

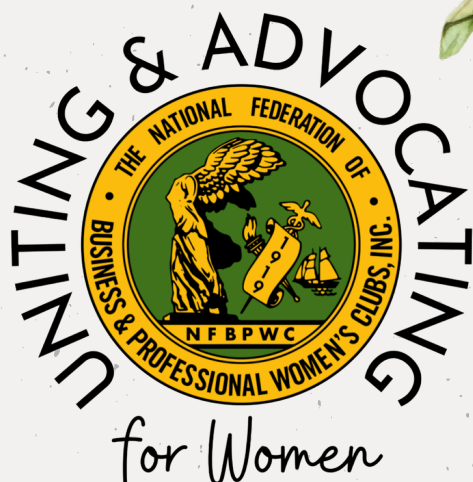
The extension of
women's rights
is the basic
principle of all
social progress.

- CHARLES FOURIER

174th Anniversary
of the First
Women's Rights
Conference

NFBPWC Magazine

JULY 2022 ISSUE



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**Submission Deadline for the August
Magazine is Monday, July 25th at 5:00 pm
Mountain Time**

**Previous Issues of our e-Magazine
can be found on our website at:
[Magazine Archives](#)**

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

National Events

2nd Monday of the Month

Health Committee Meeting

Email for info: Health@NFBPWC.org

1st and 3rd Mondays of the Month

Membership Committee Meeting

Email for info: VPMembership@NFBPWC.org

July 6, 2022 - 1st Wednesdays of the Month

2:00 pm PST / 5:00 pm EST

Wednesday Web Wisdom: Digital Training Team Assistance
(Open to All Members)

<https://www.nfbpwc.org/event-4525906>

1st and 4th Fridays of the Month

L3 Committee Meeting

8:00 am PST / 11:00 am EST

Email for Zoom info: L3Chair@NFBPWC.org or

L3ViceChair@NFBPWC.org

July 11, 2022

10:00 am PST / 1:00 pm EST

Afghan Women Project Special Committee Meeting for Young
BPW Members

<https://nfbpwc.org/event-4767285>

July 13, 2022

5:00 pm PST / 8:00 pm EST

NFBPWC Board of Director's Meeting (Open to All Members)

<https://nfbpwc.org/event-4861817>

July 17, 2022

4:00 pm PST / 7:00 pm EST

NFBPWC Virtual Chapter Planning Meeting

Regional Events

July 21, 2022

5:00 pm PST / 8:00 pm EST

NFBPWC / NC Monthly Club Meeting (Open to All BPW
Members)

<https://nfbpwc.org/event-4654783>

August 14, 2022

4:00 pm PST / 7:00 pm EST

NFBPWC / Pennsylvania Monthly Club Meeting (Open to All
BPW Members)

Email for Zoom info: nancy.werner73@gmail.com

Mark Your Calendars

**2022 National Federation of Business and
Professional Women's Biennial General Assembly:
Together, Again!**

<https://nfbpwc.org/event-4693289>



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, Marikay Shellman, Colorado
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
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, Open
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



Human Rights Activist

When friends and relatives ask what my job is, I have started to answer that I am a human rights activist, focusing on women's rights nationally and internationally. I rarely mention my consulting firm, because my now 6.5 years on the NFBPWC Executive Committee is a large part of what drives me to plant both feet on the ground each morning and keep working for justice, equity, diversity, and inclusion. Raising two small humans in this world and being a lifelong feminist is the other thing that propels me to continue what now feels more like the fight of a lifetime, than a simple advocacy and education campaign. As an individual, I refuse to be silent about the injustices that women and marginalized people are being forced to bear. I will be heard. I will march. I will write. I will advocate. I will work for this organization which continues to be a beacon of light for the issues of inequality that many women and girls will be facing in the coming years.

As our president, I say our... because I have as much investment in this organization as every other member, I choose to fight for our hard-earned rights. As a nonpartisan and nonsectarian organization, we can hold a space for all members who want to see women treated equally while we strive for justice, equity, diversity, and inclusion. I recognize that the recent Supreme Court decisions are nothing less than an assault on women's rights. If anything that wasn't explicitly mentioned in the original constitution is on the cutting block, then our organization needs to shout our support and advocacy for women's rights. In fact, the 19th amendment to the US Constitution is currently a women's only constitutional right, the right to vote (according to some constitutional scholars, that too could be at risk).

Members are stepping up across the nation as leaders both in the organization and in their own communities. We come from various backgrounds. Some of us are cisgender women, some identify as LGBTQAI+, some are mothers, some chose not to or could not become mothers, some members are men, some are religious (Christian, Jewish, Muslim, Hindu, Buddhist), some are atheist or agnostic, most of us are daughters, all of us had mothers, and all of us joined the original working women's organization, NFBPWC. Being unique individuals supporting our NFBPWC mission to develop the professional, business and leadership potential of women at all levels is what guides us. We are at a moment in history where we must stand together for our fundamental human rights, to be treated as whole complete citizens in the "We the People" of the United States of America.

Collectively, our influence is stronger. We can accomplish more by raising our voices together. The women of today need to hear us. The women of tomorrow want to see us standing strong against misogyny, racism, violence, and injustice. We have the power to make a difference as we continue to honor our interconnectedness as humans, more specifically as women.

Let us please remember to celebrate and honor one another, as each member brings their own gifts to the conversation. Please take another moment to read our Advocacy Platform in full this month <https://www.nfbpwc.org/policy-advocacy>. 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. Let us continue to stand strong together.

NFBPWC is lighting a path for our future that promotes solidarity, diversity, inclusion, innovation, and celebration in 2022. Sending personal wishes of celebration, health, and progress around the globe!

Kind Regards,

Megan Shellman-Rickard
NFBPWC President 2020-2022

1st Vice President Membership News



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

**Please reach out to
WELCOME our NEW BPW
Members**

Michigan

Patty Rayl

Virtual Club

Jean Degrooth

Ann Beck (Chicago/Lagrange)

Did we miss someone from your club? Be sure to forward information on any new or renewing members to newmember@nfbpwc.org.

Need membership support at the local level? Feel free to join us at our regular Membership Committee meetings on Zoom:

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

Contact VP Membership Kathy Kelly at vpmembership@nfbpwc.org

The Membership Committee is very grateful to **Web Chair Lea-Ann Berst** for her efforts in creating a more professional and automated New Member Welcome email through the NFBPWC Wild Apricot system. Lea-Ann has been gracious in helping the Membership Committee take full advantage of the powerful membership recruitment/retention features available through our web system. Please check out the sample email below (including all the links) and let us know of any feedback.



The National Federation of Business & Professional Women's Clubs



Dear Kathy Kelly,

Welcome to the National Federation of Business and Professional Women's Clubs (NFBPWC)! We're so excited to have you as a new member and can't wait to get to know you.

YOUR MEMBER PROFILE

Completing your member profile is one of the first steps in getting the most out of your BPW experience. We invite you to log in at <https://www.nfbpwc.org/Sys/Profile> and update your profile.

Use this information when logging in:

Email: [xxxxxx](#)

Password: [Don't know your password? Click here to reset it.](#)

Once you log in, you'll be able to take full advantage of all the membership benefits now available to you! Here are a few you can get started with right away:

- Participate in your [new member orientation training](#) (login to access)
- Take advantage of [live-training programs](#) to enhance your professional development
- Stay on top of [the latest advocacy efforts](#)
- Participate in [environment and sustainable development activities](#)
- Receive discounted medical services 24x7 throughout the year via the [NFBPWC Good Health Program](#) (login to access)
- And much much more! ([view all member benefits](#))

NEW MEMBER ORIENTATION



To help you get involved, we encourage you to review and sign up to attend any of the

So that you have a foundation of knowledge about NFBPWC, we've created a series of short 3-min videos that will give you a big picture of how BPW functions and help you better understand what your role can be.

[upcoming events listed on our home page.](#)

Attending our events is a great way to learn, meet other members, and network with like minded professionals!



We encourage you to complete the orientation within 30 days of the date of this email.

Access your training here:

[New Member Welcome Guide](#)

Should you need any assistance or have questions about your membership at any time, please feel free to contact me at 303-517-6399 or vpmembership@nfbpwc.org.

Got everything you need? I welcome you to reach out and let me know your thoughts on your experience so far!

Best of luck to you and thank you for being a part of the NFBPWC community.

Kathy Kelly
Vice President of Membership



The National Federation of Business and Professional Women's Clubs is a 501(c)(3) nonprofit organization focused on positive change in our communities and bringing people together to solve problems. We develop the professional, business and leadership potential of women at all levels.

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

Last month, the Supreme Court officially dealt a lethal blow to the reproductive choice movement. While this surprised no one, the anticipation of it did little to lessen the harshness of the fact that now, in many states, forced birth is the law of the land.

As commentators have aptly stated, this seeks to undermine other federally protected rights rooted in privacy. Thomas' concurrent opinion stated, "*We should reconsider all of this Court's substantive due process precedents, including Griswold, Lawrence, and Obergefell.*" If you are unfamiliar with the nature of these cases, they refer to, contraception, same-sex marriage, and marriage equality, respectfully.

Furthermore, earlier in the month of June, the Supreme Court also managed to weaken Miranda rights, require states to fund private religious schools, protect border patrol agents from excessive force claims, and lessen the requirements for concealed carry laws.¹ There will likely be more regressive actions to follow.

This is a time when the need for cohesion, resilience, and unity cannot be understated. We would be well served to listen to the voices of those who have consistently sought to illuminate the far-reaching implications of such a decision.

While the optimal remedies for these actions have yet to clearly present themselves, know that NFBPWC fully intends to be a part of the solution.

¹ Rawls, Murjani. "Justice Clarence Thomas Is Ready to Undo More Rights." *The Root*, The Root, 24 June 2022, <https://www.theroot.com/justice-clarence-thomas-is-ready-to-undo-more-rights-1849105586>.

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
- **LGBTQIA+ Lead:** Sue Oser

Additional Support from:

- Sharon Simmons - HUD issues
- Rita Smith - Violence Against Women
- Monica Monroe - Diversity & Inclusion, Social Justice
- Linda Wilson - ERA, Employment Rights, Immigration, etc.

The Advocacy Team 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 Action Announcement



REMINDER: 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!

- [Tell Your Senators to Remove The Arbitrary ERA Deadline](#)
- [Voting Rights Protect Women's Rights](#)
 - Join us by telling your Congress Member to protect equal right access to voting.

Call for Nominations for Elective Office 2022-2024

Enclosed you will find the forms that need to be completed by all members wishing to run for elective office of the National Federation of Business and Professional Women's Clubs.

[2022 NFBPWC Nominations Forms.pdf](#)

[2022 NFBPWC Nominations Forms.docx](#)

The term of office is two years.

The offices that are available are President, First Vice-President Membership, Second Vice-President Advocacy, Treasurer, Secretary and Young BPW (if the bylaw amendment passes).

We will also be electing a Nominations Chair. This is an elected chair position that serves on the Board of Directors.

Members of a State Federation or Affiliate Chapter/Club shall be eligible for election.

Candidates must have served the National Federation in an elected or appointed capacity on a national, state or affiliated chapter/club level for one year prior to the election.

No more than two candidates from the same State Federation or Affiliate Chapter/Club shall be nominated.

Signed forms must be returned by July 4, 2022.

Nominations can be made from the floor if a full slate is not obtained by the above deadline.

THE FORMS SHOULD BE EMAILED TO THE NOMINATIONS CHAIR AT NOMINATIONS@NFBPWC.ORG

Any questions, please contact nominations@nfbpwc.org

From the Desk of the Secretary



From Barbara Bozeman, NFBPWC Secretary

NFBPWC National Board Meeting

As a member of NFBPWC you are invited to attend the NFBPWC Board of Directors meeting on Wednesday, July 13th, 2022.

All members are welcome to attend but only the Executive Committee, Standing Chairs, Affiliate Presidents, and Past National Presidents are able to vote at our Board of Directors meetings.

The agenda will be sent to registrants prior to July 13th, 2022.

Main Topic: NFBPWC Policies and Procedures

The NFBPWC Executive Committee, in consultation with the Bylaws Chair and other NFBPWC leaders, has worked hard to create a cohesive Policies and Procedures document to help guide us as an organization as we strive to fulfill our mission statement as members and leaders.

We will take time to discuss this document at the Board of Directors meeting in an effort to iron out all of the wrinkles, address any concerns and questions, and allow for suggestions prior to voting on the acceptance of this document at the 2022 General Assembly on August 6, 2022.

The full document will be available as soon as a final copy has been reviewed and approved for consideration.

This will be a working meeting, so please plan accordingly. Thank you.

- Zoom details to be sent after registration.
- BPW International Theme 2021-2024: New Actions through Cooperation

Treasurer's Report



By: Deborah Fischer

Treasurer, NFBPWC 2020-2022 treasurer@nfbpwc.org

Enter the Exciting World of the Executive Committee – Consider Nominations for Treasurer for the 2022 – 2024 Term!

I am happy to discuss this position with anyone interested! This is a position of trust and integrity since our assets have grown to over \$300,000. Also, you become a part of an exciting executive committee assist firsthand in all the wonderful things and events that NFBPWC does.

We use QuickBooks Online, and it automatically downloads all bank account activity making the reconciling effortless, fast, and easy. I am also maintaining a list of treasurer actions to assist in future financial transactions.

May love and friendship keep your days bright!

Deb Fischer, 720-280-3513

See you in Sacramento!



I will be at the General Assembly to hand over the books to a trustworthy advocate and new treasurer. Unfortunately, I am unable to continue in this role, but I will be available to transition and explain any and all transactions.

NFBPWC Young BPW

By: Ashley Maria
Young BPW Chair, NFBPWC



Goodbye from your 2020-2022 Young BPW NFBPWC Representative!

As my time as your Young BPW NFBPWC Representative comes to a close, I'd like to brag about all of our successes! I've enjoyed my time as a leader with NFBPWC these past two years and am grateful for the chance to bring together USA's Young BPW members.

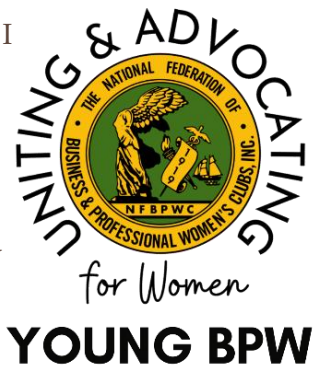
In 2019, I was selected by BPW International to represent the North American regions as a delegate to the United Nations. They were doing a huge push to bring in more Young BPW from around the world, thanks to the leadership of the Young BPW International representative at the time, Neelima Basnet. She knew that bringing Young BPW to the UN would help us see the potential reach of this organization and encourage us to get more involved.

It certainly worked for me!

A week after we all returned, I called Sandy Thompson, the NFBPWC President and asked if we had someone as the Young BPW Chair for the USA? We did not! Well...I wanted in! Then, with the new leadership team chosen in 2020, they all voted for me to officially join the Executive Committee. I was the first Young BPW representative ever on the EC.

My first goal in this leadership role was to figure out who were the other Young BPW members in the USA! I didn't know any of them, and we didn't have a process yet to find them in our system. So, I approached membership chairs, presidents of clubs, even international members to get their list of known Young BPW in the USA. Then I went to work on getting us organized and learning more about each other with each Young BPW Member Spotlight.

My next goal was to improve communication so that Young BPW knew more of what was going on in the organization. This started with bi-weekly emails to introduce members to all we had to offer. From there, we had quarterly meetings – sometimes with a skills lesson like negotiating – but most often it was just a time to chat and get to know each other. It was something they could look forward to – meeting other ambitious women like them. The Zoom software made this a whole lot easier to connect and see how truly vast our membership was across America.



While I was building our Young BPW community, I kept in the back of my mind what encouraged me to get more involved – seeing what members were doing on a National and International level, too. So, I worked with the EC to create more affordable student membership options that would also gain them membership to National and International communications. From here, our member numbers grew exponentially. We now have 35 Young BPW members across the United States and counting!

In addition to building our community, I also wanted to build our purpose. Young BPW is more than the technology we grew up with. We have so much to offer. Most of us run our own departments or even our own companies. Knowing the culture had to change quickly, Young BPW members were encouraged and supported to take on leadership roles in NFBPWC. From the inspired [Afghan Women Project](#) to the impactful Health Committee, our Young BPW members are stepping up and having their voices heard in this organization, an organization that takes pride in advocating for women.

I've been a member of BPW since high school – even directing a documentary about our history, called [Business and Professional Women: A History, A Movement](#). Since then, I have directed many more projects, including [Pioneers in Skirts](#), which – yes – did premiere in the pandemic! It's time for me to hit all gears again on many new projects, so I bid you adieu!

Moving forward, I am confident we can keep this momentum going in the next administration. I hope for

more Young BPW, and our members in general, to take on more leadership roles, or join as a helper in one of our many committees. This is the easiest and fastest way to learn the ins and outs of the organization. This organization really gives you back what you put into it. I'm a perfect example of that. I've learned so much and met such amazing people – friends for life!

I'm very grateful for these two years! Goodbye from your 2020-2022 Young BPW NFBPWC Representative!

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 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

I can't believe in another month we will be gathering in Sacramento for our first in person Biennial General Assembly in four years. It will be an exciting time and I hope you will all be joining us in person, but if that is not possible then via Zoom.

For those of you who do come to Sacramento I want to tell you about another amazing point of interest that you can visit while you are there. It is the California State Railroad Museum. This of course is one of my favorites. For those of you who do not know I worked for both the Atchison, Topeka and Santa Fe Railway and the National Railroad Passenger Corporation (Amtrak) for almost 40 years.

The museum is open daily from 10 a.m. to 5 p.m. You can stand in the shadow of a 150-year-old, 40-ton monument to innovation, engineering and history. Take a ride along the rails that played a key role in the development of the Golden State. See the history of the California railways come to life in engaging exhibits. A visit to the California State Railroad Museum is a not-to-be-missed experience for persons of all ages.



This is a Santa Fe Diner from the 1930's where you could dine in elegance.

There is lots to see and do in Sacramento, so come and join us for lots of fun!



Environment and Sustainable Development Committee

**By: Marikay Shellman, NFBPWC Virtual
Interim Chair, NFBPWC Environment and Sustainable Development Committee**

As we listen to the weather reports about devastating floods, wildfires burning acres & acres of land, dangerous heat waves, record breaking droughts, torrential rains, we must not lose hope about making a difference in climate change. The Environmental & Sustainable Development Committee continues to present Simple Acts that we can easily do to help our environment.

July 2022 Simple Acts



Composting can reduce up to 700 pounds of food waste per household every year turning trash into valuable rich fertilizer for healthy vegetables & flowers. Check out NRDC (Natural Resources Defense Council) Composting 101 to learn the basics of composting.

Megan Shellman Rickard, NFBPWC President 2020-2022. NFBPWC.org

Wondering what you can do with your hard-to-recycle items from your favorite brands? Check this link and sign up for the **free recycling programs** offered by many well-known brands!

<https://www.terracycle.com/en-US/brigades>

Daneene Monroe Rusnak, 2nd VP of Advocacy NFBPWC, President NFBPWC Virtual Chapter

Emissions reduction- don't idle car. Reduce use of drive-throughs as much as possible.

https://afdc.energy.gov/files/u/publication/idling_personal_vehicles.pdf

Laurie Dameron, NFBPWC Zero Waste Initiative

Fireflies, Jewels of the Night, need our help as some species are close to extinction. Beyond avoiding pesticide use (fertilizers, insecticides, fungicides), protect fireflies from artificial light at night by using motion detectors to limit amount of time lights are in use, illuminate only pathways or intended traffic areas, switch bright outdoor lights with red bulbs or cover with red filters. Join International **Dark Sky Association**: www.darksky.org.

Marikay Shellman, Interim Chair NFBPWC ESD

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member



In managing your plants' health without using pesticides (insecticides & fungicides), treat the pest itself, the underlying issue causing the disease or inviting pests. For example, powdery mildew is caused by overwatering or over fertilizing. Plant a wide variety of plants.

Monoculture typically attracts pests while diversity attracts many beneficial insects. Keep in mind that

most insects are beneficial, therefore tolerate some plant damage- it is usually beneficial insects. As much as most of us dread those stinging wasps in late summer/early fall, they are actually great pollinators (tomatoes) & devour aphids. Observe what is causing the damage, the pest & it's cycle, and interrupt its life cycle. In other words, when my plum trees are overcome with aphids, I spread out a sheet beneath the trees as I trim off the covered leaves & throw the trimmings into garbage. Then I spray underneath the leaves & down the tree trunks with Grapefruit Seed Extract (GSE) purchased at my local health food store. Reduce pest population without eliminating bugs & all insects.¹

Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Boulder Member

How Time Banking Can Save Humanity

Long before there was currency or money, civilizations as far back as 6000 BC had barter systems. Tribes in Mesopotamia and many other places would trade various goods and services from elsewhere around the world.

Many folks don't know that something similar to bartering systems still exists today. Called time banking, it's a system of trading various services between people using labor-time as the unit of accounting. When you spend time performing a service for someone in your time bank, the amount of that time is credited to your account in the time bank. Then you can use that credit to get services from other members in the time bank.

I've been part of Boulder's Time Bank since 2009 and have gotten help with many things, including massage, energy work, housework, gardening, and weed pulling. One of my favorite exchanges was when a time bank member drilled out the quarter inch of hard, black gook that I had burned in a really nice stainless-steel pan; it was like new afterwards. Turns out you can find help on the timebankboulder.org website for just about anything!

It's also great to work alongside someone else. I've had help a few times cleaning my house with another time banker; it makes the time go by quickly and makes it so much more fun! I've formed some great friendships as another benefit.

I recently met Michael Greenman, who is with a time bank in Ohio (where I was born). Michael is involved in worldwide time banking and has formed an initiative to fight climate change called "How's the Weather?" I called him because I was so upset after the Marshall Fire, which burned down over 1,000 homes in Boulder County on December 30, 2021. It helped to speak with someone else who is so passionate about saving the planet and the human race.



I got to return the favor the other day when Michael called me in a funk. He's told me about his work before, but I understood it better when we spoke yesterday. "How's the Weather?" has lists of environmental organizations for folks to pick from to take actions, other lists of actions, and how we can all make a difference!

Personally, I feel that the root of all evil is the love (or addiction) of money. And the root of just about all of our planet's problems, including climate change, our economy, and even wars have to do with money, power, and greed. The type of folks who join time banks are good neighbors who have a desire to help others; the whole concept of forming relationships and helping other people is the opposite of love of money, power, and greed. The world could be a lot better with more time banks!

When Michael connects with me and introduces me to more like-minded people through time banking, we can go on to work together, helping, educating, and inspiring each other -- and sharing ideas on how to solve this horrendous situation we are in as our Earth continues to get hotter and threatens to become uninhabitable.

Michael wrote this to me, "Today, with the pervasiveness of smart phones around the world, the ease with which communications in any language can be translated to any other, and 425 time banks worldwide including in over 49 countries in addition to the U.S., we are beginning to exchange services across state and national borders. If you're part of a time bank, check the 'InterTrade' tab to see services that can be conveyed by Zoom, email or cell phone exchanges. A new world of cooperation and collaboration is possible -- and time banks can show the way."

By the way, if you share "How's the Weather" to your friends, acquaintances, and family anywhere in the world, you can get time credits for the time you spend "spreading the word." Please see the poster: [How's the Weather? A Global Initiative to Turn from Emergency to Emergence](#)

For more information about Michael's initiative <https://greeneracresvaluenetwork.wordpress.com/how-the-%20weather-about/>

And you can also join on Facebook: <https://w.facebook.com/GlobalRebirth23-109377581655801>

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

Health Committee Report

By: Sher Singh, Health Committee Member, Arts & Culture for International BPW; National Diversity Equity Inclusion; CA Downtown Sacramento & Bay Capital BPW Member

Balancing – An Axis Between Dance & Age – A Health Approach

What is all the buzz about Argentine tango? Here's the layout. First music: A **tango orchestra** typically consists of bandoneons, violins, piano and double bass, in addition to guitar and drums, accompanied by singers and dancers of the tango tradition. Among these instruments, the bandoneon is perhaps the most key instrument in producing the authentic, emotional, and nostalgic sound of tango.

What's the difference between the international/American tango (as most people think of) and Argentine tango?

Ballroom tango is almost always danced in parallel foot system. While Argentine tango is both parallel system and cross foot system. The dances also have a different feel to them. When dancing ballroom tango the movements are strong, staccato and floor sweeping.

Dance is movement and all types are good. Argentine tango takes it a step further.

Doing the Argentine tango improves the aging brain. The sultry moves of Argentine tango dancing can help the aging brain. McGill researchers have discovered that the fancy footwork required to perform the tango bolsters brainpower and improves balance. It makes the dancers hold their core and join their axis to form one center access while holding their own.

There are some dance studios and physical and occupational therapists giving it a try with seniors. Studies show adapted tango dancing improves mobility and balance in older adults and additional populations with balance impairments. It is composed of very simple step elements.

Is tango good for health?

The health benefits of Argentinean tango are well documented, not only on a physical level for exercise and keeping the body fit but on a deeper level having a transformative effect on physical and mental well-

being. Dancing reduces stress levels, increases serotonin levels and cognitive functions.

When McGill University's physical and occupational therapy professor Patricia McKinley took up dancing, she soon deducted that Argentinian tango can significantly improve physical, emotional, cognitive health. She did a case study with benefits of Argentine tango.

If nothing else, tango can boost social well-being: decrease symptoms of depression, and possibly other dimensions of psychological functioning such as anxiety, stress; promote self-esteem and improve balance.

Tango dancing is beneficial to the elderly, says McKinley, because it incorporates elements found in standard neurological rehabilitation programs: forward, backward, and side-to-side weight shift; one-legged stance; walking on a straight line both backwards and forwards; increasing step length in all directions; and turning within a narrow space.

"An added benefit of tango is that its movements are performed to music, which is known to facilitate performance of ambulatory activities," says McKinley.

The tango group showed improvement in balance, posture, and motor coordination, as well as cognitive gains. Specifically, the tango group performed significantly better than the walking group at performing a complex cognitive task while walking, at standing on one foot, and at turning in confined spaces. Tango dancers also gained improvements in balance and motor coordination. That finding suggests they'd be at less risk of falling, a significant gain for older, frail people who can break a hip and never fully recover, McKinley says.

Memory testing, however, was inconclusive, perhaps because the sample size was not large enough, says McKinley.

What say you? Tango anyone? Get on your axis and try it for health's sake!

*Health Committee Meets on the 2nd Monday of every Month at a ****new**** time, 5:00pm PST. We invite all of you to join us in discussions on women's health & wellness issues, like those that Jacqueline mentions in this article. Please email: Health@NFBPWC.org for meeting information*

Lifelong Leadership & Learning (L3) Report

Celebrate the Anniversary of the Birth of the Women's Rights Movement!

We are all aware of the birth of the United States on July 4, 1776, but did you know that the birth of the Women's Rights Movement was also in July -- on July 19-20, 1848?

Anniversary of the First Women's Rights Conference (July 19 and 20)



Elizabeth Cady Stanton



Lucretia Mott



Seneca Falls, New York

On July 19-20, 1848, Elizabeth Cady Stanton and Lucretia Mott spearheaded the first women's rights convention in American History. Over 300 women and men came to Seneca Falls, New York to protest the mistreatment of women in social, economic, political, and religious life. This marked the first public meeting calling for women's right to vote. (Source: <https://nationalwomenshistoryalliance.org/events/july/>)

In the L3 world, we are busy getting ready for the Biennial General Assembly. We will be presenting a special session called "L3, BPW and You - It's Not Your Mother's IDP!" Learn about the leadership and professional development training opportunities through the enhanced and refreshed L3 Program. We hope to see you there!



Kathy Telban, L3 Chair



Jane Taff, L3 Vice Chair



Sacramento, California

Additionally, in this past month, the L3 Committee...

- Has completed the descriptions for our offered Modules (see May newsletter),
- Is creating an exciting facilitator training program, and,
- Is actively looking for other talented women to join our team!

Have a background in training or want to learn more about L3? Join us! We meet every 2nd and 4th Friday at 8am PST via zoom. Contact us at L3Chair@nfbpwc.org or L3ViceChair@NFBPWC.org for more information.

Mentoring Committee Report

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

Doing the Right Thing

An excerpt from "A Life of Integrity" by Dr. Trish Knight

Real integrity is doing the right thing, knowing that nobody will know whether you did it or not.

~ Oprah Winfrey

In other words, do the right thing — even when no one is looking!

Those of us living the Christian faith believe and understand that God is always watching us. Some of us think that there is a transaction recorded, in some virtual heavenly transcript, for our daily deeds.

In the Christian faith, we know that repentance and forgiveness by God will keep that list clean. In that regard, we should strive to live our lives in a way that allows Him to be proud of our actions and thoughts.

Beyond the spiritual aspect, I also believe that we become representatives of our business upon employment. That means we are an extension of our workplace — even when we are not there. Someone is always judging our place of work based on our actions.

Our behavior represents others' attitudes and perceptions about the place we work. People who see us in the workplace associate us with that business. We can illuminate and promote our business or destroy it based on our behavior in or away from work. The same is true for those of us working virtually.

Consider this scenario: you are impatiently standing in line at the local fast-food restaurant during your lunch hour. You look at your watch, tap your foot, harrumph loudly and roll your eyes.

That (in your mind) lets everyone know you are someone important with a schedule (as though no one else's matters). As you get to the counter to order, you are short (curt) with the person waiting on you. You don't bother to use pleasantries; you don't say, "Please or thank you."

As the clerk repeats your order to confirm, you retort, "I'm in a hurry, so can you just get it finished?" When your order is received, you grab it and huff away to a table. You inhale your food and hurry out, missing a few pieces of trash on the table.

The next day, several people who had been at the fast-food restaurant enter your workplace. They recognize you as the person from the day before and avoid dealing with you. You set the stage for how they may be treated through your behavior and actions the day before. Some may even choose to move to a business with more friendly employees.

If you accept the challenge to do the right thing even when (you think) no one is looking, your life - and the lives of all you meet - will improve.

If you become committed to doing the right thing with every action and encourage one other person, you could cause a worldwide positive thinking and going phenomenon!

Today, we can work toward doing the right thing with every action, deed, or thought. We each can take responsibility to care for the world as if it were our home and treat all people as if they were our best friends.

You may be thinking, "Now, wait a minute, Dr. Knight, are you sure you mean all people?"

Imagine how friendly our world could be if everyone put aside their bigotry, hatred, prejudice, and judgment of others. Each day would improve if we enhanced our optimism and looked for the good in each situation and person rather than finding fault.

Can you envision a world where we live to serve one another despite culture, skin color, economic status, or education?

Think of how clean our planet could become if we all dispose of our waste and trash in an environmentally safe and responsible fashion. What if every corporation and business pledged to be ecologically accountable — could our air and waters begin to heal?

Here is a simple example of doing the right thing. You are out for a walk and see a can or bottle tossed along the path. Some would walk by thinking, "I didn't throw it there, and I'm not responsible for picking it up."

Others say, "This is my home, and I'm cleaning it up." You can ignore that it is there, or you can do the right thing and pick it up to dispose of or recycle. It is better to see a task done and do it than to leave it for someone else.

You can have the "it's not my job" mentality and sit on your soft side while others do the right thing, or you can get up and lend a hand. It's your choice.

It is an ideological concept to believe in creating Shangri-La, Camelot, or Eden. Some might even say it is a dream, but if I work on the plan long enough, my vision will become a reality. Many success stories become a reality from the power of imagination!

I have often heard the phrase: "If it is to be, it begins with me!" That statement means that I must be willing to accept responsibility to do what it takes, morally and ethically, to reach the goal at home or in the workplace.

The following ten chapters define little day-by-day action steps and thoughts that we can all apply to bring about a *Life of Integrity*.

The challenge is before you. Are you an extension of the business you represent outside regular business hours? Do you want to be known as a person of integrity? Are you willing to change your habits and attitudes?

We can change one step, one smile, one kind word, and one simple act at a time – even when no one is looking.

United Nations Report



By: Susan O'Malley, IFBPWC UN Representative
NGO CSW/NY, Chair ex officio
UNChair@nfbpwc.org susanomalley4@gmail.com

A UN High Level Political Forum (HLPF) Side Event (14 July, 7:30-9:30) Focuses on the Provision of Safe, Violence-Free Environments with

Decent Jobs for All,

The side event, organized by the NGO Coalition to End Violence and Harassment in the World of Work comprised of the NGO Committee on Financing for Development, NGO Committees on the Status of Women, NGO Committee on Social Development, NGO Committee on Migration and NGO Committee to Stop Trafficking in Person, describes the event as follows:

“To achieve a job-rich recovery and just transition to a sustainable and inclusive economy, the UN Secretary-General is calling for a Global Accelerator for Jobs and Social Protection that would create at least 400 million jobs and extend social protection to 4 billion women, men and children currently without coverage. A robust recovery from the COVID-19 pandemic also requires an emphasis on climate-friendly, technology-focused green jobs (SDGs 9, 14.15), particularly in the informal sector and sectors directly impacted by climate change.

A green, and inclusive work environment that is decent, safe and free from violence and harassment (v&h) will enhance the resilience of economies and communities, in the face of recession and environmental challenges. In all these efforts,



achieving gender equality (SDG5) must be an integral part of "building back better" by creating an enabling, gender-responsive, safe work environment. ILO C-190 aims to combat v & h in the world of work and commits governments and employers to implement measures to protect all workers from v&h. Therefore, legislative and policy frameworks that incorporate ILO C 190, as well as strategies to promote life-long learning (SDG 4) opportunities including awareness-raising on the prevalence of v&h in the world of work and measures to combat it, must be integral to this process.

In the spirit of SDG 17 (Global Partnerships), this side event will bring together multi-stakeholder partners: governments, private sector, trade unions and NGOs to explore strategies to promote ratification and effective implementation of ILO C 190 [adopted in June 2019] as part of a broader push that goes beyond job creation to the provision of safe, violence-free environments with decent jobs for all (SDG 5, SDG 8)."

ILO Convention No. 190 (or C190 for short) is the first international treaty to recognize the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment. To date 18 countries have ratified C190. The NGO Coalition to End Violence and Harassment in the World of Work, of which I am a member, has worked with the ILO to educate NGOs about ILO C190 and promote its ratification.

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

This project continues to re-align its focus to meet the needs of the Afghan women as they resettle across the US. We are continuing our programs and have added a new initiative in support of a member who is advocating for education for girls over the age of 12.



Highlights

Lawyers have offered to assist with applications for necessary paperwork to remain in the US. As an example, female students who were here before the airlift began do not have the same protections as those brought here and transitioned into their new homes through bases. The conundrum is that many cannot go to Afghanistan after being students in America, and of these, many have family members who have taken refuge outside Afghanistan – leaving them no home to safely return to.

One of our young success stories has initiated a campaign pressing for the education of Afghan girls over the age of 12, and is working on signing up supporters through Change.org as well as through other outreach campaigns on Facebook and on Linked in. If you can help – email Afghaneducation@gmail.com.

The owner of a pharmaceutical company is offering up to 350 jobs for technicians, researchers, medical professionals with experience and training in Afghanistan to work here. We are also in contact with the TENT Project, who work with 200 company HR departments to help transition refugees into meaningful jobs.

We were invited to participate in the Interfaith Council of New York Gala event because of their focus on Afghan Women, and the honor they were paying to Ruby Bridges and Amed Khan. This evening allowed me to promote our national organization, our project, and our guidebook.

An impact fund is being set up to assist recent immigrant women-owned businesses get started.

A new member of NFBPWC is working on making the guidebook universal, with sections that can be filled in to make it locally applicable (the current focus in NY). It is currently available in Dari and English, and we are considering a Ukrainian version next.

We continue with the WhatsApp community, the Kharari club, mentoring, and ESL sessions, and we are trying to increase our reach to include other women in the program.

If you are interested in welcoming these new Americans, and answering their questions of offering the hand of friendship please contact us at 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. We are opening one Monday a month for YBPW and 2 Fridays a month for members generally to learn about the effort and what kind of help is needed!

Digital Training Committee Report

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

The digital training team meets the first Wednesday (July 6th) of the month at 5 pm Eastern here: <https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzIiFWFhiSVBIz09>

In June we looked at our email signatures (or lack of email signature!) to see what should be there and how to fix it. A special thank you to Linda for attending the meeting.

On July 6 we will assist anyone who has not submitted a member spotlight and help business owners promote their business. Please join us.

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 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.

There will not be a meeting in August, but we will be available if anyone needs help in Sacramento! Hope to see you there.

Social Media Committee Report

By: Suzette Cotto, NFBPWC Public Relations Chair

What one thing can you do as a member of NFBPWC that will create an invaluable opportunity for yourself? If you are a business owner, have a career as a professional or with a nonprofit organization, you need what NFBPWC is offering at General Assembly August 4-7. NFBPWC is more than just a membership organization. We are women with history, purpose, and promise.

Where are you in your career? If you're at the start of your journey, you'll need support and resources to help you win faster and achieve greater. If you're mid-career, you'll need to share your expertise and network with other businesses who need what you offer. We go next to experienced business leaders, who have a rare opportunity to influence and mentor. Business growth is tied strongly to personal growth and NFBPWC offers women at every rung of the professional career ladder, that and more.

Purpose matters for all of us. We want to wake up and feel a sense of accomplishment. Accomplishment doesn't happen in a vacuum. You must put yourself out there and experience the ups and downs of being a business professional in order to walk in the direction of your dreams.

My favorite quote is this:

"Go confidently in the direction of your dreams!

Live the life you've imagined."

~Henry David Thoreau

Those words changed my life. It took me 50 years to decide I even had a dream. From there, I had to decide how to define the dream, and pursue it. I started my company, Innovate Social Media, at 50. Don't be me and wait so long to decide. I have never been more happy, accomplished, or free to be me at this time in my life. I wish I could talk to my 30-year-old self and pep talk her. This, my friends, is the magic of NFBPWC and your distinct opportunity to make positive change in your career and life.

So, what will General Assembly create for you? Strong bonds, relationships, honest feedback, learning opportunities, mentorship, and a sense of belonging and purpose. It will be a big boost of things you need to level-up.

Yes, there is a cost. The hybrid opportunity is a great place to start. If you're in California, you must go in person! I am coming in from Texas and will be there. I'm going to share with you all that I've learned about digital marketing and PR and what you need to do to create real momentum for yourself. The take-aways will be invaluable. I cannot wait to meet you, share with you, and to create even more lifelong connections.

Join us virtually or in person. You can register here until July 10th, and late register (at additional cost) until August 1. <https://nfbpwc.org/event-4693289>

Don't hesitate, don't doubt. This is where you belong, and I cannot wait to share with you the amazing benefits of NFBPWC membership. Let's be "together again" and be the change you want to see in yourself and in your world!

If you'd like to share something about your local organization, committee, or have valuable professional wisdom to disperse, email your media or blog submission inquiry to me at PR@nfbpwc.org

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/

July Highlights in US Women's History

In July we celebrate essential democratic anniversaries — the birth of the United States on July 4, 1776 and the birth of the Women's Rights Movement on July 19-20, 1848.

Anniversary of the First Women's Rights Conference (July 19 and 20)

On July 19-20, 1848, Elizabeth Cady Stanton and Lucretia Mott spearheaded the first women's rights convention in American History. Over 300 women and men came to Seneca Falls, New York to protest the mistreatment of women in social, economic, political, and religious life. This marked the first public meeting calling for women's right to vote.

- July 2, 1979 – The Susan B. Anthony dollar is released
- July 2, 1937 – Amelia Earhart's plane is lost in the Pacific Ocean near Howland Island
- July 2, 1964 – President Lyndon Johnson signs the Civil Rights Act; Title VII prohibits sex discrimination in employment
- July 4, 1876 – Suffragists crash the Centennial Celebration in Independence Hall to present the Vice President with the "Declaration of the Rights of Women" written by Matilda Joselyn Gage
- July 6, 1957 – Althea Gibson is the first African American woman player to win a Wimbledon title in women's tennis singles
- July 7, 1981 – President Reagan nominates Sandra Day O'Connor as the first woman Supreme Court Justice?
- July 12, 1984 – Representative Geraldine Ferraro (D-New York) is chosen as the first female to run for Vice President of the United States on the Democratic Party ticket with Walter Mondale (D-Minnesota)
- July 14, 1917 – 16 women from the National Women's Party were arrested while picketing the White House demanding universal women's suffrage; they were charged with obstructing traffic
- July 19-20, 1848 – The Seneca Falls Convention, the country's first women's rights convention, is held in Seneca Falls, New York Women's Rights Movement
- July 20, 1942 – The first class of Women's Auxiliary Army Corps (WAAC) begins at Fort Des Moines, IA
- July 29, 1974. "Philadelphia Eleven" deacons (Merrill Bittner, Alla Bozarth-Campbell, Alison Cheek, Emily Hewitt, Carter Heyward, Suzanne Hiatt, Marie Moorefield, Jeannette Piccard, Betty Schiess, Katrina Swanson, and Nancy Wittig) ordained as the first women Episcopal priests

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

Website Committee Report

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

Website News

www.NFBPWC.org

July 2022
Lea-Ann W. Berst
NFBPWC Website Chair
website@NFBPWC.org

Go BPW!

Improving the site membership meeting

On Thursday June 16, 2022, we hosted a national conversation entitled **How the National Website Helps Grow and Nurture Membership**. The National Website Chair guided participants through a brief presentation about the purpose of the website, took them on a tour of the site, answered their questions, and asked participants to provide honest feedback.

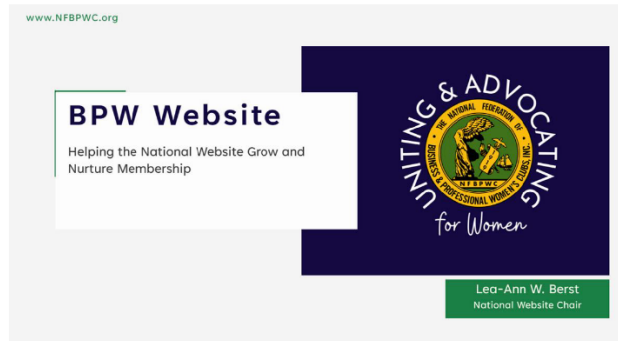
Feedback like:

- were you able to find what you're looking for in the Members-only area?

- what are your new members looking for online on our website? Are you able to find it?

EXCELLENT FEEDBACK! Thank you!!

Changes and enhancements are in process right now.



To view the PPT shared during the meeting, members can **log into the website**, go to the **Resources** area, click on **Website Information** area.

New pages have launched!

Making NFBPWC even more welcoming and beneficial

We're proud to announce the launch of two new pages to the NFBPWC website!

1. The New Member Welcome Guide page
<https://nfbpwc.org/New-Member>
(login required)

As part of the New Member welcome process, this page helps new members get up to speed, learn about our organization, and find out how they can contribute.

Not a new member? Check it out! You might learn something new! :)

2. The Entrepreneur & Business Owner Program page
<https://nfbpwc.org/entrepreneur-business-program>

This is a place where members who are aspiring and seasoned entrepreneurs or business owners are represented. Though waiting on a program Chair to step forward as leader, the page is designed to house the information from this national team. It will also be the area in which we'll consolidate the list of businesses our members own and run!

Are you a NFBPWC member and do you own a business? Fill out the online form to add your info into the NFBPWC Business Directory:
<https://nfbpwc.org/Business-Directory-Submission-Form>.



The Entrepreneur & Business Owner page is OPEN FOR BUSINESS!!



BPW

International Relations Chair Report

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



Don't forget to mark your calendars for the Regional Meeting in St. Kitts in January 2023. Regional Coordinator Dawne Williams is busy planning an informative and very fun meeting. While there will be the work of the region to complete, along with some training sessions, she is also incorporating some very fun adventures for us. Please stay tuned for more information as plans become finalized. As part of the Regional Meeting there will be a Young BPW meeting prior to the beginning of the general session. This will be a great opportunity for our Young BPW members to get together with their sisters from all over the region.

We are looking forward to having our International President, Dr. Catherine Bosshart, join us at our General Assembly. The International Theme is *New Actions through Cooperation*. It 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.

Dr. Bosshart is from Switzerland. Prior to becoming President of IFBPW she served the International Federation as Vice President United Nations and Executive Secretary. She is retired from the University of Switzerland after almost 22 years of service.

We are excited to welcome Dr. Bosshart to our Biennial General Assembly.

BPW International News – President Dr. Catherine Bosshart



By: Dr. Catherine Bosshart, BPW International President

(Source: BPW International Email Newsletter dated June 24, 2022)

Dear Presidents of BPW

Dear Members

The following text is part of my speech at the Opening of the European Regional Conference on May 27, 2022 in Reykjavik.

"BPW Reykjavik chose the theme of *Equality* for this conference. Looking at the history of Iceland and the fact that the first parliament assembled as early as 930 in Thingvellir, this topic corresponds to one of the main themes of your country. Equality is only possible on the basis of inclusiveness of all ethnic groups, religions and political directions. Equality

is also the foundation of our international theme *New Actions through Cooperation*. Cooperation can only happen on the basis of mutual respect, trust and acceptance.

We are all very interested in the different plenaries and workshops which will talk about good practices to achieve equality.

Before I close, I would like to answer a question that is often asked: What do we get from BPW International? You will receive a flyer with 6 major tangible benefits from BPW International:

1. We have totally remodelled our website and we update it daily. Have a look at it once a week and get all the newest information.
2. From May 2021, you receive a Newsletter every month with what is happening at international level. It appears in the 5 languages E, F, S, I and German. Due to the European data protection law you will have to enroll yourself to receive it.
3. BPW International offers you an international Business Card at membership level. The only thing a Club President has to do is to confirm that you are a club member and have paid your dues.
4. Each member who sees the necessity and is willing to invest in a special action can launch a project in accordance with her president. Please register your project on our data base.
5. All the Clubs and Federation projects are collated together in an international Database on our website. Register your projects as they give our organization visibility.
6. Since the beginning of this year, each month BPW International organizes a webinar on the various topics which are important to our organization.

These are 6 very concrete benefits without even mentioning the international outreach each member has through the international organization. Wishing you a fruitful conference, I thank you for your attention."

We all feel it: summer is here ☀️, a lot of people are in holidays either in July or August. The Newsletter Team is also taking some days of rest. We will see you for the Newsletter of the month of August.

Dr. Catherine Bosshart

BPW International President 2021-2024

Spotlights from Reykjavik



Young BPW from Switzerland, **Sandra Fischer**, BPW Winterthur, is a craftswoman and works in a machine factory. She identifies her work environment as male and often feels quite lonely in it as a female employee. She has therefore founded the network www.handwerknetz.ch, which female craftspeople can join to network.

> [Website](http://www.handwerknetz.ch)



Commitment to BPW worldwide is a matter close to the heart of **Géraldine Crevat**, BPW France. At her workshop in Reykjavik, she captivated the participants with a report on her work in her BPW International Member Projects and on her new Task Force Intercontinental Mobility.

> [Website](#)

BPW International Africa Regional Conference - 25-27 August 2022



Join us in **Arusha, Tanzania**, for the BPW International Africa Regional Conference - **25-27 August 2022**

The President of the Club Mwanza, Tanzania, **Bertiller James Massawe**, organizes from the **25th to the 27th of August 2022** the Regional Conference in **Arusha, Hotel Gran Meliá**.

Preceding the Conference is a **Safari to the Ngorongoro Carter and the Serengeti** from the **21st to the 24th of August, 2022**.

The conference will comprehend a Leaders' Summit, a Young BPW Symposium and High Level Panels.

[> Registration](#)

www.bpw-international.org/africainconference2022

Registration Fees for the Conference

REGISTRATION FEES	BEFORE 31 ST JULY 2022	AFTER 31 ST JULY 2022
PARTICIPANT	350 USD	400 USD
YOUNG BPW	200 USD	250 USD
ACCOMPANY PERSON	200 USD	250 USD

BPW International: Women7



G7 Presidency - Women7 hands over W7 Communique to Federal Chancellor Olaf Scholz - It is time to deliver!

It is time to deliver!

BPW Germany is contributing to the Women7 process through the involvement of its long-term member, **Christine Heinze**, who was nominated W7 Advisor during Germany's W7 Presidency and acts as one of two Co-Chairs of the Working Group on *Economic Empowerment, Justice and Rights*.

Women7 (W7) is a group of civil society organizations to promote proposals on gender equality and women's rights within the G7. Its objective is to ensure that G7 leaders make concrete political and financial commitments with a tangible, lasting and transformative impact on the lives of women and girls in

all their diversity.

Please [> join us](#) in our lobbying efforts to implement the W7 demands into policy by G7 governments. Please find all W7 demands in the Communique and the Implementation Plan on the [> website](#).

bpw.webinars



bpw.webinars



2 June 2022 - 21:00h CET (UTC+2)
Cristina Gorajski Visconti, BPW International Chair SC Agriculture 2021-2024
**Standing Committee Agriculture
Information - Actions - Business Ideas**

We had to rerun the webinar with **Cristina Gorajski Visconti**, SC Chair of Agriculture and Representative at FAO. A technical defect caused an outage that we could not bridge in time.

The webinar was then held without a glitch on June 2 and is now available as a

> [video](#). Please contact the speaker > [Cristina Gorajski Visconti](#) for questions and contributions to the topic *BPW International Standing Committee Agriculture - Information, Actions, Business*



bpw.webinars




Eufemia Ippolito
BPW International Executive Finance Officer 2021-2024
New Date
7 September 2022, 16:00h CET (UTC+2)
Financial & Dues Policies

The webinar with **Eufemia Ippolito**, BPW International Executive Secretary, Financial & Dues Policies had to be postponed to 7 September 2022.

> [Registration](#)



bpw.webinars



15 June 2022
Dr. Catherine Bosshart, BPW International President 2021-2024, in cooperation with Géraldine Crevat, Intercontinental Online Meetings
Different functions of the UN and BPW commitment with the UN

Two more webinars were held in cooperation with Géraldine Crevat from Intercontinental Online Meetings, both on the same subject, but in different languages. **Dr. Catherine Bosshart**, BPW International President 2021-2024, was speaking about the *relations between BPW and the UN*.

The two videos (en and fr) are linked on the > [website](#).

Asia Pacific Region - Newsletter 1/2022



Dr. Narudee Kiengsiri, Regional Coordinator Asia Pacific, sent us the information and the > [newsletter #1/2022](#) from her region. Asia Pacific Region is subdivided into 5 Sub-Regions with Sub-regional Coordinators who reported from their sub-regions. You will find also the report of the Young BPW Representative for Asia Pacific. The Regional Coordinator starts the newsletter with her report and a Presidential Message and with the presentation of the Triennium Goals and Strategies 2021-2024. > [Website News](#)

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 2022-2023:

Bessie Hironimus	President
Maria Desousa	President-Elect
Lynn Wen	Treasurer
Katherine Winans	Secretary
Sandy Thompson	Parliamentarian
Lynn Brandstater	Immediate Past President

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

By: Bessie Hironimus, President, CFBPW California

June was training time for the California Federation (CFBPW). We started June 4th with a Zoom meeting for 37 members from California and around the nation on Leadership. BPW International Regional Coordinator for North America and the Caribbean led off by talking about “What is a great leader?” She pointed out that anyone can lead, but great leadership is based on competency. The essence of leadership is to move from the comfortable and controlled to an uncomfortable requirement to empower, coach, facilitate and educate. Emotional leadership is the heart, the soul and spirit of leadership. A leader must build trust which is based on honesty, integrity and transparency. Leadership is inclusion. Everyone has a contribution to make. Listen for understanding. A leader must value diversity. A leader has to be flexible. It is serious to be a leader, but a leader can have fun. Remember to think first, feel the emotion and then act. BPW is based on volunteers so it is vital to show appreciation.

Other speakers were Neelima Basnet (Young BPW 2021 from Nepal), Dr. Trish Knight (NFBPWC Mentoring Chair and past national President), Trudy Waldroop (CFBPW past President and CFBPW Membership Chair 2022-23) and Barbara J Davis (NFBPWC L3 Committee member, CFBPW past President and CFBPW L3 Chair 2022-23). Neelima pointed out that the more opportunities that we give Young BPW members the more likely they are to stay in BPW. She recommended members attend BPW International Congress. She said, “Life is not about how much you earn or learn, but how much you give and share your knowledge with humanity.” Trish told us about generations – i.e., Silent Generation, the Baby Boomers, Generation Y, Millennials and Generation Z. She said most of our members are in the Silent Generation and the Baby Boomers. We need to work on bringing in more Millennials to keep BPW going. This generation joins for community. Events need to be interactive and fun. They live to learn and use Twitter, Instagram and Tumblr for self-expression. They want to

move forward. Generation Z would be candidates for Student Memberships at \$30/year. Trudy talked about how to increase membership. She reminded participants to always carry a BPW brochure and a business card. Wear your NFBPWC pin! Search out City Council members and business owners. Invite them to a meeting where they can speak. Look for new businesses in your community, make a personal contact and invite them to the next meeting where there is a speaker on a topic that may interest them. Feature new businesses in the Club newsletter. Member retention is important. Listen to what the member wants and expect from the Club. Get them involved! Have an orientation on BPW once a year. Ask former members to rejoin. Each member needs to invite one member to a meeting in order for us to grow. Barbara was the last speaker. She was not in attendance due to being a Poll Worker. She sent a video on the Lifelong Leadership and Learning Program. She talked about what the modules in the program are. She is planning to do Zoom training on the modules during the next year and putting together a calendar of this training.

This training session on Leadership was recorded. Contact Bessie Hironimus for the link to view it.

Saturday, June 11th Valley Sunset District held their planning meeting for the year. Each of the Clubs in the District will be responsible for planning one of the three upcoming meetings. Conejo Valley BPW will plan their October 22nd meeting which will feature their "Women of Achievement" for each Club and the District.

Saturday, June 18th Sierra Mar District held their June Training Meeting and Dessert Auction. Jane Armbruster Friday was from the Women's Room of Friends in Deed in Pasadena, CA. She pointed out that the fastest growing population who are unhoused are Senior Women. The Women's Room serves women by providing rental assistance, eviction help, showers, laundry service, vouchers for clothes, a food pantry, bad weather housing and other services. They work to help people not become homeless. Once someone is unhoused it is harder to get them back into housing. Most of the women they serve are Senior Citizens – ages 55 and up. They helped an 84-year-old woman who was unhoused. Prior to the pandemic they helped 25-30 women a day in the Women's Room. When the pandemic hit, the number they helped fell to 5 to 10 a day. Now it is 19-22 a day. Women with children can use their pantry. The dessert auction is always fun and netted \$354 for the District. In the afternoon East Valley BPW member Maryann Wesson gave a mini-workshop on public speaking. She reminded us that we need to listen carefully to what you are asked. Learning and listening are the most important things in conversations. Unless you have to give a speech for 20-30 minutes, three points are enough to make in the speech. SAS – Summarize and Stop. She then had the attendees practice speaking by talking about what topics they would like the District to cover in future meetings. The topics ranged from the history of BPW to getting people back to work, voting, leadership and courage.

NFBPWC Colorado Federation

Executive Committee 2022-2023:

Evie Hudak	President
Linda Sue Shirkey	1 st Vice President
Angie Layton	2 nd Vice President
Sharon Simmons	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 Annual Convention on Saturday, June 25. The following were elected as officers for 2022-2023 (note that the President, Evie Hudak, is in the middle of a 2-year term):

- 1st Vice President – Linda Sue Shirkey, BPW Cherry Creek
- 2nd Vice President – Angie Layton, BPW Northwest Metro
- Secretary – Sharon Simmons, BPW Boulder
- Treasurer – Cynthia Wieme, BPW Denver

The Business Meeting was held via Zoom in the morning. It included:

- The passage of some Bylaws amendments, most importantly one to move the fiscal year to begin a month later, in July rather than June, and some technical clean-ups.
- Approval of the budget for the next fiscal year.
- Reports from the current officers, committee chairs, our “sister” organization the Colorado Women’s Education Fund, and the three NFBPWC officials who are BPW Colorado members – Megan Shellman-Rickard, President; Deb Fischer, Treasurer; and Kathy Kelly, Membership Chair. Kathy shared some of the [resources](#) that are on the newly refreshed NFBPWC website.
- A review of BPW Colorado’s advocacy efforts, highlighting some of the key bills that BPW Colorado supported which were passed during the 2022 session of the State Legislature.

During the Business Meeting, we recessed to hold the Celebration of Women, the first time for this event at the state level in a few years. Several recipients of the Woman of the Year award from local chapters spoke to us about what they are doing now:

- BPW Denver’s awardee, Dr. Rachel Herlihy, the state epidemiologist, told us about what has been learned from studying the data about the effects of COVID.
- BPW Boulder’s awardee, Kathy Gebhardt, chair of the Colorado Association of School Boards, told us about efforts to improve education in the state.
- BPW Northwest Metro’s awardee, Shelley Long, told us about her ongoing work to help the homeless in Arvada.



The Social event was held in-person in the afternoon at [Bonacquisti Winery](#). In addition to socializing and networking, at this event we did the installation of new officers, presented certificates to those honored in our Celebration of Women, and did a candle-lighting ceremony. We also presented the Lifetime Achievement Award to Deb Fischer for all she has done for BPW Colorado, serving as our state president, treasurer, membership chair, and information technology chair.

Attendees at the Social event (pictured at left).

Colorado Member Highlight



PopCykol is an emerging cyber security awareness company for kids. It stands for Protecting Our Precious Curious Kids Online. PopCykol teaches cyber security concepts in a fun and interactive style. The foundational topics are designed to be clear and factual. PopCykol curricula and consultative services reinforce cyber hygiene and best practices at home and work. PopCykol provides education to youth of all ages and adults. Our cyber security awareness topics focus on technical concepts like VPN and Wi-Fi to more interpersonal relationship topics like cyberbullying and scams. PopCykol does not shy away from addressing serious and difficult topics of discussion like, sexploitation or online grooming.

It is our position that knowledge and awareness can prevent undue harm and danger to kids, and caregivers must know about these dangers as well. One aspect PopCykol brings to light is mental health and technology and incorporates meditation into our cyber security awareness and education. Our mission is to transform people into informed, secure ambassadors of a digital world resulting in positive interactions online.

Teressa Gehrke earned a Master of Arts in Genetic Anthropology & International Development from Colorado State University. She pursued additional education in Network Security at Arapahoe Community College and has taught Cyber and STEM Camps for youth at ACC. She has been working in cyber since 2014. She is an award-winning kid's music artist performing as Teressa G & The Monkeys. Connect with PopCykol at <https://linktr.ee/popcykol>.

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:

Kathleen Ray	President
Barbara Miller	Secretary
Barbara Yong	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
Djenabou Bah	3 rd VP Programs (3-months sabbatical)
Voyka Soto	Secretary
Francesca Burack	Immediate Past President
Emily VanVleck	Young BPW Board Member

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

Covid and other illnesses, of individuals and family members, has taken their toll on our team. We have had to lean back, reflect, and gather our strength.

This is especially critical for advocacy as we see the Supreme Court of the United States reconsider Roe vs Wade, implementation of the Miranda Act, and potential contraception and same sex marriage. It is that time in the life of an organization where we must think carefully, consider what each of us care about, and act respectfully to safeguard the way of life important to each of us. For some it may be ensuring that church and state are kept separate, for others it may be the question of a person's right to privacy, for others it may be an emotional response to hot button issues.

We are planning a series of mini-moments – pre-recorded training classes on subjects ranging from money management, through using on-line employment search engines, to writing letters of introduction and interest that are on-point and invite attention. In this vein, we are actively looking for members (from any club), to host an event on their culture, religion, or celebration to share with others and help them understand one another better!

Voyka Soto and I will be presenting on the Afghan Project in Sacramento, CA in August, and will use this presentation to transition the project into one supporting women on the move. Historically, women mostly moved with their spouses, and there were groups to welcome them to their new homes through a range of community organizations. Now women are on the move, across the world, and NFBPWC has an opportunity to be there to welcome and help them thrive. We will be joined by young women we have helped adapt to America.

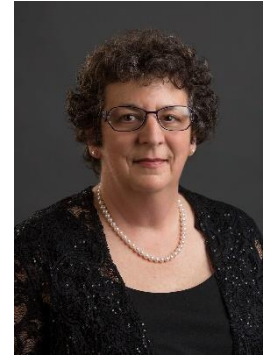
Our UN Representatives continue their diligent activities, and I am now Treasurer for the UN Committee on Migration's Executive Committee.

These are exciting times and I am glad to be a part of such a dynamic group of women.

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	
Jo Naylor	Secretary and 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>



JO AND MARSHA

Meeting ID: 830 7033 2328

Passcode: 612268

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

At our June 16 meeting we reviewed the website with Lea-Ann Berst, our NFBPWC webmaster. We challenge all the clubs to submit 6 member spotlights and 4 members to promote their business on the website. If you have questions about what this means, attend the Digital Training meeting on July 6 register at [NFBPWC.ORG](https://www.nfbpwc.org).

Barbara will be our speaker for our July 21 meeting.

Our Utah member, Jo Naylor and daughter Diana visited NC and stopped by to see me! Attached is a picture of Jo on the left and me on the right! Guess where we were? That's right, the home of Cady CPR Solutions.

Watch out for more pictures of our member's travels next month!

Happy 4th of July to all!

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

On June 5 we had a Zoom meeting to get organized for the BPWPA's Convention that was scheduled for the coming weekend. We also discussed the NFBPWC Biennial Conference to be held in early August in Sacramento, CA. We shared our investigations into airfares and rental cars if we ventured West to this meeting. We are delighted with the option to attend via the Virtual link at the cost of \$150.

We did discuss a legislative proposal from Lilly Gioia, our legislative chair, that would be used with the upcoming Roe vs. Wade decision in late June. We sent this to the Advocacy Committee for their consideration.

We traveled to Gettysburg for our 102 Annual BPW/PA Convention with 137 members in attendance from June 9 to the 12th. I was delighted to have from our PA Affiliate Chapter the following members in attendance: Cathy Collins, Nancy Thomas, Denice Robinson, Ginny Bailey, Dr. Ella McElwee, Diane Lewis and myself. We enjoyed the camaraderie of seeing members from across the State. It was a homecoming that was enjoyed by everyone. (Our Affiliate member, Laura Whetstone, was touring the Norwegian Seas as we sat in sessions.)

As President I was able to report to the Convention body the successful activities with the Afghan Women. I shared about our Click One! I related our importance of connecting with the Ukraine BPW members and our Russian BPW members.

I was not helpful with the L3 (Lifelong Leadership and Learning), as the June 10th fell on the Friday of the Convention. Hoping to pick up this coming Friday of June 24.

Our Internet Connection to Facebook has been a great asset for others to read, add to the page and to follow. Wealth of information is being shared across Pennsylvania as well as on our national level.

Our next meeting will be Sunday, August 14, at 7:00 p.m. on Zoom.

Pennsylvania Advocacy Report

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

OBSTACLES TO MEDICATION ABORTION INCREASING:

In the first three months of 2022 alone, more than 100 measures attempting to restrict medication abortion were introduced in red states across the country, in addition to other extreme abortion restrictions that have gone into effect this year. Elisabeth Smith, Director of State Policy & Advocacy at the Center for Reproductive Rights said,

“It’s critical to remember that medication abortion is incredibly safe, incredibly effective and in high demand – and the states hostile to abortion rights know this. That is why they are trying to create stigma around medication abortion...and create additional liability for those trying to access the pills.” According to a 6/17/22 HuffPost report, with or without Roe, anti-choice lawmakers know the next chapter in abortion care will center on medication abortion. They are starting to quietly wage a war, hoping to cut off access to a safe and effective abortion method before most Americans even know about it. According to the Food & Drug Administration, misoprostol and mifepristone are 95% effective when used together. Misoprostol used alone is also extremely safe, but only 80 to 85% effective.

There are several ways to get abortion drugs outside the traditional healthcare setting, including in Mexico where misoprostol is widely available over the counter. People can also go through AID ACCESS, an Austrian-based nonprofit that prescribes medication abortion via mail to all 50 states. Aid Access can offer telehealth abortion anywhere in the United States despite specific state restrictions because their provider is based in Austria. This process circumvents U.S. regulations that penalize providers and prescribes medication free of legal risk. Safer than Tylenol and FDA-approved since 2000, medication abortion pills are widely prescribed for miscarriage and abortion care before the 10-week mark. Accounting for 60% of all U.S. abortions, medication abortion is the most common method of abortion in the country. Were Roe to fall, rolling back the constitutional right to abortion care, about half of the states will immediately ban or severely restrict abortion. The anti-choice organization, the Susan B. Anthony List and Americans United for Life, stated at the start of 2022 that restricting abortion drugs is a top priority. Already 10 states have banned prescribing medication abortion via mail or by virtual telehealth visits. Elisa Wells, co-founder and co-director of PLAN C, an advocacy organization that provides people with information on how to obtain abortion pills said, “In the face of these unjust laws and unjust court decisions, this is what we want people to know. There is something you can do. We’ll tell you where to find these pills, how to use them, how to get support and what you need to know about the landscape around using pills for self-managed abortion, including the potential legal risk.” The HuffPost report concluded: “It’s hard to truly understand the many ways the fall of Roe will impact people across the country. But a few things are definitive. There will be delays in care and an onslaught of misinformation. Many will be forced to self-manage their own abortions and many more will simply be forced to carry unwanted pregnancies.”

A University of Chicago Research Group poll for the Wall Street Journal has asked since the 1970’s about abortion access. As of May 2022, 57% of Americans responding said they favored legal abortion if a woman wants one for any reason. That is up from 54% last year and 44% in 2016. On 6/17/22 the Iowa Supreme Court ruled that abortion is not protected by the state constitution. This ruling makes it easier for lawmakers to limit or outlaw abortion in the state, according to an Associated Press report. The new decision by the Court reverses a ruling just four years earlier which guaranteed the right to abortion under Iowa’s Constitution. The way is now clear for lawmakers to severely limit or even ban abortion in Iowa. The Court, now composed of almost entirely Republican-appointees, concluded that a less conservative court in 2018 wrongly decided that abortion is among the fundamental privacy rights guaranteed by the Iowa Constitution and federal law.

The 5-2 2018 vote found that “autonomy and dominion over one’s body go to the heart of what it means to be free.”

Period Tracking Apps are expected to be utilized by law enforcement in states restricting abortion, should Roe V. Wade be overturned. According to a report by Sarah Roach in “Protocol,” privacy experts say period-tracking apps could be forced to hand over user data. Apps like FEMM, Flo, Ovia Health, and Clue have become hugely popular and “collect a range of personal information, like the length of someone’s period and whether a person had protected or unprotected sex, as well as identifying information like emails and IP addresses. At least one company, FEMM “openly states that third-party platforms use their data for targeted advertising.” Experts say any data shared with advertisers can be shared with law enforcement, meaning it’s “not out of the realm of possibility” that they could be subpoenaed for data on individual users who choose to terminate their pregnancies in states where abortion has been outlawed.

5 THINGS WOMEN JOB SEEKERS WANT:

According to a new Gallup poll, it takes more than competitive pay to hire talented women. Gallup asked around 13,000 U.S. employees what they valued in a job. Of the 16 factors analyzed, pay and well-being were the two most important for all potential candidates. But women placed more value on other factors than men did. The five most important factors for women are: #1/ More work-life balance and better personal well-being (66%); #2/ higher income or better benefits package (65%); #3/ Opportunity for creative freedom (62%); #4/ More stability and job security (54%); and #5/ A diverse organization (52%). The most significant difference between what men and women consider important is the value an organization puts on diversity and inclusivity, the report appearing in Government Executive News 5/8/22 said. If an organization is looking to hire and retain women, prioritizing DEI (Diversity, Equity & Inclusion) is key. Additionally, work-life balance is just as important to women as an increase in income or benefits. On average, women in the U.S. earn less than men, according to a Pew Research Center analysis of U.S. Census Bureau data. In fact, women under age 30 who work full time, year-round earn about 93 cents on the dollar compared with men in the same age range.

U.S. POSTAL SERVICE ANNOUNCES A HUGE JUMP IN PRICES:

On the same day President Biden signed into law a bipartisan bill to erase much of the agency's debts and allow it to pursue new lines of revenue, USPS announced new prices, set to begin effective July 10, 2022. Rates for regular, First-Class mail will be raised by 6.5% and by 8.5% for package services. A standard stamp would go from \$0.58 to \$0.60. The large increases were made possible under new authority the Postal Service gained in 2020 and employed for the first time last year. Postmaster General Louis DeJoy promised as part of his 10-year business plan to use his authority to raise rates above inflation "judiciously," but predicted USPS would generate between \$35 billion and \$52 billion by 2031 by raising prices. The Postal Service finished 2021 with \$23 billion on hand and recently erased much of its debt thanks to the reform law, but it still opted to pursue the significant price hikes. According to a Government Executive News report, industry groups swiftly condemned the increases. PostCom, an association of large-scale private sector postal customers said "the windfall from legislation will not be helping mailers." The Alliance of Nonprofit Mailers had pushed USPS to defer some of its authorized rate increases to future years, arguing it did not need an immediate surplus of cash and mailers were struggling from supply-chain issues and other economic factors. Some lawmakers and stakeholders have criticized DeJoy's dual approach of raising rates while slowing down delivery for some mail, arguing it will accelerate losses to mail volume.

At the White House President Biden praised lawmakers for finally delivering postal reform after a decade of false starts. He also praised USPS for delivering 320 million free COVID-19 test kits through the mail and for all of its work during the pandemic.

PRIVATIZING MEDICARE:

TV advertisements for "Medicare Advantage Plans" air constantly like ads for new cars, the latest new drugs or fresh dog food, but where is the money coming from to buy all these ads? An American Prospect column by Robert Kuttner calls out the "Invisible Privatization" of Medicare and warns of unforeseen problems for those who think they get a better bargain with an "Advantage" plan. When a government program like Medicare is "nominally public," Kuttner says, "for-profit companies worm their way in, making the program less efficient and more confusing." The latest report of the Medicare Payment Advisory Commission warns that 46 percent of the 62 million Medicare beneficiaries now use these private plans, and that the percentage will exceed 50 percent by next year. This means that original public Medicare will soon constitute a minority of the program and on the current track it will continue to shrink rapidly. Medicare Advantage was added in 1997, supposedly as a way to increase consumer choice and save the government money. The savings never materialized, and in fact, Medicare Advantage drastically restricts consumer choice.

Unlike conventional Medicare, an Advantage plan ostensibly provides more coverage of items like prescription drugs, hearing aids and eyeglasses. But standard Medicare allows free choice of doctors and hospitals, while Medicare Advantage products are strictly "managed." Access to providers is rigidly restricted, and many medical needs that are covered in theory are denied in practice. Advantage companies also target their

marketing to relatively healthier seniors. The result has been a kind of “death spiral” for public Medicare, as the government shoulders the burden of the oldest, sickest seniors. Under the Trump administration Advantage plan private insurers were encouraged to become “Direct Contract Entities.” This means they function as payment intermediaries between Medicare, the doctors and hospitals that provide care. It shifts the insurance function to for-profit companies and privatizes what remains of traditional Medicare. By contrast, America's other great universal program, Social Security, never let the privatizers get their foot in the door. So Social Security, a life line to millions of older women, is still public, universal, efficient, simple to use and a credit to the government. Privatization is an insidious slippery slope, Kuttner warns. Privatize some parts of a public program and the government is well on the way to privatizing all of it. Costs to government go up and into the pockets of intermediaries. The savings come in the form of denied care. The first step towards efficient and universal health coverage is to purge Medicare of all its commercial parasites, he concludes.

PAY TRANSPARENCY LAWS RAISE WOMEN’S SALARIES (AND SLIGHTLY LOWER MEN’S):

Though the pay gap has narrowed in recent years, in 2019 the national median salary for women working full time was \$43,394, compared with \$53,544 for men, according to the U.S. Census Bureau’s American Community Survey. Studies show that salary transparency—coupled with laws prohibiting companies from asking an applicant about their current or previous pay—can narrow the gender pay gap. If companies must advertise salaries for open positions, and current employees can freely discuss pay, applicants are less likely to receive or accept lowball offers. Studies also show that women and minority candidates are most likely to receive such offers, according to a 5/30/22 report in Government Executive News. The research finds that salary transparency tends to lower men’s salaries even as it raises those of women—and might lower salaries overall. Multistate companies have found ways to circumvent the laws by refusing to accept applications from job seekers who live in states that require transparency.

And critics say salary transparency laws might persuade companies to hire fewer employees and could foment conflict in the workplace. Seventeen states already have pay transparency laws similar to the one now being proposed in West Virginia and opposed by Republicans and business interests. In March 2022 Washington Gov. Jay Inslee signed legislation requiring employers with 15 or more workers to post salary ranges beginning in 2023. A similar Rhode Island law is scheduled to take effect next year.

The first pay transparency laws took effect in 2018, but a 2019 study of Canadian universities with similar requirements, found the laws “reduced the gender pay gap between men and women by approximately 20-40 percent.” Advocates for pay transparency laws say in addition to being informative for job applicants, the laws help ease gender pay inequity. Median earnings for women in the 2016-2020 period, the most recent period for which the U.S. Census Bureau took samples, showed women making 81% of what men earn as a median salary. That’s better than the 59 cents on the dollar earned by women in the 1960’s. The pay gap varies significantly from state to state with Utah, Wyoming and the District of Columbia having gaps that exceeded \$15,000. Gaps were less than \$10,000 in states including Arizona, California, Florida, New York and North Carolina. Colorado’s transparency law went into effect in 2021, but an investigation by 9News in Denver found at least 10 companies in May 2021—including Nike, Johnson & Johnson and Lincoln Financial—saying in their ads that no Coloradans need apply for their openings. A subsequent Colorado Dept. of Labor ruling underscored the regulation and said that no company is exempt, even if the jobs are for remote work. A 2021 study by Harvard Business School assistant professor Zoe Cullen showed that making pay scales public reduced wages by 2%, mostly by lowering men’s pay.

H.R.3712 WAGE THEFT PREVENTION & WAGE RECOVERY ACT of 2022:

H.R.3712 requires employers to provide pay stubs to workers and establish new minimum and maximum civil penalties to employers who engage in wage theft. It also provides grants to organizations and institutions to enhance the enforcement of wage and hour laws “This bill would take critical steps to help workers receive the pay they’ve earned for all hours worked, including overtime pay, and level the playing field for law-abiding employers,” said House Education & Labor Committee Chair Rep. Bobby Scott (D/VA). “It is unacceptable that dishonest employers can steal workers’ wages with little or no consequences.” Chair of the U.S. Senate Committee on Health, Education, Labor & Pensions, Senator Patty Murray (D/WA), sponsored this bill on the

Senate side. “Low income workers are typically living paycheck to paycheck. They do not have savings in the bank if their employer does not pay them for the wages they are owed for the last week,” said Karen Cacace, the Labor Bureau Chief for the New York State Office of Attorney General in testimony. “It is clear more Dept. of Labor funding and additional federal reforms are needed in our localities in order to protect our most vulnerable workers,” Minnesota Democratic Rep. Ilhan Omar said. Updating the Fair Labor Standards Act of 1938 to prevent wage theft was reported by the PA Capital Star.

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
Vacant	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

The Virtual Chapter will hold a planning meeting for chapter members on Sunday, July 17th at 4pm PDT / 7pm EDT. Please keep an eye out for an email invite soon!



NFBPWC is looking for your submissions for the next Magazine.

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

Submission Deadline for the
August Magazine is Monday, July
25th 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.

@VestaBlueStudio

Advertising Opportunities with NFBPWC

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

If you are interested in advertising your business in our monthly e-Magazine, 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 e-Magazine, 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

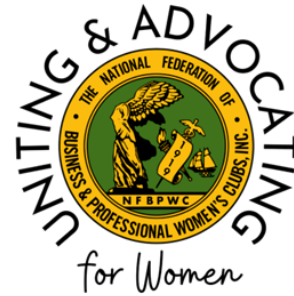
- Access to affordable care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education funding for women and girls
- Prevention of pregnancy and infant 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.

NFBPWC MEMBERSHIP

A BROAD RANGE
OF BENEFITS



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.

