the women

could be entitled to over \$400 million as new legal counsel from #Metoo took the case. Separate from the lawsuit beginning in 2018, the state began investigating the company over claims of sexual harassment, discrimination, unequal pay and retaliation against women workers. Female employees alleged they'd received images of male genitalia from colleagues and bosses, and that lists among senior staff members detailed which female employees they would sleep with. With 24 offices worldwide, Riot insisted upon Forced Arbitration clauses in employment agreements. Riot tried to have an earlier lawsuit dismissed citing that female plaintiffs, when hired, had agreed to third-party arbitration rather than taking court action. In May 2019 over 100 Riot employees staged a walk-out demanding that Riot end Forced Arbitration for all past and current employees. The California Department of Fair Employment & Housing stated that this settlement could "send the message to all industries in California, including the gaming industry" that they must provide equal pay and workplaces free of discrimination and harassment. Riot consented to a three-year, third-party analysis of gender equity in employee pay and job assignments. Riot, owned by the Chinese internet giant Tencent, is one of the world's most prominent gaming publishers. Its flagship League of Legends game made nearly \$2 billion in revenue last year. Jes Negrone, a plaintiff, said, "I hope this case serves as an example for other studios and an inspiration for women in the industry at large. Women in gaming do not have to suffer inequality and harassment in silence. Change is possible."

BIDEN ADMINISTRATION INCREASES INVESTMENT IN WOMEN-OWNED SMALL BUSINESSES:

Following two years that have decimated small businesses, the Small Business Administration (SBA) announced a new initiative for women-owned small businesses improving access to capital, counseling, training, and federal contracts. Nearly 30 years ago the SBA set a goal to grant 5% of federal contracts to women-owned small businesses, but it has met that goal only twice, according to The 19th. SBA plans to continue what has been the largest expansion in its history this year, opening new Women's Business Centers in underserved communities to provide on-the-ground, personalized support for women business owners. In the past two years more women left the workforce than any time in history. In 2021 there was a 24% year-over-year increase in the number of people filing to start a business. A study by LinkedIn found that the number of women-owned businesses on its platform had grown by 27% during the pandemic, compared with 17% for men. Among the 12 million women-owned businesses in the United States, nearly all of them are very small—90% have no employees, according to SBA data. Accessing bank loans and capital remains the top concern for women-owned start-ups which get between just 2 and 3 percent of all venture capital funds. Natalie Madeira Cofield, assistant administrator for the Office of Women's Business Ownership said, "As women entrepreneurs, we see you, we see your rapid growth, we see your concerns, we see your needs and we're elevating that..." Madeira Cofield is the first Black woman to head this office. As part of President Joe Biden's equity directive, the SBA will work in tandem with the White House Gender Policy Council's equity strategy for women and girls. One tenet of that strategy is to promote entrepreneurship and innovation that will reduce gender discrimination in business and open more avenues for capital for women-owned businesses. This work is more imperative now when the dynamics of the U.S. labor force may be changing.

"GRAY DIVORCE" LEAVES OLDER WOMEN FEARING POVERTY:

A recent AARP survey found that almost 30% of women over 65 report feeling "very or somewhat worried" about their current financial situation compared to 20% of men. Despite gains in education, employment and earnings in recent decades, American women face a rockier road to secure retirement than men, according to a New York Times report. Yet they live longer and are more apt to encounter illness, disability, and eventual need for expensive long-term care. "Women are considerably more likely to experience poverty in retirement than men," said Richard Johnson, an economist at the Urban Institute. In 2020 according to Johnson's analysis, 10% of women over 65 lived in poverty, compared to 8% of men with far higher rates for women of color or unmarried. Economists attribute much of the retirement gender gap to the "motherhood penalty." Women who raise children have fewer and lower-paid years in the workforce than men or childless women. "They never completely make up for the deficits," said, Matthew Rutledge, a research fellow at the Center for Retirement Research at Boston College. Social Security calculates benefits based on workers' highest earning years, he pointed out. Mothers are apt to have some zero-earning years that bring the average down, along with years of part-time work. Social Security offsets only part of the penalty.

Much more of the discrepancy in financial stability at older age stems from a major demographic shift: Women spend much less of their adulthoods in marriages. That is partly because women are increasingly marrying later or not at all. But “Gray Divorces” --among people over 50—doubled between 1999 and 2010, even as divorces declined in other cohorts. Gray Divorce now accounts for one in three U.S. divorces. Although the research shows the rate holding steady, the number of divorced people keeps growing as the population ages. Divorces in late middle age may improve women’s emotional well-being (they initiate more than men), but frequently devastate their financial health. ‘Marriage combines incomes, reduces living costs and works to smooth out the fluctuations, the job losses, the period of disability, the years caring for an elderly parent’ Dr. Rutledge said. It’s almost like getting an insurance policy. Losing that insurance takes a financial toll on women at any age, but after 50 there’s less time to recoup. “It’s hard to get back into the labor force if you’re not working and you don’t have as many years left to work and recover.” Moreover, older working women face both age and gender discrimination. After a Gray Divorce women’s standard of living fell by 45%, while men’s decreased by just 21%. Repartnering either through remarriage or cohabitation helped older women regain their financial footing, but only 22% of women repartnered, compared to 37% of men. Changes in Social Security eligibility and benefits could reduce some of the inequality. “The basic rules were written in the 1930’s and do not recognize women’s increased employment. They don’t recognize that people don’t stay married for good,” Dr. Rutledge said.

JENNIFER ABRUZZO IS THE NEW SHERIFF AT THE NATIONAL LABOR RELATIONS BOARD:

Within hours of President Joe Biden’s inauguration one year ago, a former union attorney and agency veteran Jennifer Abruzzo, was promoted to one of the government’s most pivotal workplace positions, Bloomberg Businessweek reports. As General Counsel, Abruzzo can unilaterally decide which sorts of cases get prosecuted and which ones the National Labor Relations Board’s (NLRB) five members even have the chance to consider. Confirmed in July 2021, Abruzzo signaled priorities including “permanent replacement” of striking workers and censorship of organizing. She is interested in following up on employers who misclassify so-called gig workers as independent contractors.

The NLRB isn’t allowed to order punitive damages against companies, so often when one violates the law, the penalties are just things like reinstating workers with back pay and posting a notice promising to follow the law. “Why should workers or employers take the agency seriously,” Businessweek asked? “I think even under the current statute, we have weapons in our arsenal that we need to be using fully,” Abruzzo replied. “I’m here to protect workers in this country. If I see a violation of the statute, we’re going to go after it.” Abruzzo takes a broad view of employees’ right to improve their working conditions through collective action—and she intends to go after companies that infringe on that right.

In December Amazon under pressure to improve worker rights, reached a settlement with the NLRB to allow its workers to freely organize—and without retaliation, according to a Huffington Post report. Amazon agreed to reach out to its warehouse workers, former and current via email, who were on the job any time from 3/22/21 to now to notify them of their organizing rights. 750,000 U.S. Amazon workers will have more room to organize within the buildings. Amazon pledged it will not threaten workers with discipline or call the police when they are engaged in union activity in exterior non-work areas during non-work time. NLRB General Counsel Abruzzo said, “Whether a company has ten employees or a million employees, it must abide by the National Labor Relations Act.” She added that “working people should know that the NLRB will vigorously seek to ensure Amazon’s compliance with the settlement and continue to defend the labor rights of all workers.”

WHO IS GAINING ACCESS TO PENNSYLVANIA VOTER PERSONAL INFORMATION?

Spotlight PA and the Philadelphia Inquirer reported that State Senate Republicans hired an Iowa firm to vet personal information of millions of registered voters for a contested review of Pennsylvania’s 2020 election. Envoy Sage has six employees and was started in 2020 by an Army veteran who worked within the Defense Department. Hired on a no-bid contract with no public request for proposals, hardly any track record and no experience in elections, the Associated Press reported that Democrats were not involved in the hiring process. The review will cost taxpayers \$270,000 over six months, but the contract can be extended, said Jason Thompson, a spokesperson for Senate Pro Tempore Jake Corman (R/Centre). Democrats and good government groups such as Common Cause have criticized the attempt to request non-public information on voters saying it violates privacy,

constitutes a security risk and could deter would-be voters in the future. Republicans have not explained how they will keep sensitive data secure.

On January 10, 2022, Commonwealth Court issued a 7-page order that did not immediately greenlight the release of some information that Attorney General Josh Shapiro challenged as being protected by privacy laws, but declined to block an entire subpoena to state election officials. The Court did not issue a hearing schedule or instructions on how it will handle the release of information potentially protected by privacy laws including the partial social security and drivers' license numbers of roughly nine million registered voters. Both sides declared victory, WITF reported. Thompson said, Envoy Sage will start combing through hundreds of citizens' voter fraud tips. "This is a bad faith action by the Senate Republican Caucus, Senate Minority Leader Jay Costa (D/ Allegheny) said in a statement. "They agreed to wait and then went ahead with hiring their own firm to carry out this political unnecessary and costly witch-hunt. They've unilaterally and prematurely acted to spend more than \$250,000 in taxpayer money for this." There is no evidence of widespread voter fraud in Pennsylvania's 2020 election.

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores President

Whether you are in the area and would like to attend, just contact Laura Jurado (El Paso West secretary) for the address at laurajuradoa@yahoo.com (don't miss the 'a' after jurado). We'll be delighted to see you!

NFBPWC Houston

Executive Committee:

To be announced.

For more information about this club, go to: <https://www.nfbpwc.org/Texas-Houston>

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

For more information about this club, go to: <https://www.nfbpwc.org/Texas-Paso-del-Norte>

NFBPWC Virtual Club

Executive Committee:

Daneene Monroe Rusnak	President
<i>Vacant</i>	Secretary
Leona Phillips	Interim Treasurer

For more information, you can visit the website at: <https://www.nfbpwc.org/Virtual>
Or email: nfbpwcvirtual@gmail.com

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

Thank you to all of our January renewals! We are pleased to have you all back.

Please help me welcome our newest chapter member Paola Del Zotto Ferrari! Welcome to the club, Paola!!!

Join the Virtual Chapter for a unique and informative presentation on Wednesday, February 16th. Read below about our "What the Heck Is This?" presentation and how you can win some swag!!

What the Heck is This?

Here are some hints...

- It could drastically increase girls' and women's access to education
- It could decrease sexual violence against women in rural communities
- It could help women participate in sporting events
- It could increase women's participation in the workplace
- It could decrease the impact of plastics on the environment
- It could catapult the GNP for low-income countries.



Do you know what it is?

If you'd like to enter your name in our contest, "What the heck is this?" email your guess to Kathy Kelly, vpmembership@nfbpwc.org.

We will draw the name of the winner at the beginning of the Zoom meeting. Winner gets some fun BPW swag. But you must be present to win!

Join us for the BPW National Virtual Club meeting on **Wednesday, February 16th at 5pm MST**.

We will have a special presentation and Q&A by co-founders Bay Roberts and Kierra Peterson of ONE SCHOOL AT A TIME to give us all more information about this barrier-shattering invention!

Register at: <https://nfbpwc.org/event-4666204>

If you have an interest in learning about how you can be more involved in the chapter leadership and/or programming, or if you would just like to learn more about our group, feel free to schedule a time to connect with me. You can snag a spot on my calendar here: <https://www.calendly.com/daneene/special>

- Photos, poems, collages, and creative writings are welcome for submissions for future newsletters.
- State and Local Chapters - Have you reached a milestone or an accomplishment that you would like to share? Celebrate your Achievements!

Send your submissions to Michele Guarino at: Michele@ASecondOffice.com

Submission Deadline for the March eNewsletter is Monday, February 21st at 5:00 pm Mountain Time

DISCLAIMER: We reserve the right to reject any submissions that are not in line with the mission statement of The National Federation of Business and Professional Women's Clubs.

Previous Issues of our Newsletters can be found on our website at: [E-News Archives](#)

@VestaBlueStudio

Advertising Opportunities with NFBPWC

The Executive Committee has approved the following Advertising Opportunities in the NFBPWC monthly newsletters. Your targeted audience ... women who support women.

If you are interested in advertising your business in our monthly newsletter, please follow the following procedure:

DEADLINES FOR SUBMISSIONS OF ADVERTISING are 2 weeks before the end of the month.

As an example, if you wish to advertise in the upcoming March newsletter, you must send your submission and payment on or before February 14, 2021.

1. Submit your digital image to the Executive Committee as an attachment to: ec@nfbpwc.org

Format requirements: Static images only in JPG or PNG format. NFBPWC reserves the right to refuse any advertising that does not conform to our mission statement.

2. Submit the appropriate payment amount using the pricing schedule below by Zelle, Venmo, or PayPal to: treasurer@nfbpwc.org

You can submit a check, but this may cause a delay in your advertisement being approved if payment is not received before the deadline submission date. Checks are made payable to: "NFBPWC" and mailed to Deborah Fischer/NFBPWC, 748 North Downing Street, Denver, CO 80218.

If you are paying by check, I would also suggest that you email the treasurer@nfbpwc.org to let her know that the check is being mailed.

3. You will receive a response by the Executive Committee after they have reviewed your submission.
4. If your submission is accepted by the Executive Committee, they will forward your submission to the Newsletter Chair (newsletter@nfbpwc.org) for publication in the next monthly newsletter.

Here is our pricing per month for current NFBPWC Members:

- Full page \$85
- Half page horizontal \$50
- Half page vertical \$50
- Quarter page \$25

Here is our pricing per month for Non-Members:

- Full page \$100
- Half page horizontal \$65
- Half page vertical \$65
- Quarter page \$40

National Federation of Business and Professional Women's Club's (NFBPWC) Advocacy Platform 2020-2022

NFBPWC will employ several education, advocacy, monitoring and tracking strategies to meet the following priorities:

The Alice Paul Equal Rights Amendment shall stand first and foremost above all other items of the advocacy platform until Equal Rights have been guaranteed in the United States Constitution – i.e. “Equality of Rights under the law shall not be denied or abridged by the United States or by any State on account of sex.”

Economic Equity and Justice

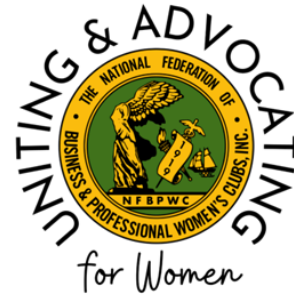
- Access to pay equity and retirement equity
- Access to education, training and promotional opportunities
- Access to equal opportunities in the workplace and corporate boards
- Access to women business enterprise procurement process
- Access to quality, affordable dependent care (child, elderly or disabled)
- Access to funding and capital for entrepreneurial activity
- Access to affordable and attainable housing

Health Equity and Justice

- Access to affordable care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education funding for women and girls
- Prevention of pregnancy and infant care discrimination in the workplace (reasonable accommodations for breast feeding/breast pumping and pregnancy related conditions)
- Ensure workplace safety
- Expansion of mental health coverage and services

Human Rights – recognition that women's rights are human rights

- Passage of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Ratification of the Equal Rights Amendment (ERA)
- Eradicate Domestic Violence and the Electronic and Physical stalking, sexual harassment, sexual abuse and discrimination
- Support universal background checks for all firearm purchases
- Reinstate the Violence Against Women Act
- Oppose human trafficking, sexual exploitation and slavery
- Equal education opportunity
- Support equal rights for LGBTQ+ persons
- Support equal treatment of and end discrimination against BIPOC (Black, Indigenous and People of Color), minority, and marginalized women
- Support policies and practices that promote environmental sustainability
- Support the endeavors of and improve conditions for military-affiliated women
- Support equitable treatment of any women who are arrested, detained or incarcerated.



Since 1919, the National Federation of Business and Professional Women Clubs, Inc. have been working to empower women through our mission to develop the professional, business and leadership potential of women at all levels.

The National Federation of Business and Professional Women's Clubs (NFBPWC) is a 501(c)(3), member-driven and member-led organization dedicated to empowering women to reach their full potential in the workplace, with equal participation in power and decision making roles.

We are an affiliate of the International Federation of Business and Professional Women, which spans across five regions and 100 countries throughout the world. BPW International has consultative status at the United Nations with members serving on various United Nations committees globally.

NFBPWC takes action to achieve women's equality in social, economic, community and legislative terms. By developing policy, collaborating on projects and advocacy, NFBPWC strives to obtain equal rights, equal pay, equal representation, equal opportunities and safety for women.

Our NFBPWC Heritage



Dr. Lena Madesin Phillips,
A Founder of NFBPWC;
Founder of BPW International

"Each woman, as a citizen, must bring to the national policy of her own country, the contribution of forward-looking and constructive thought followed by determined actions. Each woman must dedicate herself to protect and promote the interests of all other women in business and the professions."

Our Ambitions

Equal participation of women and men in power and decision-making roles.

- Take professional responsibility on all levels in the economy, politics and society.
- Think and act locally, nationally and globally.
- Engage in networking and mentoring programs.
- Continuous development of personal and professional skills through the Lifelong Leadership and Learning© Program.
- Develop the professional, business and leadership potential of all women.
- Work cooperatively with the United Nations and other national and international organizations.

Incredible benefits available to leaders, members, and affiliate organizations for less than \$4* per month per member!

Benefits of Affiliation

- Dedicated Board of Directors working to achieve the mission and goals of NFBPWC while supporting a member-based organization.
- Connection to a network of hundreds of women nationally and over 30,000 women internationally in 100 countries.
- Opportunity to be part of an organization that has over 100 years of legacy and strength supporting it.
- Leadership opportunities locally, regionally, nationally, and globally.
- National support through a coordinated digital communication platform: social media, email, website, video conferencing, and monthly e-magazine.
- Opportunity to help envision and create our mutual goals for the next century.
- Connection with other leaders locally, nationally and globally.
- Dedicated Executive Committee with the goal of seeing the organization and its members succeed.
- Platforms and leaders that support membership growth and brainstorm for recruitment.
- Programming for members available digitally every month.
- Access to a national 501c3 parent organization and guidance in creating localized nonprofit status.
- Planned events for members that empower and inspire advocacy for women worldwide through education and information.
- Support and guidance for documents and procedures needed to run an effective, efficient, and thriving organization.

Individual Benefits

- Cultivate worldwide friendships in one of the original women's networking organizations.
- Formal Lifetime Leadership and Learning (L3) personal and professional growth education programs.
- Formal Mentoring Program.
- Business networking opportunities to market and support your own business and professional services.
- Access to the Young BPW Program (age 18-35) that is supported both globally and nationally.
- Access to Student Membership opportunities.
- Business opportunities for partnering and procurement, nationally and globally.
- Member Spotlight in the e-magazine, website, and social media platforms.
- Members-Only Directory supporting members and their organizations.
- Participate in the United Nations System worldwide through the Commission on the Status of Women and other programs annually.
- Advocate for women's issues on a local, national and global level.
- Access to programming through digital platforms on a monthly basis.
- Invitation to attend the Biennial General Assembly for NFBPWC, the Triennial Congress for BPW International, Regional BPW International Conferences and the BPW International Leaders Summit.
- Informative monthly e-magazine that compiles our efforts across the globe and empowers members through education.

*Membership dues are less than \$4 per month, per member for a total of \$45.75 each year (30€ to BPW International). This amount does not include dues to local organizations (club/chapter and affiliate/state), which are determined by each organization.

Please see specific organizations within NFBPWC for more information on their dues structure by visiting

www.NFBPWC.ORG



LADIES, YOUR HEALTH IS IMPORTANT!

The **Good Health Program** was designed to help NFBPWC members and their families save on costly health care and wellness expenses. Enjoy discounts on telemedicine, vision, dental, prescription drugs and more!



Good Health Program makes it easy to save money on the care you need. As a member, you can save 15% to 50% on your prescription medications along with vision care savings of 15% off contact lens exams. You'll also see dental savings of 20% to 50% off most dental procedures. Plus, as an added bonus, plan members will receive virtual access to round-the-clock doctors and mental health professionals. Sign up for the Good Health Program today and start saving!

GOOD HEALTH PROGRAM FEATURES:



Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings and more



Direct access to state-licensed and fully credentialed doctors, via phone or video consultations



Save on eye exams, contact lens exams, glasses and more



Access to mental health assistance from licensed counselors via virtual or telephonic counseling sessions



Save on generic drugs and brand name prescriptions

See the reverse side for more plan information.

What's Included in this plan?

Telemedicine

DialCare Physician Access is a modern, easy-to-use telemedicine solution for non-emergency illnesses and general care. Members and their families have direct access to state-licensed and fully credentialed doctors, via phone or video consultations, to receive treatment and advice for common ailments, including colds, the flu, rashes and more.

Mental Wellness

DialCare Mental Wellness is a program designed to provide safe, secure and private means of seeking mental health assistance from licensed counselors via virtual or telephonic counseling sessions.

A consult fee of \$70.00 applies to all consults.

Dental Care

Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings, and major work such as dentures, root canals, and crowns through one of the largest dental networks nationally with a focus on neighborhood dentists.

Vision Care

VSP Vision Savings Pass is a discount vision program that offers savings on eye care and eyewear. Members receive Exclusive Member Extras and special offers in addition to access to discounts through trusted, private-practice VSP doctors on eye and contact lens exams, glasses, and sunglasses.

This plan is not insurance.

Not available in WA.

Prescriptions

Members are entitled to prescription savings from 15% to 60% off the retail price of generic drugs and from 15% to 25% off the retail price of brand name drugs at over 62,000 participating pharmacies nationwide.

Plan Options

 **Member Only**
\$16.00 / month

 **Member + 1**
\$20.00 / month

 **Member + Family**
\$25.00 / month

Use Promo Code **NFB10** for 10% off retail rates.

To learn more about how you can get started today, visit
nfbpwc.solutionssimplified.com or call us at **(855) 335-2255**.

Disclosures: THIS PLAN IS NOT INSURANCE and is not intended to replace health insurance. This plan does not meet the minimum creditable coverage requirements under M.G.L. c.111M and 956 CMR 5.00. This plan is not a Qualified Health Plan under the Affordable Care Act. This is not a Medicare prescription drug plan. The range of discounts will vary depending on the type of provider and service. The plan does not pay providers directly. Plan members must pay for all services but will receive a discount from participating providers. The list of participating providers is at nfbpwc.solutionssimplified.com. A written list of participating providers is available upon request. You may cancel within the first 30 days after effective date or receipt of membership materials (whichever is later) and receive a full refund. Discount Plan Organization and administrator: Careington International Corporation, 7400 Gaylord Parkway, Frisco, TX 75034; phone 800-441-0380. This plan is not available in Vermont or Washington.