



**UNITING &  
ADVOCATING**  
*for Women*

**NFBPWC**  
**Magazine**

JANUARY 2022 ISSUE





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**Submission Deadline for the February Newsletter is  
Monday, January 24<sup>th</sup> at 5:00 pm Mountain Time**

## National BPW Events

### January 5, 2022 - 1<sup>st</sup> Wednesdays of Each Month

Wednesday Web Wisdom: Digital Training Team Assistance  
2:00 PM Pacific | 3:00 PM Mountain | 4:00 PM Central | 5:00 PM Eastern  
Zoom Link for Members Only:  
<https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzlfWFhiSVBIcz09>

### January 11, 2022

NFBPWC Board of Director's Meeting  
5:00 PM Pacific | 6:00 PM Mountain | 7:00 PM Central | 8:00 PM Eastern  
<https://www.nfbpwc.org/event-4608687>

### January 25, 2022 – Diversity, Equity and Inclusion Webinar: Afghan Women Project

Info coming soon at:  
<https://www.nfbpwc.org/event-4486854>

### Last Tuesday of Each Month

Membership Committee Meeting

### 2<sup>nd</sup> Mondays of Each Month

Health Committee Meeting

### 2<sup>nd</sup> and 4<sup>th</sup> Fridays of Each Month

L3 Committee Meeting

### February 12, 2022

NFBPWC Colorado Midyear Convention & Legislative Conference  
<https://www.nfbpwc.org/event-4532147>

## 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

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bylaws@nfbpwc.org  
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, Sue Oser, Michigan  
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

### President's Letter

#### **New Actions Through Cooperation and Connections**

BPW International President Catherine Bosshart will be joining us at our NFBPWC Board Meeting on January 11<sup>th</sup> to speak about the International theme for 2021-2024. You can view the initial message from March 30, 2021 here: <https://www.bpw-international.org/message-new-bpw-international-president/>. Here is a small excerpt from her initial message:

*"Our International Theme New Actions through Cooperation does not only focus on activities or actions. It means to include the efforts for the 17 Sustainable Development Goals as well as to have a focus on cooperation. Different opinions are desirable and enriching and have to be exchanged on a fact-based level. Members of an organization like BPW International whose goal is empowerment of women have to become role models for a respectful together and the art of cooperation. Being able to have a good culture of cooperation between us women, means to be able to cooperate with men and our society, too. Let's focus on new actions and equally on a good culture of cooperation. Therefore, I invite you all, all our BPW around the globe, to work on our new International Theme New Actions through Cooperation."*

As a National organization we will highlight the International theme as we continue our progress and growth. As individual members, consider what "new actions" you would like NFBPWC to move forward in 2022. Let's cooperate and coordinate on the national level as we continue to advocate for change in the face of the challenges unique to women the United States. As we reach out regionally and globally, how do we connect with a purpose? What of the 17 Sustainable Development Goals speaks to you, to your local community, to your state, and to our country? Our strength as BPW members comes from our ability to network and work together as we learn how we can unite and make a difference for working women.

As we enter our third year of experiencing a global pandemic it is no longer unprecedented, yet it is still overwhelming and exhausting. We have managed to be together in spirit despite our inability to connect in person. 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 to connect). This is a time when we can be here for each other - because together we are stronger. The COVID Omicron variant is changing the already challenging landscape. We, as an organization, have the opportunity to be a bright light for our members by cultivating connections.

Let us remember that this is a nonpartisan and nonsectarian organization. We all joined for our own unique reasons. We can continue be an inspiration to one another, reaching your hand back to help the next 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, innovation.

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

Kind Regards,

Megan Shellman-Rickard  
NFBPWC President  
2020-2022



## 1<sup>st</sup> Vice President Membership News



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

### Holiday News

We found Anne Steinbeck! She is a past BPW national president, 1985-1986, and Colorado Women's Hall of Fame inductee in 1985. Ms. Steinbeck is our "Gem of BPW Colorado!" She's happy and sharp and as beautiful as ever. Kathy Kelly and Deb Fischer had been trying to track her down since she left Gunnison earlier in the year due to health issues. She's moved to a lovely senior apartment complex in Helena, Montana. Her daughter, Lois, is nearby and Anne can be closer to her family.



Fortunately, Kathy's daughter and family live just down the street from her! So, Kathy had a wonderful visit with Anne on December 26<sup>th</sup>. Lois is setting her up on email (Anne's computer broke) so she can re-connect with BPW members and activities in the near future.

In the meantime, please reach out to her when you can. You can write her at:

Anne Steinbeck  
915 Saddle Dr, Apartment 124  
Helena, MT 59601  
Email (Lois) [l\\_steinbeck@hotmail.com](mailto:l_steinbeck@hotmail.com)

Please reach out if you'd like more information about the Membership Committee or if I can help you in the meantime with your new or renewing members. [vpmembership@nfbpwc.org](mailto:vpmembership@nfbpwc.org)

## 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, 1<sup>st</sup> 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](mailto: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!

## 2<sup>nd</sup> Vice President Advocacy Report



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

Greetings NFBPWC Family and Friends!

Your Advocacy Team (the A-Team) has some very exciting news!

You can now stay up to date with our advocacy efforts via text. This means you'll get updates about the work we're doing to protect and advance women's rights delivered right to your phone.

Signing up for these messages is easy!!!

Here's all you need to do to get plugged in:

1. Text the term **advocate1919** to the number **313131** to be automatically 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](mailto: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 too!



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

We are looking forward to "getting mobile" and selectively providing you with relevant advocacy information and action steps in the very near future! We know that some of our members may not be using texts or mobile messaging. Rest assured that any relevant information will also be distributed via email or posted on our website, so you won't be missing out on our significant announcements.

Looking forward to this and more from your Advocacy Team in 2022!

All the Best!

## 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:** Dr. Kaea Beresford
- **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 ERA Team Report

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

### Equal Rights Amendment - New Year's Resolution

**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.

"2021 was to be the year that women would get their full Constitutional Rights." That was our headline.

But what happened. Let's take a quick look back in 2021-

**January 24, 2021:** A bipartisan group of U.S. Senators announced a resolution to affirm the ratification of the E.R.A.

**March 17, 2021:** The U.S. House passed legislation that removes the time limit to ratify the E.R.A.

**October 21, 2021:** The U.S. House Oversight and Reform Committee held a hearing on the E.R.A., the first hearing of its kind since the 1970's.

**October 28, 2021:** The E.R.A. Coalition and partners called on the Attorney General Garland to reverse the previous administration's memo regarding the time limit on the E.R.A.

January 27<sup>th</sup> marks the two years from when Virginia became the 38<sup>th</sup> 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 is almost here.

Our New Year's Resolution as members of the National Federation of Business and Professional Women's Clubs should be to visit the "Take Action Online Tool" on the [www.NFBPWC.org](http://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. The January 27, 2022, deadline is rapidly approaching. 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



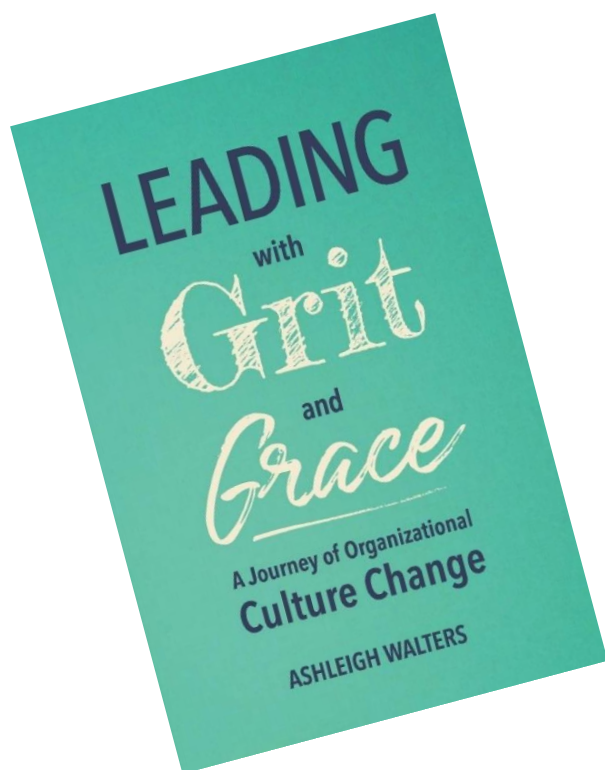
### 2022: Can You Sum It Up in One Word?

As I write, January 1st is just around the corner. The New Year. 2022. Like every year that has come before, to many it is that beacon of hopes and dreams and lofty aspirations.

Recently I came across an article in Industry Week ([industryweek.com](http://industryweek.com)) – that was an interesting approach both personally and professionally in goal setting. This article – by Ashleigh Walters is titled "Goal Setting for 2022: Are You Ready to Tackle the One-Word Challenge?"

It may sound easy – and really it is. But it is also challenging and freeing.

So, how did the author help others drill down to that one word?



Walking through this process, the suggestions included listing your goals – and then looking at those goals to see if a pattern/common theme emerges. Another process is reflecting on years past. Is there something that you keep coming back to as a "wish I'd done that/sorry I missed out on..." moment(s)?

Pulling these things together came up with some very interesting revelations for the author and those she worked with on this project.

For one person she mentioned, the one-word was "Help". For herself, the one-word was "Experiences"

But that is as much as I can share here. I'm still working on my one word...

#### More on that next month!

Meanwhile, I encourage you all to find your way (through the link below) to read the article for yourself.

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



You may find that it will inspire you – as it did me, to check out her book as well. Ashleigh Walters is the author of:

### Leading with Grit and Grace – A Journal in Organizational Culture Change.

(available through Barnes & Noble and Amazon)

*A reminder that the next Board of Directors meeting is scheduled for January 11, 2022.*

*Please contact me if you have any questions at [secretary@nfbpwc.org](mailto:secretary@nfbpwc.org)*

*The NFBPWC Board of Directors consists of the Executive Committee, Past National Presidents, Affiliate Presidents and the committee chairs of the Standing Committees, Special Committees and Task Forces.*

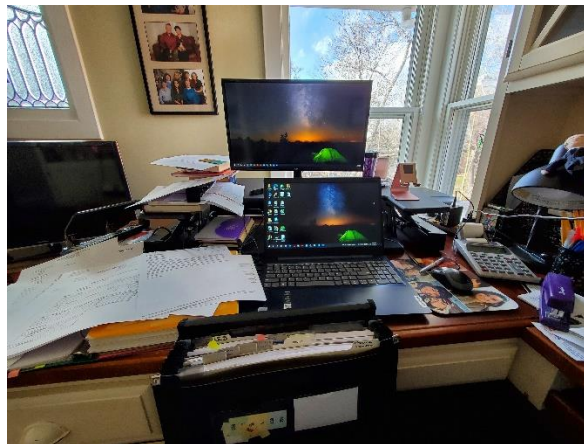
## Treasurer's Report



By: Deborah Fischer  
Treasurer, NFBPWC 2020-2022

**January 10, 2022, is CLEAN OFF YOUR DESK DAY!**

Confession time – Here are pictures of my desk (it's L-shaped).



### FRIGHTENING – RIGHT!!

A new study published in Psychological Science concluded that **it's most beneficial to** have a messy desk at the beginning of a project and a clean one at the end. A messy environment promotes creative thinking and unconventional new ideas, whereas a clean desk will help your mind focus on order and expectations.

My problem with this? The project(s) never end!

Go to <https://nationaltoday.com/national-clean-your-desk-day/> to learn more about the history.

If you want to know the positive things about people with messy desks, go to: <https://www.businessinsider.com/benefits-of-having-a-messy-or-clean-desk-study-university-of-minnesota-2013-8>

## Tips for Getting Organized

- Remove everything from your desk. Yes, everything.
- Clean the surface. As you replace items, clean them with the appropriate cleaning supply. Usually, a damp cloth is sufficient, but other electrical items need specific care.
- Get out the shredder and the garbage can. Shred, file, scan documents, business cards, recipes, photos as needed.
- Place all documents and photos in the appropriate locations.
- Shred and toss outdated documents, non-working pens, junk mail.

Don't forget to replace that old calendar hanging on the wall. While you're at it, vacuum up those dust bunnies and sanitize your keyboard. Place a fresh box of tissues on your newly cleaned desktop. You'll be ready for new clients in no time.

Send before and after pictures to [treasurer@nfbpwc.org](mailto:treasurer@nfbpwc.org) and I'll post to next newsletter!

May love and friendship keep your days bright in this new year!

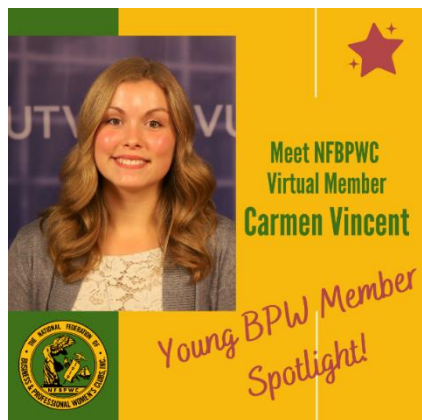
Deb Fischer

## NFBPWC Young BPW

By: Ashley Maria  
Young BPW Chair, NFBPWC

It's catch-up time! Please go to <https://www.nfbpwc.org/Young-BPW> to read all of our Young BPW Member Spotlights from 2021! And, find us on Facebook: <https://www.facebook.com/groups/YoungBPWUSA> and Instagram: <https://www.instagram.com/youngbpwusa/> to stay connected on what's going on with the Young BPW Members on a national level.

Happy New Year -- We wish you much success in 2022!



### Attention all Young BPW & Student Members!

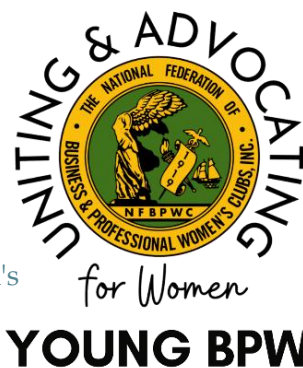
Do you or a member of your club qualify for Young BPW? If so, then make sure they are receiving emails from your Young BPW

representative  
([youngbpw@nfbpwc.org](mailto:youngbpw@nfbpwc.org))!

### 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](mailto: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>



## Environment and Sustainable Development Committee



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

Happy New Year!

I'm not sure if you are into New Year's Resolutions, but I have a tendency to come up with a long list of resolutions, filled with personal changes I'd like to make in the New Year. They range from doable (e.g., cutting down plastic use at home) to utterly unrealistic (e.g., reading one article a day in Japanese, German, and in Spanish – end of the year is a hopeful time).

Looking ahead into 2022—just eight years away from 2030—I am hopeful and terrified at the same time. When it comes to initiatives and activities for the ESD committee for the New Year, I am conscious of the excitement I felt from everyone while discussing the various sustainable holiday celebration/gifting idea—things we could act on right away. I plan to focus on ways to engage more members on daily actions and habits to contribute to doing the best we can together ahead of the year 2030. Stay tuned!

## Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

In this New Year, let's work towards a future which creates an interconnected habitat for pollinators. People are joining together to form Pollinator Corridors and Bee Safe Neighborhoods. (<https://sustainableneighborhoodnetwork.org/beesafe>).

Butterfly Pavilion, at their recent Pollinator Summit, had four models on how to develop local Pollinator Districts (Manitou Springs, City of Lakewood, Fort Collins, and Boulder, Colorado). Great ideas include having a Bee Block Party partnered with a local brewery serving "pints for pollinators," converting front yards from lawn to all native plants, distributing Bee Safe Pledge forms & lists of nurseries free of pesticides, providing a list of 20 target plants that flower at different times to sustain pollinators throughout spring, summer and fall, and having a neighborhood demonstration garden.

Start with your neighbor. Remember, even a small planter on your patio with native pesticide-free flowers will provide pollinators with nectar and pollen.



## Health Committee Report

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

### 2021-2022, Where We've Been, and Where We're Going

2021 was quite the breakout year for Health Committee. We made our debut since our revival on February 6, 2021, with our Wellness Fair, which featured keynote speaker Dr. Cindy Geyer, medical director at Canyon Ranch, who presented "Heart Health for Women: Key Steps for a Strong Healthy Heart." Her presentation left us with many takeaways for developing a healthy lifestyle from nutrition to physical activity to sleep. This Wellness Fair also featured three workshop series, in which participants could pick from several different health topics and included speakers from our very own BPW clubs! While the event featured minor technical difficulties,

they did not distract participants who responded to our survey with positive feedback. Survey responses also lead us to our next topic to pursue: mental health.



*At our Wellness Fair in February 2021, Jacqueline Delibes's workshop, "Pounce: Humor and Play in Wellness," encouraged us to identify the things that we love and make time for them in our day.*



We spent several months determining how to tackle such a topic since the COVID-19 pandemic has really exacerbated mental health among us all in a way that we could not have imagined, pre-Covid. We wanted to



*"Mental Health in the Time of Covid"  
panelists, facilitated by Dr. Trish Knight,  
discuss taking time for yourself.*

present an event that participants would find calming and enlightening while acknowledging the impact that Covid has had on us all. Our keynote speaker, Dr. Leslie Sharpe from UNC-Chapel Hill, discussed embracing the feelings of "anger, frustration, and hopelessness," and finding strength in "faith, hope, and community." Our panel of speakers, including Dr.

Sharpe, and two more mental health professionals: Lupita Rodriguez and Denia Martin, created a sense of calmness among our participants. They helped identify key strategies for coping and for helping others who may need a little extra help during this time. Overall, I believe Health Committee achieved more than what we had hoped for with this event by building a sense of togetherness.

For 2022, Health Committee wants to explore a variety of health and wellness topics. We would like to highlight organizations that are doing great work in particular areas of health that impact women. We'd like to explore health holistically, looking at whole-person health and the physical, mental, spiritual, and social needs that women today have.

Now is a wonderful time to get involved in Health Committee. Health Committee meetings are every 2<sup>nd</sup> 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](mailto:Health@NFBPWC.org)

## Lifelong Leadership& Learning (L3) Report

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



KATHY TELBAN, L3 CHAIR



JANE TAFF, L3 VICE CHAIR

[L3ViceChair@nfbpwc.org](mailto:L3ViceChair@nfbpwc.org).

Want to share any books, articles, poems, quotes, etc. that can be shared with the membership, send these to: [L3Chair@nfbpwc.org](mailto:L3Chair@nfbpwc.org)

**Want to share your thoughts or see the L3 Committee in action?**

Join us: Committee meets every 2<sup>nd</sup> and 4<sup>th</sup> Friday of the month at 8am PST (also posted on the NFBPWC Calendar).

What would you like the L3 Committee to accomplish in 2022 and beyond? Please email any suggestions or ideas to Jane at

## Mentoring Committee Report

By: Dr. Trish Knight  
Committee Chair, Mentoring Committee, NFBPWC

To learn more, contact: [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org)

Welcome to 2022! The Mentoring Program is still alive and like the turtle is slowly plodding along. We'll finish the race.

We had wonderful responses to our first Fireside Chat on December 3. Many on the Zoom call were well-versed in Parliamentary Process and it made the hour go quickly with comments and tips on effective meetings. We also had a few requests to "do it again!"

I would love to hear from you, the officers across the country. What topics would you like in future Fireside Chat meetings?

Send me an email at [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org) with your suggestion.

## United Nations Report



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

**NGO Briefing by Chair of CSW66 Mathu Joyini, South Africa; Lopa Banerjee, UN Women; Houry Geudelekian, Chair, NGO CSW/NY, December 16**

1. CSW66 will be a hybrid event with in-person and virtual events although this depends on COVID-19. The opening will include the SG, president of the GA, Chair of CEDAW, the Special Rapporteur on Violence Against Women, an NGO representative, and a young person. The closing, and negotiations, it is hoped, will be in person. This does not necessarily mean NGOs will be included. The UN is not encouraging people to travel to NYC for CSW66. Attendance in rooms will be extremely limited. NGOs will be able to follow proceedings on webcasts available in 6 official languages.

2. That said, starting 3 January annual passes will be available for ECOSOC NGOs.



- NGO Branch, Dept. of Economic and Social Affairs,  
<http://www.un.org/ecosoc/en/ngo/groundspass>
3. Registration modalities for CSW66 are still under review according to UN Women.
  4. There will be no Side Events at the UN headquarters. They will all be virtual.
  5. Program of Work: Ministerial Segment, Gender Debate, Priority Theme, Review Theme, COVID-19 Recovery-Gender Issue, Working Group on Communications, Conclusions Priority Theme, Resolution on Methods of Work, How to Utilize Beijing 2025.
  6. There will be Interactive Expert Panels on climate change and the Emerging Issue on

COVID-19 Recovery and Gender that NGOs may sign up for, but they will be fully virtual with pre-recorded 3-minute statements, Review Theme.

7. Agreed Conclusions: Outcome will be short and succinct with all Member States participating and adopted at the closing meeting. German Ambassador Sautter will be the facilitator.

SG Report 28 January

Zero Draft 2 February

1<sup>st</sup> Reading, March 1-2

8. There were more than 140 NGO Statements on the Priority Theme sent to UN Women.
9. Member States are encouraged to engage with CSOs virtually. There will be more virtual

Vienna Cafes organized by NGO CSW/NY and UN Women to enable discussion among Member States and CSOs. Member States are encouraged to include Civil Society in their delegations.

10. The CSW Bureau will be in constant contact with Civil Society.
11. There will be a youth dialogue including the Action Coalition on Climate Change.

Send questions to [CSW@unwomen.org](mailto:CSW@unwomen.org)

Questions? Email me at [UNchair@nfbpwc.org](mailto:UNchair@nfbpwc.org)

## Special Committee Report for Afghan Women

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

### Afghan Women Project

This project is continuing apace! And the good work is spreading beyond the pilot project in NYC. It makes me proud to be a business and professional woman, part of a group with vision and reputation. Our aim remains: assisting displaced Afghan Business and Professional women settle in their new homes in the US, while learning how we can best advocate for all business and professional women on the move – voluntarily or involuntarily – regardless of origin. While our individual nature is to be helpful to all, especially children, our collective mandate is clear, and we do respect it.

### Highlights

We received a US\$10,000 donation from Buddha's Light International Association collected through donations from around the world. It is intended to support all of our efforts for the displaced Afghan women, and also to help move the global discussion on all business and professional women on the move – as refugees, asylum seekers, and migrants. Other donations are coming in, some earmarked for winter clothing, others for the project in general, to ensure that we can meet our stated goals.

We have applied to bring this project to the Commission on the Status of Women's 66<sup>th</sup> meeting, which is to be virtual in March 2022. Last but not least, this project is recognized by International BPW.

The support of President Shellman-Rickard, of the National Executive Committee, and other key members of NFBPWC has been remarkable and humbling. This project is engaging the interest of many, and we have new members joining to support our mission! You too can become a zoom-ally or a mentor – read on!

### Geographic Highlights

**Pilot Project NYC:** Project Steering Committee members in NYC, including Co-Chair Voyka Soto and Student Members Emily VanVleck and Djenabou Bah created material (flyers, invitations) for a winter clothing drive (available to share), reached out to the Interfaith Council, including the Muslim Officers Association of the



NYPD, and identified locations to receive donated material. Locations included Harlem Link Charter School, two Mosques, several churches, and the Girl Scouts house in New Rochelle. Dr. Chloe Breyer, Executive Director of the Interfaith Center was invaluable with her connections, her drive, and her practical assistance – showing how much collaborations can amplify impact! Buddha's Light International received over 1,000 items in clothing donations for this effort. City College NY Leadership allowed us to use one of their Vice-President's suites for repacking one weekend!

So much was collected that although we filled 4 SUVs with boxes, carrying the items which survived our screening and cleaning, a second shipment was sent with easily the same amount again.

The Afghans are waiting for processing on several US bases. As a result of our first donations drive, the Department of Homeland Security staff could not have been more welcoming. They arranged for our NYC group to meet with interested women. Wow. We were welcomed by some 22 of 28 women who had signed up, and who were at first reserved and quiet. This did not last long – after introductions, we sat down in small groups to field questions. What amazing, educated, driven ladies! Some were PhDs, some doctors, others high school students, one was a lawyer, another wanted to go into AI, another was keen on Animation, another had been a journalist and sought to help her fellow journalists. Most were highly articulate in English, very self-possessed, and spot on with their searching questions. Most knew where they were headed – Sacramento, CA; Bowling Green KY; Salt Lake City, UT; Chicago, IL; Lincoln, NE; OH, OK, and so on. Places they knew nothing about, in which they hoped to find other Afghans, but mainly American women with whom they could connect, and who would mentor them.

I urge all of you to consider becoming a zoom-pal, a mentor, an ally for these women, mostly young. Their courage, spirit, vision made me drop at least 30 of my over 60 years and made me want to be around to watch each one as they succeed in this new, large, and sometimes confusing country!

**Sacramento:** Sher Singh, our national Chair for Diversity, Equity and Inclusion and a key member of the Steering Committee, started to see how Afghans would be integrated in Sacramento by connecting with numerous people in city government. She struck paydirt with the school system, where there is a need for diversity and cultural adaptation training. She is working with Kathy Kelly and our Lifelong Learning program to develop material – and this is a call for trainers! We will train Afghans with stronger English as trainers, but we need our own trainers as well. Please volunteer!

**Kathy Kelly:** An invaluable member of our Steering Committee, National Vice President for Membership, is also on the Board of Afghans for Tomorrow, and has been amazing in the resources she is generating and in the connections she has helped build. Her impact spans numerous locations. She is actively tailoring L3 material to meet the needs of the displaced women.

**Chicago:** Kathleen Ray is initiating the process of welcoming Afghan into her area and had begun already doing so with her own groups. We encourage anyone in the Great Lakes region to reach out to Kathy Kelly ([vpmembership@nfbpwc.org](mailto:vpmembership@nfbpwc.org)) as we work to replicate the successes in NYC to other regions in the country.

These are just highlights – but we are creating material to share, so if you decide to become engaged in your area, you do not have to re-invent the wheel – our wheelhouse is shareable and well stocked!

### **Overall:**

We are using a four-pronged approach intended to last over time.

- *Guidebook:* an easy-to-use guidebook that can eventually be shared electronically or in print. Based on interviews with migrant women, it addresses many of the confusing mysteries faced when coming to live in America. Our Guidebook is nearly done, in final review, and has been edited to answer many of the immediate questions that we heard on base.
- *Resources:* We plan to localize the guidebook by providing links to resources available in each community it reaches. Currently there are national resources (which would not change) and NYC resources, which need to be changed out for Sacramento, Colorado, Chicago, elsewhere.

- *Advocacy:* Our advocacy team is identifying the main areas to push for change. It is still hard to fathom that nothing is set up to assist migrant business and professional women remain on track in the US. We need to make sure they can benefit equally from available resources, and easily learn about the existence of resources they know nothing about.
- *Mentoring:* There is a real need for mentoring, at all levels, and for all ages of business and professional women. We are creating resources, including for cultural adaptation, and please consider becoming a zoom mentor!

Contact us at [Afghanwomen@nfbpwc.org](mailto:Afghanwomen@nfbpwc.org), visit our home page at <https://www.nfbpwc.org/Afghan-Women-Project>, and if interested email us for the credentials to join our Monday or Friday meeting at 1 pm EST.

## Applications being accepted through January 21, 2022

**NFBPWC is seeking Members to Mentor displaced Afghan women.**

**Are you someone who can be a:**

- **Community Mentor** who can help with:
  - cultural adaptation,
  - housing,
  - understanding daily life in our culture,
  - learning how to become translators,
  - obtaining a better understanding of online scams,
  - the rules of driving, and more.
- **Business Mentor** who can help in understanding how to:
  - dress in the American workplace,
  - work with men,
  - understand effective work practices and customs,
  - build an online presence,
  - speak business English,
  - start up a business in the United States, and more.
- **Campus Mentor** who can help with:
  - obtaining and thriving in intern programs,
  - writing student papers and completing homework,
  - succeeding in ESL programs, and more.

Please click on [REGISTER](#) to complete the Mentor registration form. You will be contacted within a week with information on next steps.

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

## Digital Training Committee Report

By: Marsha Riibner-Cady, Digital Trainer, NFBPWC 2020-2022  
[DigitalTraining@NFBPWC.org](mailto:DigitalTraining@NFBPWC.org)

The digital training team meets the first Wednesday of the month at 5 pm Eastern here: <https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzlfWFhiSVBldz09>

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. We encourage you to join us.

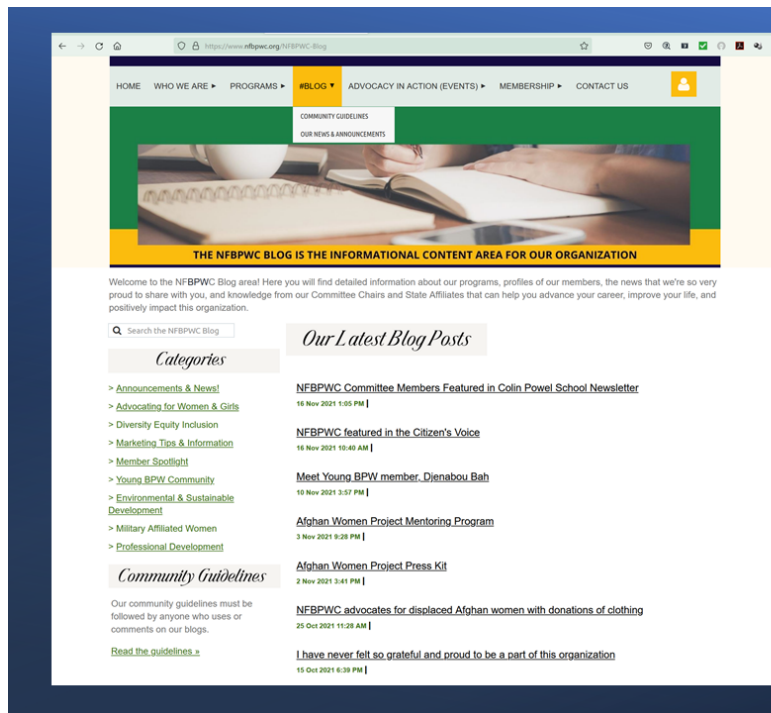
As always, we are available to assist you at other times, besides the first Wednesday of the month, just let us know what you need!

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 iPhones and tablets as sometimes helping someone with technical issues requires more understanding of that technology.

## Website Committee Report

By: Lea-Ann W. Berst  
 Website Special Committee Chair, NFBPWC 2020-2022



### Website Update

Thanks to the members who have been submitting content, the NFBPWC blog area is looking soooo good!

Peruse the blog if you're interested in reading about the:

- national committee program campaigns,
- local impact our members are making, or
- fast-moving changemaker efforts the organization is accomplishing.

**Would you like me to post your BPW-related story?** If it falls into one of the categories listed, send it to me! (this is an area for BPW-supported programs, Tips for members & leadership teams, and BPW-related member stories)



LEA-ANN W. BERST  
 Website Chair  
 National Federation of Business & Professional  
 Women's Clubs (NFBPWC)

Email: [website@nfbpwc.org](mailto:website@nfbpwc.org)  
 Web: [www.NFBPWC.org](http://www.NFBPWC.org)



## Social Media Committee Report

By: Suzette Cotto, NFBPWC Social Media & Communications Chair

### January Highlights in U.S. Women's History

- January 3, 1949 – Margaret Chase Smith (R-Maine) starts her tenure in the Senate, where she stays in office until 1973, became the first woman to serve in both the House and Senate as she previously served in the House (1940-49)
- January 5, 1925 – Nellie Tayloe Ross is inaugurated as the first woman Governor in U.S. history (Governor of Wyoming)
- January 7, 1896 – Fanny Farmer's first cookbook is published in which she standardized cooking measurements
- January 7, 1955 – Marian Anderson is the first African American woman to sing at the Metropolitan Opera
- January 8, 1977 – Anna Pauline "Pauli" Murray is the first African American woman ordained to the Episcopal priesthood, by Bishop William F. Creighton at Washington National Cathedral in Washington D.C.
- January 11, 1935 – Amelia Earhart makes the first solo flight from Hawaii to North America
- January 12, 1932 – Hattie Wyatt Caraway (D-Arkansas) is the first woman elected to the U.S. Senate, becomes the first woman to chair a Senate Committee and the first to serve as the Senate's presiding officer
- January 25, 1890 – Nellie Bly, journalist, completed her around the world trip in 72 days, 6 hours, 11 minutes, and 14 seconds after setting sail east to prove she could circle the globe in less than 80 days
- January 25, 1980 – Mary Decker became the first woman to run a mile under 4 1/2 minutes, running it at 4:17.55
- January 29, 1926 – Violette Neatly Anderson is the first black woman to practice law before the U.S. Supreme Court

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

## Engage with NFBPWC on Social Media



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



[https://www.youtube.com/channel/UC2l\\_ciIxLyvbu1dbBOsV9Tg](https://www.youtube.com/channel/UC2l_ciIxLyvbu1dbBOsV9Tg)



<https://twitter.com/nfbpwc>



[https://www.instagram.com/nfbpwc\\_usa/](https://www.instagram.com/nfbpwc_usa/)



<https://www.linkedin.com/company/national-federation-of-business-and-professional-women%27s-clubs>








## 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:

- |   |  |
|---|--|
|  <p>Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings and more</p> |  <p>Direct access to state-licensed and fully credentialed doctors, via phone or video consultations</p>          |
|  <p>Save on eye exams, contact lens exams, glasses and more</p>  |  <p>Access to mental health assistance from licensed counselors via virtual or telephonic counseling sessions</p> |
|  <p>Save on generic drugs and brand name prescriptions</p>   |  |

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](https://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](https://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.



# 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



Happy New Year to all!

This month, three of our Districts will hold winter conferences: Sierra Mar on the 15th, Valley Sunset on the 22nd and Bay Capital on the 23rd. If anyone wishes to join in, please let me know and I will make the necessary connections.



Plans are underway for next month's Public Policy Conference on February 19 in Sacramento. Our Executive Committee and past State Presidents have had two meetings, and more are planned to brainstorm on leadership development and officer succession. We need easier ways to move members into leadership roles.

Despite challenges, we continue to Advocate, Believe and Communicate!

## NFBPWC Colorado Federation

### Executive Committee 2021-2023:

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

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



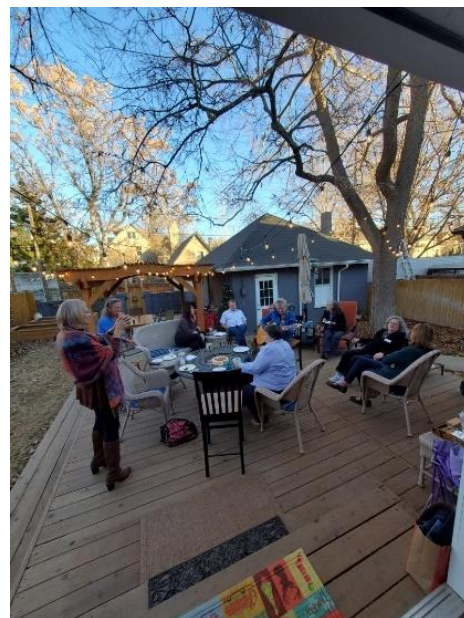
By: Evie Hudak, President, NFBPWC Colorado

BPW Colorado held its Winter Party on December 4, 2:00-5:00 p.m. around the fire pit in Deb Fischer's backyard. The weather was not very winter-like, especially for Colorado, but the sunshine and temperatures near 60 degrees made for a very enjoyable event. Laurie Dameron, our famous musician, brought her guitar and provided a nice background of music, but even better was when she led the group in singing some songs, many by request.

Plans for our Midyear Convention and Legislative Conference on Feb. 12 are in full swing. The theme for the Legislative Conference is Gender Equity, and we plan to cover it with a panel of experts covering these topics:

- The crisis in access to child care
- The rise in domestic violence, even before the pandemic
- The Great Resignation, especially for women
- The state legislation to fight discrimination in the workplace

The panel will be at 10:30 a.m. MST. The entire event will be held virtually, and the registration fee is only \$15.00. Registration is on our [website](#). The Zoom link will be sent before the event.



## BPW Colorado Green News

By: Laurie Dameron, BPW Boulder Member

### Turning Over a New Leaf in the New Year

Last month I wrote about greenwashing, “a form of marketing spin in which green PR and green marketing are deceptively used to persuade the public that an organization's products, aims and policies are environmentally friendly.”

I’m seeing more and more of this, especially from the plastics industry. Coco-Cola and Pepsi are vowing that they will recycle all of their products, but the truth is only a small percentage (under 15%) of plastic bottles even make it into recycle bins. These companies are branding themselves as “sustainable businesses,” but that is so far from the truth.

I’ve taken a new approach. On the rare occasions I have soft drinks, I buy them in aluminum cans or glass bottles. (I never drink plastic-bottled water!) Aluminum and glass have a circular life cycle, meaning they can be recycled over and over without losing their integrity; this means there’s no need to mine more resources from the earth, which takes a lot of extraction, production, and transportation energy.

Plastic, on the other hand, can only be recycled once, since it breaks down upon recycling. Its main ingredient is petroleum, whose production causes a lot of air pollution. Moreover, petroleum is a finite resource that we need to save for uses that can’t now be met by renewable energy instead. Plastic also contains a lot of chemicals that are harmful to our bodies and to those of other creatures, especially when much of it ends up as litter on our lands and in our oceans.

I urge you to turn over a new leaf in the new year – please purchase products made from aluminum or glass and cut down on single-use plastics!

### YOU ARE A PART OF THE SOLUTION!

To sign up for Laurie’s monthly music and “Green News,” write to [WindchimeL@aoL.com](mailto:WindchimeL@aoL.com)

Or visit [www.LaurieDameron.com](http://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	Elizabeth 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

The South Florida BPW club had our December meeting as our Holiday Party.

It was held in the party room of the president's condominium and was catered by a women owned restaurant "Anne Marie's Pizza and Wine Co."

The Italian food was so delicious there were no leftovers!

We had a fun Dirty Santa gift exchange with the highlight of the evening being an ice cream maker that was stolen the maximum of (3) times.

Our next meeting is scheduled for January 10th, and we are looking forward to a great New Year!



We wish all our members all the best for a successful New Year!

The photo to the left is our complete club Executive for 2021-2023 (from left to right).

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

## 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

The Michigan Affiliates are adding four new members. There may be a few more as it is near the end of the year. YEAH!!

As we have not had a meeting recently, there is not much to report. We continue to follow the Line 5 oil pipeline that is currently under the Straits of Mackinac. There is controversy about shutting down the line and building a new tunnel. The governor is proposing to shut down the line as it is right now, and the problem has been elevated to the courts.

The Legacy Michigan BPW has again canceled their 100+ anniversary that was scheduled to be held in October. The new date now is tentatively scheduled for May 13, 2022, in conjunction with the BPW/MI state convention. The event will be held in the Capital Rotunda as was originally planned. More information will be forthcoming.

Have a wonderful holiday season – best wishes to all from the Michigan Affiliates.

## NFBPWC New York City

### Executive Committee:

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

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



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

New York City Activity: The Club continues to support advocacy by amplifying our efforts through the PowHer Coalition. In the words of one member:

Along with our PowHer Coalition partners, we fought and finally wage transparency in job postings is coming to NYC. We are still battling for this very important step in helping to close the wage gap in NYS.

Thanks to Council Member Helen Rosenthal's tenacity and commitment, Int. 1208 moved forward in the final days of the session and before she leaves office.

The NYC Affiliate Club AGM will be on January 19<sup>th</sup>, 2022, from 6-7:30 pm EST, and we will be seeking to fill two positions, notably Vice President of Programs and Treasurer. If you know someone in NYC who should become a member and is keen on Board Service, introduce us!

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

Let us make 2022 a real year of positive gains for all Business and Professional women!



## NFBPWC North Carolina

### Executive Committee:

Marsha Riibner-Cady	President	<a href="mailto:nfbpwcnc@gmail.com">nfbpwcnc@gmail.com</a>
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 pm by clicking on the link here:

<https://us06web.zoom.us/j/83070332328?pwd=bjExWnBYVGx5YThBdDNzNG5FNzkYUT09>

Meeting ID: 830 7033 2328

Passcode: 612268

or contact Marsha for details at [nfbpwcnc@gmail.com](mailto:nfbpwcnc@gmail.com)

## 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 had a quiet December. No meetings within our PA Affiliate. Asking for NFBPWC membership dues by the end of December was our top priority. We are hoping to maintain our group.

Working with the L3P, I have attended the Facilitator Meeting on December 10, 2021 with Kathy Telban, Jane Taff and other L3P Facilitators. Lots of planning and work are still ahead for our team.

We did hear from Bessie Hironimus, liaison to the Dominica BPW for their Adopt a School Project. So, I went to work with collecting school items for the children of these two schools. I made sure to gather enough items to make any child age happy.

Face Book NFBPWC- Pennsylvania is still sharing some interesting items on our women's history. Thank you, Ginny Bailey.

Emily Holgash shared that available grant applications for schoolteachers are available with the Hess Toy Trucks. They are providing a curriculum and 12 trucks for classroom usage. Now that is quite the deal.

Hats off again to Lilly Gioia's masterpiece on the Legislative work in PA and across the nation. I learn something new every time I read her pages.

But I must share that the work of our NFBPWC with the Afghanistan families is quite the testament of our "Women Helping Women." Makes one feel truly proud of our leadership and the women who are handling this extraordinary work for our organization. Thank you to one and all for all your remarkable efforts.

I will hear from you on our upcoming National Board Meeting on January 11.

Now, I will close as I need to start my New Year's Resolution list for BPW. There is never a shortage of promises to make. I just wish to keep them for the 2022 year. May you all be safe and may good health remain with us. Looking forward to our Biennial in early August.

## Pennsylvania Advocacy Report

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

### JANUARY 2021 LEGISLATION UPDATE

#### PENNSYLVANIA POLITICIANS POCKET WHOPPING ANNUAL AUTOMATIC PAY RAISE!

Hold onto your hats ladies – They did it again. On December 1<sup>st</sup> Pennsylvania's 253 rank and file legislators' pay was boosted by \$5,000, raising their base pay (WITHOUT A VOTE) from \$90,335 to \$95,432. This year's 5.64% pay increase is the largest single-year boost in state government officials' salaries since the 1995 automatic pay raise law took effect. Their pay was \$45,000 when they voted to give themselves automatic annual pay increases every December based on increases in the annual Cost of Living as determined by the U.S. Labor Dept. CPI (Consumer Price Index). Yes, you are adding correctly – Since 1995 they've now DOUBLED THEIR PAY without ever taking another vote. The 2021 pay a raise is three times larger than state officials received last year, according to the Associated Press. If there is no change or a negative change in the Cost of Living, their pay remains the same. Since the annual pay raise law was enacted, only three times have they not received a pay raise. House Speaker Bryan Cutler whose pay now reaches nearly \$149,000, told the PA Capital Star that the 1995 law was established as an alternative to voting on pay increases "which I have consistently opposed." He has claimed to have donated his raises to charities in his Lancaster district. Pennsylvania's Legislator base salary is the third highest in the nation behind California and New York according to the National Conference of State Legislatures. Governor Wolf's salary will be boosted to about \$230,000 as the automatic pay raise law also raises salaries of judges and top Executive Branch officials. Governor Wolf has donated his salary to charity since his election seven years ago. Compared to California's population of 39.37 million and New York's population of 20.2 million, the 2020 census showed Pennsylvania added 300,000 new residents to surpass 13 million in population. Philadelphia rose 5% to 1.6 million while its two suburban counties, Montgomery and Chester, grew even faster. Still based purely on population, BPW/PA members objected to the automatic annual pay raises back in 2012. State Convention delegates voted overwhelmingly for a Resolution to "End Legislative Automatic Pay Raises." The Resolution noted that regardless of the Commonwealth's fiscal condition, base salary had risen from \$47,000 in 1995 to \$79,623 in 2010, \$82,026 in 2011 and \$83,802 in 2012, a 75% pay increase! Added to this was the then \$160 per diem for each day of legislative work (provided without receipts), access to free parking, generous health care benefits and retirement benefits. During the 2011 budget crisis, then Governor Tom Corbett urged Pennsylvania teachers to give up their pay raises, but not the General Assembly. The BPW/PA Resolution demanded "cessation of automatic annual cost-of-living pay raises for all elected public officials serving in Harrisburg, unless they are deemed warranted by establishment of a non-partisan, independent Compensation

Commission. Pennsylvania maintains one of the biggest, most bloated and costly state legislatures in the nation.

### U.S. SUPREME COURT HEARS ARGUMENTS ON LEGAL ABORTION:

Early December 2021 arguments on the most consequential abortion rights case in nearly 50 years of precedent, considered potentially criminalizing personal health care decisions that could have incredibly dire consequences for women. The Supreme Court's conservative majority sent a strong signal that it was willing to pare back the right to abortion and possibly overturn *Roe v. Wade* entirely. Mississippi's Solicitor General Scott Stewart said the 1973 decision legalizing abortion nationwide and 1992's *Planned Parenthood v. Casey* ruling which reaffirmed the right to a termination before fetal viability (about 24 weeks), were "egregiously wrong." Justice Brett Kavanaugh suggested it might be best to return abortion to the states and let the Court be "neutral" on an issue on which the Constitution is silent. Justice Amy Coney Barrett implied that adoption negated the need for abortion.

Justice Sonya Sotomayor accused Mississippi of bringing the challenge solely because of the Court's new ideological makeup with three justices appointed by former President Trump. She questioned whether the public's faith in the Court could "survive the stench" of overturning *Roe*.

Jessica Glenza and Zala Sesko wrote in *The Guardian* on "What Will the United States' Future Look Like if Abortion Becomes a Crime Again?" In *Dobbs v. Jackson Women's Health Clinic*, the Court considers whether the state of Mississippi can ban nearly all abortion from 15 weeks. The ruling is expected in June 2022. Should *Roe v. Wade* be overturned, prosecutions could once again become a reality. The nation's preeminent association of defense attorneys published a report laying out a future in which the United States could undertake "rampant criminalization" and mass incarceration on an "unprecedented scale," in the name of the unborn. In a brief, nearly 100 prosecutors from urban, rural, red states and blue states, and district attorneys, noted states are laying the groundwork now for criminal penalties that are completely different "than the pre-*Roe* era." Lindsay A. Lewis, a New York criminal defense attorney who co-authored a report on abortion by the National Association of Criminal Defense Attorneys, said this was the first such report in the organization's history. These state laws could subject a wide range of individuals to criminal penalties if *Roe* is overturned. Modern surveillance technology used today for investigating crimes related to sex work may be used to identify women seeking abortion pills or services. Tools today to investigate every crime have increased exponentially with surveillance technology. Data produced by digital infrastructure, phones, internet browsers, and social media—could be used to prosecute people who seek abortions, according to a Ford Foundation researcher. A single mobile phone could reveal much information in just one encounter with law enforcement, or a traffic stop.

In at least 26 states hostile to abortion, the procedure could be outlawed immediately or as quickly as possible according to the Guttmacher Institute. Jonathan Mitchell, the former Texas Solicitor General, who played a pivotal role in designing the legal framework of the state's near-total abortion ban wrote in a Supreme Court brief, that women "can control their reproductive lives" without access to abortion. The architect of the Texas abortion ban argues that overturning *Roe v. Wade* could cause women to practice abstinence from sexual intercourse as a way to "control their reproductive lives." If *Roe* were overturned, women would still be able to terminate pregnancies by traveling to "wealthy pro-abortion states like California and New York," Mitchell maintains. He and Co-counsel Adam Mortara say the decision to end *Roe v. Wade* could open the door for reversing other "lawless" rights including the right to have gay sex and the right to same-sex marriage. At the heart of Mitchell and Mortara's argument in the Mississippi case lies the view that overturning *Roe* wouldn't outlaw all abortions in the U.S., but would "merely" return the issue to individual states which could individually decide whether to ban or restrict pregnancy terminations. More than half of U.S. states are hostile to abortion rights, according to *The Guardian* report.

### ACCESS TO ABORTION PILLS BY MAIL AUTHORIZED BY THE FOOD & DRUG ADMINISTRATION:

The F.D.A. permanently allowed patients to receive abortion pills by mail, according to a 12/17/21 *New York Times* report. The decision will broaden access to medication abortion, an increasingly common method to terminate unwanted pregnancies. Instead of requiring patients to obtain pills in person from specially



certified health providers, pregnancies up to 10 weeks gestation can be terminated for women who find it difficult to travel to an abortion provider or prefer to terminate a pregnancy in their homes. Medication by mail allows patients to have a tele-medicine appointment with a provider who can prescribe abortion pills.

In 19 states, mostly in the south and mid-west, tele-medicine visits for medication abortion are banned. These and other conservative states can be expected to pass laws to further curtail access to abortion pills. Groups that want to outlaw abortion issued strong statements against the F.D.A. decision. The F.D.A. said that pharmacies could begin dispensing Mifepristone if they became certified by the drug's manufacturers and if they received a prescription from a certified health provider. The Centers for Disease Control reported that 79% of all abortion occurred before 10 weeks' gestation, suggesting that there are many more women who might choose abortion pills over an in-clinic procedure.

#### PROGRESS ON ADDRESSING MILITARY SEXUAL ASSAULTS STALLED:

The Military Justice Improvement & Increasing Prevention Act sponsored by Senator Kirsten Gillibrand (D/NY) and Senator Joni Ernst (R/IA), survived in a weakened form, according to a 12/17/21 Government Executive Newsletter report. The physical security on military bases will be improved and survivors will now be allowed to call a Safe Helpline to report serious crimes instead of appearing in person. However, one of the most significant provisions was stripped from the bill despite bi-partisan majority support in both the House and Senate. In what Senator Gillibrand called a "total denial of justice," the prosecution of sexual assault and other serious crimes will remain in the Chain of Command instead of under the purview of independent military prosecutors. Commanders will remain central to prosecutions—granted authority to pick the jury, select the witnesses, grant or deny immunity requests, order depositions and approve the hiring of expert consultants. Gillibrand first introduced her Military Justice Reform bill in 2013 to address the Chain of Command system's abject failure to decrease shocking numbers of sexual assaults reported annually. She said she would continue to pursue a stand-alone floor vote for the original proposal. "Four men in a closed room blocked long-sought changes to how the military handles sexual assault and other military justice issues," she told The 19<sup>th</sup>. With the passage of the Defense Authorization Act in December, changes made in addressing sexual assault and harassment "fall short of creating a truly independent military justice system, which is what survivors, service members and veterans have asked for," Gillibrand said. In order to ensure that their voices are not silenced, I will continue calling for an up or down floor vote on the Military Justice Improvement and Increasing Prevention Act, which has the support of nearly two-thirds of the Senate and the majority of the House, she added.

Last October the Army announced plans to open seven centers by March 2022 for survivors reporting sexual assault and harassment in an effort to improve reporting and care, service officials said. This will be a one-year pilot effort in response to recommendations made by the Fort Hood Independent Review Committee, part of the Army's actions to redesign its sexual harassment/assault response and to improve prevention. Colonel Erica Cameron, who led a task force effort, said this pilot program is an answer to outcries over the military's inability to reduce the number of sexual assaults. It follows the murder of Specialist Vanessa Guillen at Fort Hood that focused more attention on continuing concerns over the safety of women serving, as well as proposed legislation to remove prosecution of sexual assaults from the Chain of Command.

#### N.Y.STATE LABOR DEPT. PROBES ANOTHER FOX NEWS GENDER DISCRIMINATION CASE:

Melissa Francis disappeared from Fox air last year amid a pay discrimination dispute, according to a 12/8/21 Daily Beast report. The New York State Labor Department is probing her claims. The investigation also includes retaliation complaints.

"Ms. Francis filed a charge with the New York Department of Labor because Fox News has not changed and continues to discriminate and retaliate against women, including those who seek equal pay for equal work," Ms. Francis' attorney Kevin Mintzer said, confirming the probe. In October 2021 Francis was pulled off both her regular co-hosting slot on a mid-day round table show "Outnumbered," and her own midafternoon Fox Business Network program After the Bell. At the time Fox News did not publicly comment on her status. The Los Angeles Times reported that Francis was actually locked in a gender-based pay discrimination dispute with the company which had gone to arbitration when she was removed from the airwaves. Francis, a former

TV child star who had been with Fox for six years, had reportedly been working without a contract for roughly a year. Francis specifically complained that she was underpaid compared to her male colleagues. The Labor Department probe was opened in March 2021. Only a few months ago the Fox News network settled with New York City's Commission on Human Rights for a \$1 million fine over what the government deemed "a pattern of violating New York City Human Rights Law." The settlement represented an effective admission to retaliating against staffers over sexual misconduct and discrimination claims. Fox News has a history of gender-involved controversies, according to a TVLive.com report, including former host Gretchen Carlson's sexual harassment lawsuit against former chairman Roger Ailes. After Roger Ailes was fired over multiple sexual misconduct allegations the commission began its investigation in July 2016. A formal complaint was filed by the commission in December 2018 following Gretchen Carlson's damning lawsuit. Former host Megyn Kelly also reportedly claimed Ailes had made inappropriate overtures to her in the past. More recently former Fox Business employee Jennifer Eckhart alleged that fired anchor Ed Henry sexually assaulted her on multiple occasions while both worked for the network.

#### ELEVATED BLOOD PRESSURE AMONG WOMEN DURING PANDEMIC RAISES CONCERNS:

Doctors have noticed "significantly higher blood pressure" increases from April to December 2020 when the country was in the midst of pandemic precautions and closures, compared to the prior year, especially among women. "It's concerning because these sustained elevations can increase the risk for things like strokes and heart attacks," said Dr. Luke Laffin, co-director of Cleveland Clinic's Center for Blood Pressure Disorders. People were going to the gym less, being more stressed, getting worse sleep, eating more poorly. These things can have a pretty significant impact on blood pressure. Findings are based on 464,585 people from 50 states and the District of Columbia whose blood pressure records from 2018, 2019 and 2020 were known. In the study, blood pressure rose for everyone across all age groups, but most preeminently in women. It's more evidence of the outsized burden that pandemics place on women. Working mothers were often responsible for keeping up with their job, making sure their children were set up for remote learning, taking care of household chores and more. People were drinking more alcohol, being less physically active and getting less medical care. If high blood pressure persists, it can plateau at the current increased levels. If it's sustained, Laffin predicted an increased incidence of strokes or heart attacks and cardiovascular disease in the next three to five years.

#### BUILD BACK BETTER BILL POLLS WELL WITH VOTERS:

Polling by American Prospect show 88% of Americans support Build Back Better measures to cut prescription drug prices; 84% support provisions lowering health insurance premiums; 73% back Build Back Better's creation of clean energy jobs, and 67% of Americans support funding for universal pre-K education. The bill remains stalled in the Senate until reconvening in the New Year.

## 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](mailto: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](mailto:nfbpwcvirtual@gmail.com)

By: Daneene Monroe Rusnak  
President, NFBPWC Virtual Chapter

Thank you to everyone who joined us for our Holiday Celebration in December. We had a very special “surprise” guest. One of the young ladies who a few of our members met through the Afghan Women’s Project joined us and captivated us all with her very palpable ambition, drive and optimism.

We are looking for program ideas for 2022 so feel free to share your thoughts and/or recommended topics and speakers. We will be talking about this and more plans for 2022 at our next chapter planning meeting on Wednesday, January 19<sup>th</sup>.

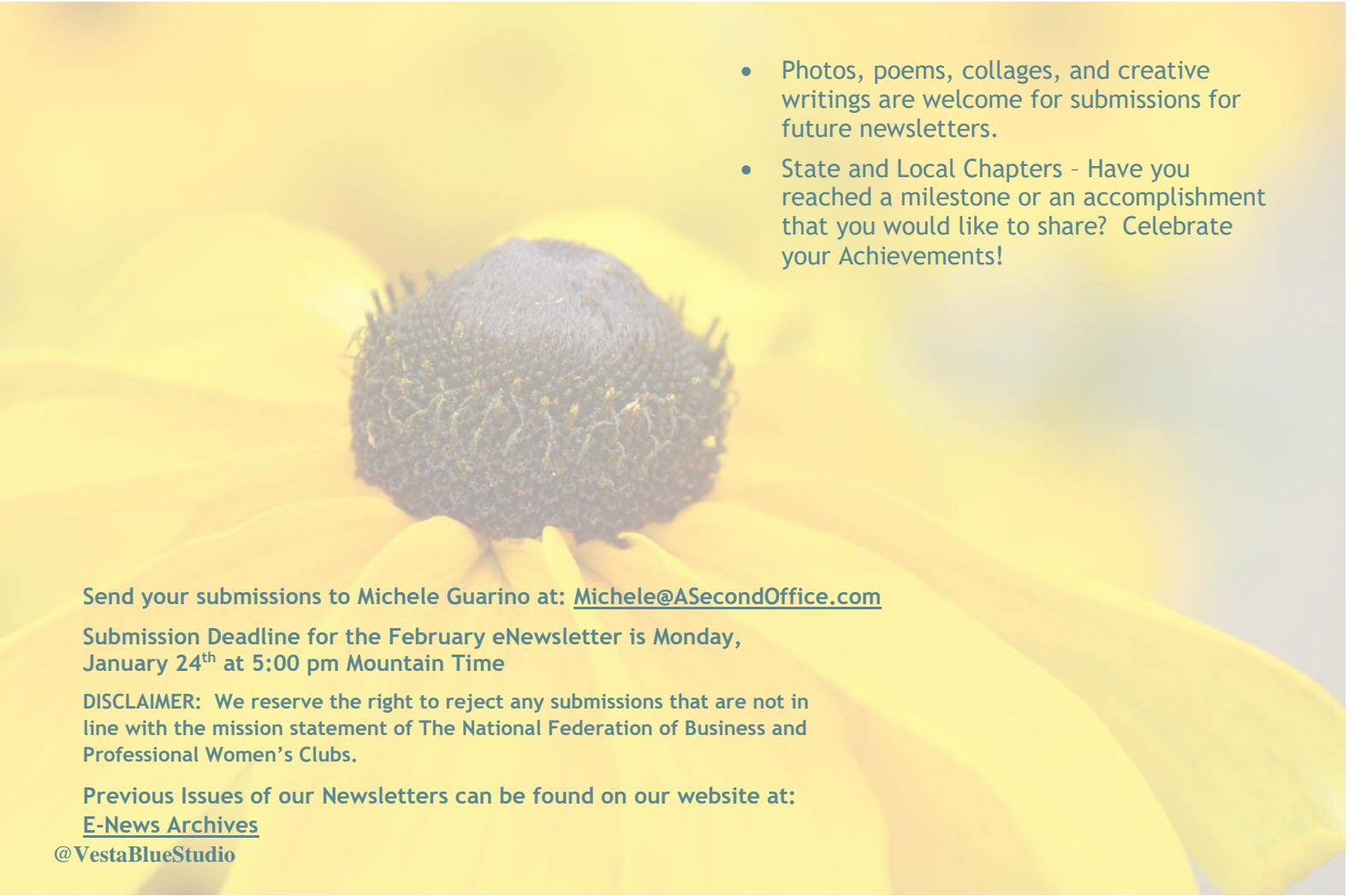
Keep an eye out for an email with more details. There will be no program for January but we are hoping to have a very interesting topic for February.

Also, be sure to check your renewal status! This is the time of year when several of our members are due to renew their membership.

Here’s to a fun, fabulous and forward-thinking 2022!



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>

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- 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](mailto:Michele@ASecondOffice.com)

Submission Deadline for the February eNewsletter is Monday, January 24<sup>th</sup> 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](mailto: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](mailto: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](mailto: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](mailto: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.





DEVELOPING THE BUSINESS, PROFESSIONAL, AND  
LEADERSHIP POTENTIAL OF WOMEN SINCE 1919

## Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

Since 1919, the National Federation of Business and Professional Women Clubs, Inc. have been working to empower women through our mission to develop the business, professional and leadership potential of all women through education, advocacy, mentoring, networking, skill building and economic empowerment programs and projects.

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 5 regions and over 110 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 political 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 ambition

***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 internationally.
- Engage in networking and mentoring programs.
- Enjoy lifelong learning.
- 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!

### Affiliate Benefits

- Dedicated Board of Directors working to achieve the mission and goals of the organization while supporting a member-based organization.
- Connection to a network of hundreds of women nationally and over 30,000 women internationally in 110 countries.
- Opportunity to be part of an organization that has 100 years of legacy and strength supporting it.
- Leadership opportunities regionally, nationally, and globally.
- National support through a coordinated digital communication platform: social media, email, website, video conferencing , and monthly e-newsletter.
- Opportunity to help envision and create our mutual goals for the next century.
- Connection with other leaders 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

- Formal Lifetime Leadership and Learning Program.
- Formal Mentoring Program.
- Business Network to market business and professional services.
- Business opportunities for partnering and procurement, nationally and globally.
- Member Spotlight in the newsletter, e-alerts, website, and social media platforms.
- Private Membership 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 national and international level.
- Cultivate worldwide friendships in one of the original women's networking organizations.
- 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.
- Access to a Young BPW Program that is supported both globally and nationally.
- Informative monthly newsletter 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 (\$25 to BPW International).

