

NFBPWC Magazine

MARCH 2022 ISSUE



8 March 2022

**GENDER EQUALITY
TODAY FOR A
SUSTAINABLE
TOMORROW**

#IWD2022

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**Submission Deadline for the April Magazine is Thursday,
March 24th at 5:00 pm Mountain Time**

National BPW Events

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

2nd Monday of the Month

Health Committee Meeting

1st and 3rd Mondays of the Month

Membership Committee Meeting

March 2, 2022 - 1st Wednesdays of the Month

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

Special Presentation by NFBPWC Website Committee Chair, Lea-Ann W. Berst

<https://www.nfbpwc.org/event-4525892>

National Friday Connections

Open to All Members and Guests

March 16, 2022

NFBPWC Virtual Club Meeting (Open to All Members)

<https://nfbpwc.org/event-4669897>

March 17, 2022

NFBPWC North Carolina Meeting (Open to All Members)

<https://nfbpwc.org/event-4654779>

March 23, 2022

NFBPWC Webinar: Turning Shame into Advocacy

<https://nfbpwc.org/event-4697545>

Regional BPW Events

March 14, 2022

CSW66 Parallel Event: Gender Inequality in the Context of Environmental and Disaster Risk in the Military

<https://www.nfbpwc.org/event-4673463>

March 16, 2022

CSW66 Parallel Event: Achieving Economic Empowerment for Displaced Business and Professional Women

<https://www.nfbpwc.org/event-4674270>

About NFBPWC

Develops the business, professional and leadership potential of women.

Our Mission

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

Objectives

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

Focus Issue for 2020-2022

Diversity and Inclusion

Contacting your NFBPWC Executive Committee (2020-2022):

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

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

Standing Committees:

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

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

Special Committees/Taskforces:

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

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newsletter@nfbpwc.org
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President's Message



By: Megan Shellman-Rickard

Celebrating Herstory

March is Women's History Month. On March 8th, 2022 we will celebrate International Women's Day. As we join with the United Nations to recognize this as "a day when women are recognized for their achievements without regard to divisions, whether national, ethnic, linguistic, cultural, economic or political." (<https://www.un.org/en/observances/womens-day/background>)

As an affiliate of the International Federation of Business and Professional Women (IFBPW or BPW International), we participate annually in the United Nations Commission on the Status of Women (CSW) – celebrating its 66th anniversary this year! The event will begin March 14th and end on March 25th. This session will be held as a hybrid event with most activities being held virtually. This provides us with a silver lining despite still not being able to meet in person: all NFBPWC members have an incredible opportunity to participate in the CSW experience (normally requiring a fun trip to NYC) from the comfort of their own homes... for FREE!

The priority theme for this year is: "Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programs." (<https://www.unwomen.org/en/csw/csw66-2022>) Following our incredible success with Pioneers in Skirts and CSW65 in 2021, we were able to put two events forward for CSW66 in 2022 and both were accepted. This is an incredible accomplishment!

- 3/14/22 12:00pm ET: [Gender Inequality in the Context of Environmental and Disaster Risk in the Military](#)
- Thank you to our NFBPWC members, Alice Gallop West (NC) and Sher Singh (CA), for organizing this event.
- 3/16/22 6:00pm ET: [Achieving Economic Empowerment for Displaced Business and Professional Women](#)
- Thank you to our NFBWPC members, Nermin Ahmad (NYC) and Voyka Soto (NYC), for organizing this event.

Your participation is key, and our success on this global platform at the United Nations depends on you. Please celebrate and share these events as widely as you can. Invite your friends, your neighbors, your social media connections, your family, and your work colleagues. This is our opportunity to help NFBPWC grow our membership and market our organization while celebrating women globally. For more information about our events and CSW66, please visit and share this webpage: <https://www.nfbpwc.org/UN-CSW>

In the month of March, I celebrate NFBPWC and my role as President of an organization that supports and celebrates women and women's history nearly every day! Let us continue making our own history, or what many refer to as "herstory" when incredible women are involved.

I look forward to leading us as we work together to continue our efforts to accomplish the following goals:

- Encourage a diverse membership across generations
- Cultivate leaders from all walks of life and at every phase of their careers
- Create a more vibrant space for virtual interactions that span across the nation and globe
- Increase our relevancy by aligning with like-minded organizations so that we can achieve our mission more fully

Let us celebrate and honor one another throughout Women's History month. Please remember, you have an opportunity to provide constructive input and to find your own unique path in this organization. This is a chance to develop your potential, and that of NFBPWC, in a safe and welcoming space. Please continue to bring your ideas, projects, and your own light forward. Let us celebrate our successes as individuals and as an organization!

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

Kind Regards,

Megan Shellman-Rickard
NFBPWC President
2020-2022

Herstory

1st Vice President Membership News



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

Please reach out to
WELCOME our NEW and
RENEWING BPW Members

Young BPW

Sabrina Chu – California
Laura Montoya – Colorado

Student Members

Shaheda Mujaddedi –New York City
Rafath Ghabode –New York City
Jordan Bennett – California
Sonia Lalwui, - California

California

Angela Cai
Mei Lau
Jeannie Wong
Tsui Mee Wong
Tamie Dramer
Moe Blumin

El Paso Del Norte, Texas

Mercedes Gutierrez
Olivia Mimbela
Carmen Nava
Connie Vasquez

Michigan

Lynda Zeller
Kelly Besnar
Marie Bonkowski
Cheryl Ragland

Virtual Club

Lynnette Card – Michigan
Paola Del Zotto Ferrari –California
Martha Ervin – Tennessee
Kathleen Chamberlain - Arizona



Did we miss someone from your chapter? Be sure to forward information on any new or renewing members to newmember@nfbpwc.org so we can provide them with information on accessing the NFBPWC website, membership directory, and welcome them in the e-magazine.

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

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

Virtual Club | NFBPWC Benefits

NFBPWC Virtual:

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

Which NFBPWC Benefit is most valuable to you?

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

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

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

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

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

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

2nd Vice President Advocacy Report



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

March 8th is International Women's Day

Ensuring an Intersectional Lens to #BreakTheBias

As many of our members likely know, International Women's Day is celebrated on March 8th as a day that is dedicated to celebrating the achievements of women throughout history. This year's theme is Break the Bias.

On the [International Women's Day website](#), they provide this as a backdrop for this year's theme.

IWD 2022 campaign theme: #BreakTheBias

Imagine a gender equal world.

A world free of bias, stereotypes, and discrimination.

A world that is diverse, equitable, and inclusive.

A world where difference is valued and celebrated.

Together we can forge women's equality.

Collectively we can all #BreakTheBias.



To that end, it is crucial to note that an integral foundation of true feminism is to recognize the impact of different lived experiences and intersectional identities of all women. We cannot achieve true equality if we are not forever acknowledging our differences.

"I am not free while any woman is unfree, even when her shackles are very different from my own." (Audre Lorde)



In black and white ... Audre Lorde lectures at the Atlantic Center for the Arts in New Smyrna Beach, Florida, 1983. Photograph: Robert Alexander/Getty Images

I have taken the liberty of curating a few resources and events to help promote our participation in this powerful day through an intersectional lens. Enjoy!

[International Women's Day Event List](#)

Global List of Virtual and In-person Events in March via IWD website

[A Long Road Ahead for Indigenous Women on International Women's Day](#)

Podcast / Shaldon Ferris (Khoisan) interviews Avexmin Cojti (Maya K'iche')



**NATIONAL
MUSEUM
OF WOMEN
IN THE ARTS**

[International Women's Day 2022: Virtual Festival](#)

via the National Museum of Women in the Arts
(3/8/22 from 10am - 6:30pm EST)

[Intersectionality: An Invitation For Action On International Women's Day And Beyond](#)

2019 Forbes article by Audrey Murrell (Former Contributor)

[Official Top 10 Trending Speakers for International Women's Day 2022](#)

via Diversity & Inclusion Speakers Agency, includes links to speeches

[PEI Advisory Council on the Status of Women | Podcast Series](#)

Available March 8th



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!

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

As always, please be sure to read the supplemental advocacy contributions from LGBTQ+ Lead, Susan Oser and ERA Director, Nancy Werner.

LGBTQ+ Team Report

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

Learning more about the LGBTQIA+ community

If you do not identify as someone who is part of the LGBTQIA+ community, you can show your support by buying from businesses that support the community, donating money and time to causes that support and help fight the discrimination that many members of the LGBTQIA+ community face. It goes beyond just Pride Month. In addition, you can educate yourself on the finer details on the community's history.

Flag of the month - Transgender Flag

The transgender flag was designed in 1999 by Monica Helms, who is also transgender. The flag was first flown at the Phoenix Pride Parade. The representative colors are listed below. The pattern of the flag represents trying to find correctness in our personal lives. It can be flown right side up or upside down and still be the correct pattern.

What the colors mean:

Baby Blue: Represents boys

Pink: Represents girls

White: Represents people who are transitioning, have no gender or are gender neutral



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

Other Sources on Transgender:

Trans Lifeline – Trans lifeline provides support for the community that is run for and by transgendered individuals. <https://translifeline.org/>

Louise Lawrence Transgender Archive – The goal of the Louise Lawrence Transgender Archive is to increase the understanding of transgender people and encourage new scholarship by making transgender historical materials available to students, scholars, and the public. <https://lltransarchive.org/>

This month's FYI:

This month's FYI focuses on the impending bill in the Florida State Senate concerning LGBTQIA+ education in schools. If passed, it will prevent teachers from discussing or teaching about LGBTQIA+ history in schools or offer counseling to those in the community. The following links provide more information:

CS/HB 1557: Parental Rights in Education

Source: <https://www.flsenate.gov/Session/Bill/2022/1557>

Gov. DeSantis doesn't want schools to teach 'choosing your gender' without parental involvement

Source: <https://floridapolitics.com/archives/494015-ron-desantis-gender/>

Advocacy ERA Team Report

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

Equal Rights Amendment - Update

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

Here we are one month later in the continuing story of the E.R.A. On January 27, 2022, the two years from when Virginia became the 38th State to ratify the E.R.A. Women were called to Washington D.C. to hold a rally and then march to the Justice Building. Six of our sister BPW members from Maryland did participate. We heard their stories on our NFBPWC Friday Conversation of February 11 and then again during the California Political Action Day of February 19th. BPWMD Maryland President Rebecca Wise and Past President Susan Horst shared what happened. When they arrived, they tried to go in front of the White House. There they met another group who had taken the area in protests of Russia. They then moved to Lafayette Park across the street. They heard from Senators Ben Cardin and Mazie Hirono. After the speeches to make E.R.A. happen, they marched to the Justice Building with boxes of 80,000 signatures to move the E.R.A. as our 28th Amendment. (They were escorted by the Washington D.C. police. The two-year period of waiting as the final requirement before the E.R.A. should be added to the Constitution had arrived. As great as the enthusiasm and energy filled the day, the crowd of women and men was small. Nothing like the Million Women March a few years prior. But the weather was brutally cold, and it was a workday. One final note from Susan Horst would be educating our younger women that the E.R.A. is NOT in our U.S. Constitution. We need to be discussing it and “making noise.”

Sidebar -Our NFBPWC was a sponsor of this event on January 27. THANK YOU.

On the same day of January 27, President Biden and V.P Harris were calling for the E.R.A. to be added to the U.S. Constitution and for Congress to recognize its ratification. Maybe many of you remembering President Biden promising us that this would be done if elected. But hold it, the Executive Branch cannot do anything of the sort. This is a matter for Congressional Action.

But at the same time, we heard from the Office of Legal Counsel who provided a clarification of the Trump Administration memo which blocked the publishing of the ERA. Now they share the courts and the Congress need to resolve the issue. But we need to be calling the OLC for the removal of this memo.

Are you still following? Now the House of Representatives introduces a historic resolution, that affirms the E.R.A. as the 28th amendment to the U.S. Constitution with H. Res 891. But we still must push for the passage of S.J. Res. 1 which removes the time limit.

But only a few days later we get to hear that Senators Romney (Utah), Johnson (Wisconsin) and Portman (Ohio) sent a letter to the U.S. Archivist demanding that he not publish the ERA as the 28th Amendment to the U.S. Constitution. It is in this memo that we learn that the sitting archivist will soon be retiring, and his predecessor should not publish the E.R.A. either. But think now long the process will be on selecting a new archivist and the confirmation process will take.

Hard to believe that we have been working for the past 100 years to see the E.R.A. published in the U.S. Constitution. But look who is pushing us back as they have for since the Constitution was written? It is our male

counterparts. I cringe even sharing this note but a few months back, Wendy Murphy, the E.R.A. attorney for the case in the first Federal Court of Boston with the E.R.A. shared a haunting message. I can still hear her share that most men do NOT wish us to achieve this 28th Amendment for many reasons and they will continue to deny us this right.

Attorney Wendy shared this memo to the President and the Administration. "Women were encouraged to vote for Biden because he said he supported the ERA. We assumed that if he won, he would immediately remove the Bill Barr memo, tell the Archivist to publish the ERA and stop fighting against us in court. But when Biden took office, he continued fighting against the ERA in both lawsuits (though he boasted about withdrawing from a Trump-era opposition to a trans-rights Lawsuit), left the Barr memo in place and said nothing to the Archivist about publishing the ERA. Biden continued Trump's anti-ERA policies and said absolutely nothing about the ERA until last week. Women expected Biden to celebrate the ERA on Jan. 27 by announcing that he would do everything in his power to get the ERA into the Constitution, including removing the Barr memo, directing the Archivist to publish the ERA, and withdrawing his opposition to the ERA in court. These are Executive Branch functions. Instead, Biden announced he would do nothing and said Congress should pass a resolution declaring the ERA valid. Unbelievable, because while Congress might be able to help, it is not currently blocking the ERA the way the Biden's Executive Branch is." (Equal Means Equal communication)

As members of the National Federation of Business and Professional Women's Clubs, you should visit the "Take Action" Online Tool on the www.NFBPWC.org It will allow you to connect with your Senators immediately and encourage them to support the S.J. Res.1 for Equal Rights. We see that all Senate Democrats and Independents have signed on. We need to thank the cosponsors -Sen. Cardin (D-MD) and Sen. Lisa Murkowski (AL-R) for their efforts. The list of Senators to contact are Republicans. Please take a moment of your time and notify your Senator(s). Thank you for your support and make some noise...loud noise for E.R.A.

Treasurer's Report



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

NEEDED - Nominations for Treasurer for the 2022 - 2024 Term!

I am happy to discuss this position with anyone interested! This is an exciting position as I have gotten to be a part of an exciting executive committee and hear firsthand of all the wonderful things and events that NFBPWC does.

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

Check out this cool trivia list for Black History Month.

BLACK HISTORY TRIVIA

QUESTIONS

1. Which 1964 act declared that people must be treated fairly, no matter the color of their skin?
2. Who was the first African American woman elected to the U.S. Congress?
3. What was the name of the African American fighter pilot group formed during World War II?
4. Who was the first African American to win an Academy Award for best actor?
5. In what city did Rosa Parks get arrested for refusing to give up her seat on a bus to a white man?
6. Who received a patent of his invention of a longer-lasting light bulb?
7. In which decade did young African Americans start hip hop music?
8. Who was the first black female astronaut?

9. What do the initials NAACP stand for?
10. Which pole did Matthew Henson reach with explorer Robert Peary?
11. Thomas Dorsey is considered the father of what kind of music.
12. Maya Angelou became the first woman and the first African American to read a poem at a presidential inauguration. Whose inauguration, was it?
13. Who is known as the Father of Black History?
14. Which sport did Jackie Robinson play?
15. What is the name of the novel that earned author Alice Walker a Pulitzer Prize?
16. Who was the first African American Supreme Court Justice?
17. What was the name of the protests in the South in which black and white people rode together on buses?
18. What magazine did John H. Johnson create in 1945?
19. Which amendment to the U.S. Constitution made slavery illegal?
20. What African American woman traveled to France to obtain a pilot's license?
21. In which year did President Lincoln sign the Emancipation Proclamation?
22. What secret escape system did Harriet Tubman use to lead hundreds of slaves to freedom?
23. Dr. Charles Drew's breakthrough work on the storage of what helped save lives?
24. What part of New York City became a popular place for African American artists, writers, and musicians in the 1920s?
25. Who was the first female bank founder and president in the United States?
26. Which great jazz musician was nicknamed Satchmo?
27. What was the name of the Supreme Court case that opened all public schools to black students?
28. What great award did Ralph Bunche win for helping end the first Arab-Israeli War?
29. Where did Marian Anderson perform her famous 1939 concert?
30. Who wrote the book Roots?

ANSWERS:

1. Civil Rights Act
2. Shirley Chisholm of NY
3. Tuskegee Airmen
4. Sidney Poitier in 1963 for Lilies of the Field
5. Montgomery, Alabama
6. Lewis Latimer improved Edison's light bulb
7. 1970s
8. Mae Jemison
9. National Association for the Advancement of Colored People
10. North Pole
11. Gospel
12. President Bill Clinton
13. Carter G. Woodson
14. Baseball
15. The Color Purple
16. Thurgood Marshall
17. Freedom Protest
18. Ebony
19. 13th Amendment
20. Bessie Coleman
21. 1863
22. Underground Railroad
23. Blood
24. Harlem
25. Maggie Lena Draper
26. Louis Armstrong

- 27. Brown v. Board of Education
- 28. Nobel Peace Prize
- 29. Lincoln Memorial
- 30. Alex Haley

May love and friendship keep your days bright!

Deb Fischer

treasurer@nfbpwc.org

720-280-3513

NFBPWC Young BPW

By: Ashley Maria
Young BPW Chair, NFBPWC

We are excited to share another Young BPW Member Spotlight!

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

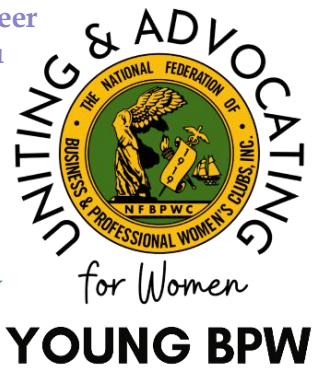


Question: What are your career aspirations? What are you doing today to make them happen?

My dream is to work for the UN or an international NGO helping people and creating a more equitable world for all. My paths of study align with my ambitions, and I have done several internships related to these fields of interest. My first internship was with NFBPWC in the NYC chapter as the advocacy and UN intern. In this position, I was able to sit on an NGO Committee on Migration subcommittee gaining relevant experience. I have also been a special committee member for the Afghan Women Project with NFBPWC which has allowed me to be a part of devising and implementing a large-scale project in line with my career goals. Apart from BPW, I have participated in the ETR Women's Public Service program where I was placed in a New York State Assembly member's office and learned more about public service and policy formulation. I also volunteer in my spare time with READ718 as a literacy tutor helping to bridge literacy gaps for children from low-income families.

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

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



internship ended in August, but I am thrilled to continue as a student member.

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

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

What is Young BPW?

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

When you join NFBPWC at the local, chapter, or virtual club level, you automatically become a member of Young BPW. We participate in formal and informal activities that allow us to network with members in our local communities as well as all over the world to exchange ideas and information. We even host an international conference for Young BPW every 3 years!

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

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



@YoungBPWUSA



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

Immediate Past President's Report

By: Sandra Thompson, NFBPWC's Immediate Past President



In February I attended some interesting meetings with the Virtual Club, North Carolina, Colorado and California. I also presented to the East LA Montebello club on the Sustainable Development Goals.

I hope you have all signed up for CSW and have the opportunity to attend several of their events.

I would like to share a story with you about a figure in history.

Charley Parkhurst was born in [beautiful Sharon, Vermont](#), one of three children.

Unfortunately, Charley's parents died. Charley ran away from the orphanage at age twelve (or thereabouts) and wound up working as a stable hand for Ebenezer Balch in Providence, Rhode Island.

During the [California Gold Rush](#), Charley sailed from Boston through the Panama Canal to San Francisco. Coach drivers were in demand for transporting passengers and mail. The job was a dangerous one, with primitive roads, poor weather, and the very real risk of being held up by outlaws. Charley Parkhurst earned a reputation as one of the best stagecoach drivers on the West Coast, in spite of an accident with a horse leaving this gold rush whip blind in one eye. Once the railroad line extended into California, Parkhurst retired from stagecoach driving. Parkhurst spent about fifteen farming in Watsonville, California – doing lumbering work in the winter and also raising chickens.

Charley worked hard in a very male line of work – and everyone assumed he was a man. When he died, the discovery that he was actually a woman created a great stir. Charley was born a Charlotte. We don't know why she chose to assume a male identity, but one popular idea is that she had plenty of spunk, was willing to work hard, and saw that men at the time had many more opportunities and infinitely more freedom than women. As an

orphaned girl, Charlotte's options opportunities were incredibly limited – spunk or no spunk. There were plenty of opportunities for a young boy who was willing to face danger and work hard.

March is Women's History month and I think Charlotte has shown us a woman can do whatever she wants. So, I encourage you to go out there and be like Charley and do what you want.

Environment and Sustainable Development Committee



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

We are officially less than eight years away from 2030, the deadline set by top climate scientists for getting our act together to prevent the worst effects of climate change. This entails reducing the global greenhouse gas (GHG) emissions by nearly 50% by 2030, or just over 11% every year. Just to put into perspective what a massive undertaking we are looking at, the GHG emissions reduction in 2020, when COVID 19 brought the whole world to a grinding halt, amounted to about 7%.

The biggest cause of GHG emissions, especially carbon, is fossil fuels, which is why so much focus has been placed on decarbonization – by reducing how much energy we use through energy efficiency measures (which could be as simple as turning off the lights

where it's not needed – every little bit helps!) and replacing fossil-fuel-based energy sources with renewable alternatives.

Interdependencies such as water need to be considered as we drive towards decarbonization, however. This image of Lake Mead is a stark reminder of the unintended, and, likely, irreversible, consequences.



Lake Mead water surface elevation has dropped over 143 feet.

Source: U.S.NPS

Since 2000, Lake Mead has lost ~6 trillion gallons of water - enough to meet New York City's water needs for about 17 years. The lake supplies water to 25 million people and powers the Hoover Dam's hydroelectricity generation, down by 25% due to the water shortage.

Among the heavy water users are data centers, rapidly growing in numbers to support online services. Many are located near population centers where water is becoming scarce. Most of the water is used for evaporative cooling, a water-intensive method preferred over dry air cooling which requires more energy. Taken without context, it's a win for energy efficiency, cost reduction, and meeting decarbonization targets. The unfortunate

reality is that it is exacerbating an already dire water supply issue in many communities. One such example is the [recent approval of a \\$800 million data center development in water-scarce Mesa, Arizona](#), which would require 1.25 million gallons of water each day.

Water availability needs to be considered for siting and managing new developments, and their water usage should be measured and tracked. But, what may be more important is for us to find a way to stay informed of upcoming development plans and their implications on our daily lives. What are your thoughts?

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

Rounding the corner of the end of winter, here are some suggestions for providing for pollinators entering into spring.

As the warmer weather is allowing you to plant cool weather crops (peas, lettuces, and spinach), it is also time for weeds to emerge. With the soil still moist, now is the time to be proactive and get rid of those weeds that will later crowd out your native, pollinator plants. If you are planning a vegetable garden, consider planting cover crops between rows to provide green manure and suppress weeds. Red clover is great for this time of year, providing biomass and nitrogen fixing to your soil, clover attracts bumblebees, butterflies, beneficial insects.

Remember in your enthusiasm for spring planting to leave some untamed, wild spaces—asters and goldenrods are great late bloomers for these areas—and some bare spots for ground nesting bees.



Health Committee Report

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

Health Committee: Women Making Health History

March is *Women's History Month*, and we want to recognize the healthcare pioneers that have paved the way to make the world a better place. The nature of healthcare is a nurturing and healing profession. Is it any wonder that women become healthcare providers?

The women of history faced discrimination but forged on to change the face of healthcare. Thanks to their dedication, women make up nearly 70% of employees in the healthcare industry.

Today, women continue to lead the field of medicine in new directions. Many healthcare workers providing care to victims of the pandemic and working at the forefront of research on COVID are women.

- Among the earliest documented notable women healthcare providers is a Greek physician known as Metradora (200-400 CE). When women were limited

to childbirth duties, Metradora wrote what is considered to be the oldest medical book written by a woman entitled, *On the Diseases and Cures of Women*. The 63-chapter book covered various medical topics but included gynecology (women's health). As well as caring for women as a gynecologist and midwife, Metradora served a surgeon, something reserved for men of the time.

- There was little mention in history about women in healthcare until the 1800s, when the founder of nursing became well documented. **Florence Nightingale** (1820-1910) came from a wealthy English family where her choice to pursue a medical education was highly disapproved. She became the first nurse and later became the superintendent of nursing at King's College to train nurses. During the Crimean War in Turkey, her implementation of sanitation procedures led to better healthcare procedures. Nightingale is synonymous with setting the standard for nursing education.

- Although her life began as a teacher, **Clara Barton** (1821-1912) was an early equal rights proponent and women's suffragette. She quit a teaching job when she learned a male teacher received twice as much salary as her teacher's pay. She served as a [Union nurse during the Civil War](#), and without a formal nursing education, became the head nurse for a military unit. Known as the "Angel of the Battlefield," she took care of the wounded and distributed supplies for their care. Barton later founded the *American Red Cross*.
- **Rebecca Lee Crumpler** (1831-1895) was the first Black woman to earn a medical degree in the United States in 1864. Recognizing the disparity in care, she followed the Civil War to work with the [Freedmen's Bureau providing medical aid to freed African Americans](#) in Richmond, Virginia. The Doctress of Medicine served underprivileged Black communities that were often discriminated against by white doctors. Later, she moved to Boston, practiced medicine, and cared for her Black neighborhood. She published a book on treating illnesses in women and children called *A Book of Medical Discourses*.
- The [first Native American woman](#) to earn a medical degree was **Susan LaFlesche Picotte** (1865-1915). After watching a Native American woman die at a very young age due to issues with a racist and sexist doctor, Picotte was inspired to help care for those that did not receive fair treatment. Picotte attended the Woman's Medical College of Pennsylvania at the top of her class when she graduated in 1889. Picotte returned home to Omaha, Nebraska, and served her reservation of almost 1,300 people for all medical needs.
- **Dr. Margaret "Mom" Chung** (1889-1959) was the [first Chinese American woman](#) to become a physician, and she was the founder of the first medical clinic in San

Francisco's Chinatown in the 1920s. During World War II, she became famous as "Mom" for her widespread network of "adopted sons," most of them American soldiers, sailors, and airmen. Dr. Chung hosted her "sons" and their guests—including movie stars, politicians, and top military brass—at large weekly dinners in her San Francisco home, where "Mom" used her influence to support the Allied war effort. She lobbied to create the WAVES, the U.S. Naval Women's Reserve.

Many women have opened the doors and broken the glass ceiling in health care. A few healthcare trailblazers are highlighted in a [YouTube video](#), as well. Take a few moments to view it!

To learn about the many women that have been the pioneers in healthcare, you can follow the links below.

- <https://lrshealthcare.com/company-culture/women-in-healthcare-history/>
- <https://plushcare.com/blog/influential-women-in-healthcare-history/>
- <https://www.crimsoneducation.org/us/blog/campus-life-more/often-overlooked-women-in-healthcare/>
- https://azhin.org/cummings/womens_health/history#s-lg-box-26099019

Dr. Trish Knight, M.Ed., DCRC, Health Committee Member, Chair, NFBPWC Mentoring Program

Committee Member, NFBPWC Lifelong Leadership and Learning (L3P) & Health, Past NFBPWC President, 2012-2013

Health Committee Meets on the 2nd Monday of every Month at 4:00pm PST. For more information email: Health@NFBPWC.org

International Relations Chair Report

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



BPW International has develop the new BPW International Business & Services Directory, www.bpw.directory. It is a web application service that is free to all members.

This directory will showcase the competencies of members, facilitate international networking give members the opportunity to contact experts. You can register now and test and evaluate the new directory. Feedback can be sent via the Feedback link until April 2022. This will help with the final adjustments and improvements.

BPW International is the first and only large worldwide women's organization with a Business & Services Directory where its members can introduce themselves and network

for free.

If you are a businessowner be sure to check this out.

Also, don't forget that our Regional Meeting will be next January. Go to our website under events and check out the video about this event and St. Kitts.

Lifelong Leadership& Learning (L3) Report

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



KATHY TELBAN, L3 CHAIR



JANE TAFF, L3 VICE CHAIR

Lessons in Leadership

"Well-behaved women rarely make history."

Eleanor Roosevelt

I (Jane) have never been accused of being a "well-behaved" woman (just ask my mother or my husband) and I have yet to make history, but I have been accused of being a leader in several organizations. Here are some leadership tips I have learned along the way for women interested in being seen as a leader:

1. **Make your interest known.** Don't keep your desires to yourself. If you want to be challenged in your job or volunteer activity, let the current leaders know of your aspirations. Allow others the joy of mentoring and encouraging you.
2. **Speak up!** Don't keep your knowledge or expertise to yourself. It's not about making conversations all about you, but if you have specialized knowledge or helpful information, feel free to contribute your ideas.
3. **Lend a hand.** Want to be a leader but don't know where to start? Lending a hand to a new project or volunteering to serve on a committee/team might be a way to explore and expand your skills.

L3 on the Move - Committee Updates

- January 17th – Hosted a Digital Marketing Presentation with Suzette Cotto
- March 4th – Hosted a Friday National Conversation on Succession Planning
- April 8th – Hosting a Friday National Conversation on “The Great Negotiation” as a follow-up to CSW events.
- May/June – Offering the Negotiation Module
- In the works – Training for New Facilitators

On a personal note: International Women's Day is celebrated on March 8th and it also happens to be my (Jane) birthday. While a “Woman's Day” has been celebrated in the United States since 1909, the United Nations adopted International Women's Day as a mainstream global holiday in 1977. It is an honor to share my special day with such a celebration of womanhood throughout the world.

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 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

To learn more, contact: mentoring@nfbpwc.org

The Mentoring Committee has met and discussed ways to involve members in the Mentoring Program.

Did you know:

- The Mentoring Program is a **Member Benefit?**
- Participating as a mentor is an **acquired life-skill?**
 - With each opportunity to mentor another member, you can develop better leadership skills to use in your personal, professional, and NFBPWC life.
- Mentoring builds networking skills?
 - A mentoring relationship with other members helps you refine networking skills.

Mentoring is a commitment for NFBPWC, but also to each other as you work to develop trust. A plan must be developed with achievable goals and each of you need to understand your roles and responsibilities. It takes communication and collaboration to achieve the results you have created.



There are some basic relationship guidelines to make sure both of you feel success through the process. Mentoring and counseling are not the same, yet some **principles for mentoring** are alike.

Principles to Follow:

1. Stop and listen to the mentee.
2. Identify the main problem.
3. Develop a plan for guidance. Remember that the mentee is looking to you with hope that you will help.
4. Gain agreement with the mentee. It takes two to make the relationship work.
5. Follow through with commitments.
6. Give homework. As with a student, a mentee needs to do the work to gain success.

As a mentor, it is important that you NEVER:

- Argue, condemn, criticize, preach, “talk down to,” or overreact and talk loudly.
- Dictate what a mentee is to do. Rather, suggest. Mentees must make their own decisions.
- Use the same solution for all relationships.

United Nations Report



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



CSW66 March 13-26

Please register for CSW66 by going to NGOCSW/NY website. (It is free.) Subscribe to the mailing list too for updates.

Consultation Day, March 13 at the Apollo Theater, on-line and in-person (Harlem chorus, conversation between UN Executive Director and CSW66 Bureau Chair, UN Ambassador from South Africa, Mathu Joyini, moderated by UN Ambassador from Ireland, Geraldine Byrne Nason).

There will be regional Consultation Days too. Consult the NGO CSW/NY website for dates.

There will be 750 virtual parallel events. Once you register you will be able to look at all of the 750 events and register for ones in which you are interested.

Events for which I was a co-organizer:

1. **Indigenous Women Speak for Mother Earth**, March 15, from 12:00-2:00, sponsored by Canadian Women Parliamentarians, International Federation of Business and Professional Women, and IIWR-Manitoba. Speakers will be Canadian Indigenous Women Senators and Indigenous Deputy Mayor from New Zealand (IFBPW).
2. **How Widows Can Mobilize and Empower the Climate Change Movement**, March 18, 8 AM, sponsored by Widows for Peace Through Democracy (UK), IFBPW, and Congress of Nation States. Speakers will include Margaret Owen, WPD, and widows from Nepal, Kenya, and Burma.

There will also be a Virtual Exhibit Hall, a Virtual Handbook (ads may be purchased- IFBPW has purchased an ad), a **Virtual Artisans' Fair**, and **Conversation Circles** (Violence Against Women, Economic Rights and Justice, Indigenous Women, Working Group on Girls, LGBTQ).

Click on **Advocacy & Research 6 Recommendations and Youth Recommendations** on the platform or NGO CSW website and you can read the Recommendations that were sent to the Secretary General, UN Women, the CSW66 Bureau, and all UN Member States with the briefs to aid negotiations on precedent language, statistics, good practices, and discriminatory laws. (I was co-chair of the committee.)

The **Advocacy Guide for NGOs and Women's Human Rights Activists** at the UN in 5 languages is in the Advocacy Section on the CSW66 webpage and platform.

The **Women's Human Rights Teaching, Learning & Advocacy Resource** is also on the platform and NGO CSW webpage. (I was Chair of the Social Protection Section and worked specifically on widows.) It is a useful curriculum guide.

Useful facts about CSW65: more than **27,000 attendees** from **142 different countries** with over **700 parallel events**.

Hope to see you on Zoom at CSW66.

Special Committee Report for Afghan Women

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

afghanwomen@nfbpwc.org

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

Afghan Women Project

The Afghan Women are moving into their new lives! Some are heading to warmer climates; others are experiencing cold as never before. Our team has been working closely with them – to start up cultural competency and practical training under a modified L3 program, in conjunction with City Tutors who have offered several months free English as a Second Language zoom tutoring, and by initiating the Khahari (Sisterhood) club to enable Afghans who were on base together to keep in touch.



Highlights

NFBPWC sisters have stepped up to welcome women arriving in their states. Mostly via Zoom, there is some excellent mentoring and allyship happening. Thank you!

Emily VanVleck and Nermin Ahmad presented the project to the full UN Committee on Migration on February 10th, 2022. The talk was very well received by the 62 representatives of organizations working with migrants of all types. We will be discussing Achieving Economic Empowerment for Displaced Business and Professional Women at CSW 66 on 3/16/22 6:00 PM EST. Emily VanVleck has been showcased in her employer newsletter (American Airlines) for her efforts on this project – where she has moved mountains to secure good matches for ESL classes and so many other things.

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 (March 2nd) of the month at 5 pm Eastern via Zoom here: <https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzlfWFhiSVBIcz09>

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

In February we looked at the website and assisted an attendee in setting up an Instagram account.

Our March meeting will include the Website Committee Chair Lea-Ann W. Berst talking with us about the members only area, new resource library, growing the blog area, and much more! Lea-Ann will be available to answer your website questions. This meeting is open to all members.

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

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

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

Diversity Equity and Inclusion Committee Report

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

The NGO Committee on Migration

By: Kathleen Ray, Subcommittee Member, NFBPWC Subcommittee on Xenophobia, Racism and Social Inclusion

Our program for UN-Committee on Migration was held on February 10. The following topics were on the program.



- **It Takes A Community (iTAC)**

Currently, the GFMD (Global Forum on Migration and Development) ad hoc Working Group on Public Narratives on Migration has launched an initiative entitled *It Takes a Community* (iTAC), which solicits and highlights narratives about innovative programs to include in a compendium of positive stories concerning the experiences of refugees and migrants in their new communities. For more information about this program, please see

[It takes a Community\(https://www.ittakesacommunity.org\)](https://www.ittakesacommunity.org)

iTAC is collecting such stories for inclusion in a compendium of positive experiences to be widely disseminated through their own networks and with the aid of various UN agencies such as the International Organization for Migration (IOM) and the UN Network on Migration (UNNM).

- **Embassy of South Africa**

About work promoting best practices for migrants in South Africa.

- **Afghan Women Project ***A PROJECT INITIATED & MANAGED BY NFBPWC*****

<https://www.nfbpwc.org/Afghan-Women-Project>:



THE AFGHAN WOMEN PROJECT

Leaving their country in just the clothes on their backs, displaced Afghan women are in the United States facing the intricacies of the American way of life:

This NFBPWC program aims to help these Afghan women to acclimate to the

U.S. work environment as they earn an income, advance their skill sets, and continue their education.



Please read the note from Kathleen M. Ray to our NFBPWC members. All advocacy platform updates will be considered at this year's general assembly. Thank you for your input. -President Shellman-Rickard

WHILE I REPRESENT NFBPWC ON THE NGO COMMITTEE ON MIGRATION AND WHILE NFBPWC INITIATED THE AFGHAN WOMEN PROJECT, THERE IS NO MENTION OF MIGRANT WOMEN IN OUR ADVOCACY PLATFORM. I WOULD LIKE TO CHANGE THIS AND I CALL FOR AN UPDATE OF THE NFBPWC ADVOCACY PLATFORM. Suggested text:

Under heading Human Rights:

Support the protection of human rights and the equitable treatment of all migrants, including refugees and asylum seekers.

Kathleen M. Ray

Nominations Committee Report

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

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

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

Do you want to be the next _____?

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

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

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

Website Committee Report

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



Members from all over the U.S., Affiliate Presidents and committee leaders are invited to attend a special edition of Wednesday Web Wisdom on March 2, 2022.

Time: 5pm ET / 4pm CT / 3pm MT / 2pm PT

The National website is evolving! We are building up the site to allow for us to share more information with the membership AND empower members to share their knowledge and experiences with each other.

ATTEND ON MARCH 2ND TO --

- **Hear from our Website Committee Chair, Lea-Ann W. Berst,** and learn about the Members-only area, the new Resource Library, the growing Blog area, tools to help you grow and inform your membership, and more!
- **Have your website needs heard!** Have you visited the website and couldn't find what you're looking for? Lea-Ann wants to know. The National leadership team will be in attendance, so be sure to arrive ready to tell them what you need!

Social Media Committee Report

By: Suzette Cotto, NFBPWC Social Media & Communications Chair

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/

March Is ...

Celebrate Women's History Month and International Women's Day (March 8)

Find resources at:

- [Women's History Month](#)
- [International Women's Day](#)

March Highlights in US Women's History

- **March 1, 1978** – Women's History Week is first observed in Sonoma County, California
- **March 1, 1987** – Congress passes a resolution designating March as Women's History Month
- **March 2, 1903** – the Martha Washington Hotel opens in New York City, becoming the first hotel exclusively for women
- **March 3, 1913** – Women's Suffrage Parade in Washington, DC, where over 8000 women gathered to demand a constitutional amendment guaranteeing the right to vote
- **March 4, 1917** – Jeannette Rankin (R-MT) took her seat as the first female member of Congress
- **March 4, 1933** – Frances Perkins becomes United States Secretary of Labor, the first female member of the United States Cabinet
- **March 8** – International Women's Day, whose origins trace back to protests in the U.S. and Europe to honor and fight for the political rights for working women
- **March 8, 2014** – National Catholic Sisters Week www.nationalcatholicsistersweek.org established to raise awareness of the contributions of Catholic sisters
- **March 12, 1912** – Juliette Gordon Low assembled 18 girls together in Savannah, Georgia, for the first-ever Girl Scout meeting
- **March 12, 1993** – Janet Reno is sworn in as the first woman U.S. Attorney General
- **March 13, 1986** – Susan Butcher won the first of 3 straight and 4 total Iditarod Trail Sled Dog Races in Alaska
- **March 17, 1910** – Camp Fire Girls is established as the first interracial, non-sectarian American organization for girls
- **March 17, 1917** – Loretta Perfectus Walsh became the first woman to join the navy and the first woman to officially join the military in a role other than a nurse
- **March 20, 1852** – Harriet Beecher Stowe's novel *Uncle Tom's Cabin* is published and becomes the best-selling book of the 19th century
- **March 21, 1986** – Debi Thomas becomes first African American woman to win the World Figure Skating Championship
- **March 23, 1917** – Virginia Woolf establishes the Hogarth Press with her husband, Leonard Woolf

- **March 31, 1888** – The National Council of Women of the U.S. is organized by Susan B. Anthony, Clara Barton, Julia Ward Howe, and Sojourner Truth, among others, the oldest non-sectarian women's organization in the U.S.
- **March 31, 1776** – Abigail Adams writes to her husband John who is helping to frame the Declaration of Independence and cautions, "Remember the ladies..."

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

BPW International News – President Dr. Catherine Bosshart

By: Dr. Catherine Bosshart, BPW International President

(Source: BPW International Email Newsletter dated February 21, 2022)



Dear Presidents of BPW

Dear Members

The CSW is approaching with great strides and the preparations are very much ongoing.

The advantage of holding the conference virtually is that everyone can take part. Please register at [NGO CSW Forum](#) and visit the Parallel Events. As always, NGO CSW will provide tutorials to help you register and select the parallel events. You can also find these on our [CSW website](#) with [step-by-step instructions](#) from our webmaster.

Currently, you can also still buy ads in the NGO CSW Handbook for eye-catching publication of your Parallel Events or book exhibition space.

If you are interested in information about the Side Events, which will be exclusively virtual this year, please check the [UNWomen website](#).

Based on the consultations of the CSW Bureau, the input of Member States and NGOs, a so-called [zero version of an agreement](#) has been published, which is now already under revision again by the Member States. We will keep you informed and publish all interim versions on the website.

You will find below the Parallel Events organised in the name of BPW International, a BPW Federation or a BPW Club. Put together your Parallel Events and register for the individual events. You will find highly exciting speeches, reports from the grassroots that reflect reality very impressively.

The Leaders' Summit, which has always been held for two days in New York in the run-up to the Commission on the Status of Women, will be replaced this year by monthly webinars of the International Executive, Standing Committees and Task Forces. In the first webinar, I will report in detail in English on the Conference on the Status of Women. The webinar will take place on 28 February 2022 at 4pm (Zurich time). On 29 March 2022 at 4pm (Zurich time), Vice President Membership, Dr Giuseppina Seidita, will address the topic of membership in BPW International (see BPW Topical below for more).

You have received the special newsletter about our new [bpw.directory](#), I would very much like to encourage you all to sign up there and thus enable worldwide networking in BPW International.

I hope to see you in February and March at one of the webinars or parallel events.

Warm regards,

Dr. Catherine Bosshart
BPW International President

BPW International Webinars - bpw.webinars

BPW International is implementing a new webinars channel, available on the website at bpw.webinars. These will kick off with the President on 28 February 2022 and the VP Membership on 29 March 2022, both at 16:00h CET.



Dr. Giuseppina Seidita

BPW International Vice President Membership 2021-2024

29 March 2022, 16:00h CET (UTC+2)

IFBPW Membership



Earth Day Campaign 2022

22 April 2022

BPW is stepping up to promote the message of sustainability and encourage individual responsibility and action in women everywhere. Through our networks, we will do our part to draw attention to the pressing issues of the planet, seek solutions by informing ourselves and examining our own contribution to environmental welfare, and invite women leaders and women everywhere to join us in making pledges of sustainability for the year ahead. Earth day is streamed all over the world through our FB and youtube channels.

The Earth Day Campaign is organised by the Working Group Green and Sustainable of BPW Europe and the BPW International Task Force Green and Sustainable with Chair Siiri Tiivits-Puttonen.

Follow the work and information on [BPW International Europe News](#) or on [Task Force Green and Sustainable News](#).

[Register with the European Organizing Committee](#)



**2022
April, 22nd**

**GREEN & SUSTAINABLE WORKING GROUP
INVITES YOU TO A SPECIAL EVENT**

In Laulasmaa, at Arvo Pärt Centre, in the framework of the BPW's Entrepreneurship Conference "We Make Green Happen". The event will be live streamed internationally.

*Happy
Earth
Day*



BPW International European Conference 2022

REYKJAVIK, MAY 27 - MAY 29, 2022



17TH EUROPEAN CONFERENCE

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

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

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

Don't miss the Early Bird prices on offer extended until 28 February 2022!

BPW Topical - CSW 66 Parallel Events of BPW International, Federations and Clubs

On our website we provide as much information as possible about CSW66. On the [CSW66 Homepage](#) you will find links to topics, documents and other information pages. There are also explanations on FAQs and tutorials as videos. The latest details on the parallel events are posted there on an ongoing basis.

INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (BPW INTERNATIONAL)

Parallel Events to UN CSW 66

DATE & TIME: 3/14/22

12:00 PM Eastern

(9AM Pacific, 10AM Mountain, 11AM Central)

via Zoom (organized by NFBPWC)

Gender Inequality in the Context of Environmental and Disaster Risk in the Military, organized by Alice Gallop West and Sher Singh.

DATE & TIME: 3/16/22

6:00 PM Eastern

(3PM Pacific, 4PM Mountain, 5PM Central)

via Zoom (organized by NFBPWC)

Achieving Economic Empowerment for Displaced Business and Professional Women, organized by Nermin Ahmad and Voyka.

Date & Time: 3/16/22

4:00 PM EST

(organized by BPW International)

Economic Empowerment of Women through Public Procurement and financial Inclusion.

Date & Time: 3/17/2022

2pm EST

(BPW Spain)

Women for Change / Mujeres por el Cambio

Date & Time: 3/18/22

4:00 PM EST

(organized by BPW International)

Women's Innovative Responses to Climate Change.

Date & Time to be communicated 3/19/22 4:00 AM EST = 10:00AM Paris time

(organized by BPW France)

En finir avec les tabous au travail, à la maison, dans son environnement pour un vrai développement durable inclusif! Regards croisés Nord-Sud,



www.bpw-international.org

State Federation & Clubs News

NFBPWC Arizona

Executive Committee 2020:

Theresa Dolan President

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

NFBPWC California Federation

Executive Committee 2021-2022:

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

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

By: Lynn Brandstater, President, CFBPW California



Last month our hardworking Board of Directors met for the Winter Board meeting. The Board voted to establish a member task force to determine the best path to leadership to guarantee long range viability for California. This group will be chaired by Immediate Past State President Rosemary Enzer. Eight members at the meeting volunteered. As President, I will appoint some additional members to round out age, experience, and points of view. Hopefully, their recommendations will assist other affiliates so we will be happy to share.

Our annual Public Policy conference was well attended on zoom. Thank you to Maryland President Rebecca Wise and Susan Horst for augmenting our own Linda Wilson's ERA update. We all felt like we had been at the

DC rally. VP Daneene gave us an update on One Click Politics and we are eager to use it at our affiliate level to help the work of our Legislative Screening committee.

Our three most active clubs maintaining momentum via zoom, Downtown Sacramento, Burbank, and Hollywood, are doing well. The Berkeley club is planning its 100th anniversary acknowledgment.

We continue to Advocate, Believe and Communicate!

NFBPWC Colorado Federation

Executive Committee 2021-2023:

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



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

By: Evie Hudak, President, NFBPWC Colorado

BPW Colorado held a very successful virtual Midyear Convention on Feb. 12, 2022. It consisted of two parts, the Legislative Conference in the morning and the Business Meeting in the afternoon.

The Legislative Conference covered a lot! Our members appreciated a review of how BPW Colorado takes positions on bills and how bills become law. It was enhanced by the presentation by Kristen Seidel of the Colorado Women's Lobby about the WLC's focus issues for this year, which of course correspond with most of BPW's. The BPW members at the conference reviewed our Advocacy Platform and suggested the following amendments (all to the Human Rights section), which were approved at the Business Meeting:

- Change from "Support equal treatment of and end discrimination against minority women," to say: **"Support equal treatment of and end discrimination against BIPOC (Black, Indigenous, and People of Color), minority, and marginalized women."**
- Add the following: **"Support gun sense measures to protect lives and ensure safety."**
- Add the following: **"Support the protection and equitable treatment of all immigrants and those seeking refuge."**

The four speakers on Gender Equity topics were phenomenal!

- The crisis in access to child care – *M. Michael Cooke, Director of Early Childhood Transition*
- The rise in domestic violence – *Jillian J. Price, Deputy Attorney General*
- The "Great Resignation" – *Chelle Johnson, Best You Career Advantage*
- Discrimination in the workplace – *Laura Wolf, Spark Justice*

At the Business Meeting, we were honored to have these BPW dignitaries join us: Megan Shellman-Rickard, NFBPWC President; Kathy Kelly, NFBPWC Vice President for Membership; Deb Fischer, NFBPWC Treasurer; and Sandy Thompson, NFBPWC Immediate Past President. All but Sandy are members of BPW Colorado!

The main item of BPW business covered in the Business Meeting was to approve amendments to our budget for 2021-2022. Because we plan to change our fiscal year from June 1-May 31 to July 1-June 30, we added the month of June to the current year budget, and we made some changes to reflect actual costs. Because many of the actual

expenditures were lower than expected, our addition of costs for June – which included our Annual Convention – still came out in balance!



BPW Colorado Green News

By: Laurie Dameron, BPW Boulder Member

What About Solutions to Climate Change?

I am urging everyone I can think of to write Letters to the Editor to their news/media sources asking them to focus on solutions to climate change. Personally, I am more motivated than ever since the Marshall Fire in Boulder County, Colorado, the most destructive wildfire in Colorado burning over 1000 homes, and one of the costliest USA history, which occurred December 30, 2021.

There was a man on the news shortly after the fire that lost his home and everything in it talking about climate change very passionately. He spoke that climate change is not something in the future to worry about later. Climate change is here right now.

Bill McKibben said several years ago: "We're under attack from climate change – and our only hope is to mobilize like we did in WWII." We need MASSIVE ACTION.

Please copy and paste the example below and use part or all of it and add your own thoughts or write your own version. The example below is 247 words, and the Boulder Daily Camera limit is 300 words. You'll need to check the word limits if you write to other news/media sources.

Also, there's a new app "Climate Action Now" that you can download and it's really easy to use and has actions every day on how to contact your elected officials, emailing CEO's, tweeting at celebrities to step up. Look for it in you App store - the photo included here is what it looks like.



SAMPLE LETTER

What About Solutions to Climate Change?

I appreciate coverage in the Jan. 11, 2022, Boulder Daily Camera about the tragic consequences of climate change, *Deadly year for the U.S. as emissions soar*. Almost every day in the news I read or hear yet another climate disaster. But what about solutions?

Switching over to renewable energies, transitioning to regenerative agriculture practices, and passing legislation such as Build Back Better, the Green New Deal, and a carbon pricing bill (please urge your Congressional representative to pass the Energy Innovation and Carbon Dividend Act) are so important. However, these things take time -- time we don't have. Every citizen needs to put energy now into becoming environmentally educated and being part of the solution.

I am urging news and media to help fight climate change and to educate us by sharing a simple Environmental Action of the Day or Week. For example, designate no drive days, avoid idling your car, avoid using drive-throughs, turn down the heat, turn off lights when you leave the room, switch to LED lighting, stop wasting

“phantom power” by unplugging appliances when not in use and using power strips. reduce meat consumption, buy food locally, minimize single-use plastics, BYO cup to your coffee shop, use a reusable water bottle, strive for zero waste, bank locally and divest from big banks that support oil and gas. There are so many actions. They may be small changes but can add up to make a big difference!

YOU ARE A PART OF THE SOLUTION!

To sign up for Laurie’s monthly music and “Green News,” write to WindchimeL@aoL.com

Or visit www.LaurieDameron.com

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

NFBPWC South Florida

Executive Committee 2021-2023:

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

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

By: Elizabeth Benham, President, NFBPWC South Florida

NFBPWC La Grange-Chicago

Executive Committee:

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

Our local club treasurer, Mary Lou Lowrey, after many years of dedicated service, resigned February 19.

Member Barb Yong has taken her place.

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
Voyka Soto	Secretary
Open	Treasurer
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

February has been a quiet month for the chapter with President Ahmad out with Covid, and a heavy focus on the AWP as the bases conclude Phases 1 and 2 of their operations, sending the new Americans to their new homes. We are excited to welcome Veronica Sexton as a new intern and look forward to working with her on further developing our social media. Djenabou Bah has accepted the position of VP Programs on our Board, and Emily VanVleck is our new Board Representative for the amazing YBPW. We also welcome two new young members with whom we are very excited to engage on a number of projects.

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

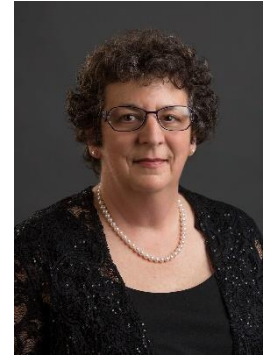
Please join us on March 12th as we hold a [welcome event](#) to kick off CSW66 with a virtual sense of community!

On March 16, at 18:00, The Afghan Women Project Co-chairs Nermin Ahmad and Voyka Soto are hosting a CSW66 Parallel Event: Achieving Economic Empowerment for Displaced Business and Professional Women – register [here](#). Support us and other women from around the world. We need you to network with us.

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>

Meeting ID: 830 7033 2328

Passcode: 612268

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

Our next meeting is Thursday, March 17, 2022, at 8 pm Eastern. In addition to Wearing-O-the **GREEN** we will be celebrating us for Women's History Month. We will be sharing something about our favorite woman who made history. It doesn't have to be a famous woman; it could be someone you know personally whom you admire and respect. We will also be discussing CSW 66 and the events we have attended. At 9 pm those that would like to join us are welcome to attend the parallel event at CSW66: "Transform gender stereotypes and economically empowering women with vocational training."

And now a word from Varnell Kinnin NFBPWC-NC SDG, Advocacy Chair and March Newsletter contributor...

Women History Month

"Use What You Have to Make Change"

In celebration of Women History Month, I researched quite a few women. I decided on Sojourner Truth. She was an abolitionist and a women rights activist.

This woman was a slave. Her children were sold as slaves.

She had no formal education growing up. After reading about her life, she did not let being a slave, the lack of education or fancy clothes stop her from doing what is right.

I am not going to go into details on Sojourner's life and historical relevance, I am going to tie it to my topic.

We often think that you have to have education or money to make a difference. Or it is not what you know but who you know to be heard. Those things help, but they are not always needed.

In 1851 Sojourner spoke at a Women's Rights Conference in Akron, Ohio. How do you think she, a former slave got to do that? Also, in October of 1864, Sojourner met with President Abraham Lincoln. No one would have ever thought that a past slave woman would be talking to a room full of people let alone meet with the president of the United States.

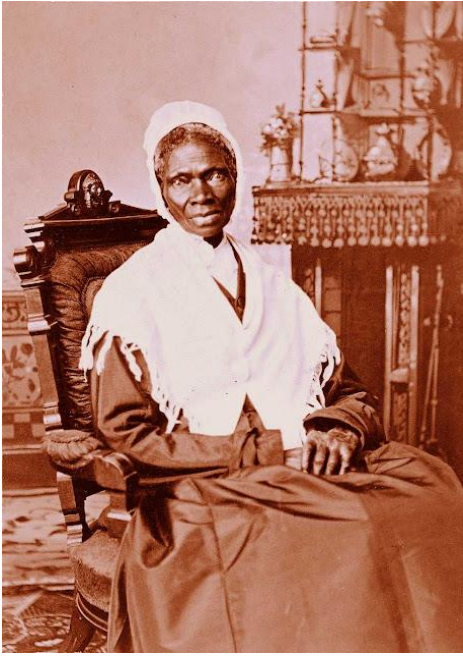
I am sure you have seen pictures of Sojourner. She was not a glamorous person. Her clothes were not the grandest. But she used what she had, and that was her voice, her determination and her sense of knowing right from wrong. She knew that women deserved equal rights. She knew that African American deserved rights.

So, if you think that your lack of proper clothes, education and money will keep you from making a difference, think of Sojourner Truth. She used what she had to make a change.

In conclusion, please read the following poem written by Sojourner Truth. And don't forget to use what "you" have to make a change. Don't worry about looks, clothes, education or financial status. If you believe in something, speak from the heart, be honest, tell the truth and you will make difference.

Varnell Kinnin
NFBPWC-NC

Ain't I A Woman?



Sojourner Truth, albumen silver print, circa 1870 from the National Portrait Gallery, Smithsonian Institution.

By: Sojourner Truth

Delivered 1851 at the Women's Convention, Akron, Ohio

Well, children, where there is so much racket there must be something out of kilter. I think that 'twixt the negroes of the South and the women at the North, all talking about rights, the white men will be in a fix pretty soon. But what's all this here talking about?

That man over there says that women need to be helped into carriages, and lifted over ditches, and to have the best place everywhere. Nobody ever helps me into carriages, or over mud-puddles, or gives me any best place! And ain't I a woman? Look at me! Look at my arm! I have ploughed and planted, and gathered into barns, and no man could head me! And ain't I a woman? I could work as much and eat as much as a man - when I could get it - and bear the lash as well! And ain't I a woman? I have borne thirteen children, and seen most all sold off to slavery, and when I cried out with my mother's grief, none but Jesus heard me! And ain't I a woman?

Then they talk about this thing in the head; what's this they call it? [member of audience whispers, "intellect"] That's it, honey. What's that got to do with women's rights or negroes' rights? If my cup won't hold but a pint, and yours holds a quart, wouldn't you be mean not to let me have my little half measure full?

Then that little man in black there, he says women can't have as much rights as men, 'cause Christ wasn't a woman! Where did your Christ come from? Where did your Christ come from? From God and a woman! Man had nothing to do with Him.

If the first woman God ever made was strong enough to turn the world upside down all alone, these women together ought to be able to turn it back, and get it right side up again! And now they is asking to do it, the men better let them.

Obliged to you for hearing me, and now old Sojourner ain't got nothing more to say.

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

Hard to believe that we are in February already. The years only pass faster and faster, don't they? The PA Affiliate Chapter of the NFBPWC continues to have a busy agenda.

We received our dues bill from National Treasurer Deb Fischer and we returned our payment for 16 members. Plus I updated the membership list with the year when each member joined our group.

The National Membership Committee is now meeting biweekly. Chair Kathy Kelly has sent us the dates for the Monday meetings. Cathy Collins, our VP and Membership Chair will be able to attend the first Monday meetings. For the third Monday meetings, I will join Cathy on these Zoom meetings.

Working with the L3P, I have attended the Facilitator Meeting on February 11 with Kathy Telban, Jane Taff and other L3P Facilitators. Lots of planning and work are still ahead for our team.



PRES. NANCY WERNER WITH MEMBER AMANDA COLLIER. AMANDA IS SERVING AS DISTRICT 8 DIRECTOR.



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

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

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

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

MASKED MEMBERS: LORI HUBAL, JULIANN DOYLE AND PRESIDENT NANCY BEING MASED FOR THE MEETING

(Pictured Right): President Nancy and

Lilly Gioia attending the meeting. Note the BPW on Lilly's mask. Always share BPW wherever she goes.

Next meeting will be on Sunday, March 6, 2022 via Zoom. 7:00 p.m. Our BPWPA Winter Board Meeting will be that weekend of March 11-12, 2022. We will meet to socialize. I have asked to present an update of what is happening with NFBPWC during this meeting.



Pennsylvania Advocacy Report

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

CONGRESS PASSES LEGISLATION TO NULLIFY FORCED ARBITRATION IN SEXUAL ABUSE CASES:

"The Weinstein's, the Cosby's, the Roger Ailes and the Bill O'Reilly's of the world used mandatory arbitration to force women into secrecy. They stayed in positions of power and continued to abuse women," said employment lawyer Nancy Erika Smith, who represented Gretchen Carlson in her landmark sexual harassment case against the former Fox News CEO, Roger Ailes. With the adoption of the Ending Forced Arbitration bill, victims of workplace sexual harassment now will have the right to file public lawsuits in federal, state and tribal courts retroactively, nullifying contract language nationwide. This will open the door for people who had been bound by silence to take legal action, according to The Guardian. This secretive dispute resolution process has kept litigation out of the public eye and is widely considered to favor employers over workers. The bill is the first major piece of legislation to come out of the upheaval in the #MeToo era. Senator Kristen Gillibrand (D/NY), a co-sponsor, along with South Carolina Republican Lindsay Graham, called this legislation, "one of the most significant workplace reforms in American history." With ten Republican Senators voting with Democrats to end forced arbitration, and an overwhelming bi-partisan House vote of 335-97, forced arbitration can no longer be used to silence victims while perpetrators move on without the public learning that claims had ever been filed against them. For the first time victims of sexual harassment and assault have the option of suing their abuser. More than 60 million American workers are subject to forced arbitration clauses in their employment contracts—often tucked into legal clauses of which employees are unaware. Forced arbitration denied victims the ability to appeal an arbitrator's ruling, weighed heavily in favor of protecting predators and against victims in a majority of cases. Vigorous opposition by the US Chamber of Commerce was matched by the strong advocacy of over 70 consumer groups, faith-based organizations, and women's groups, including BPW/PA. Our 2021 overwhelmingly passed State Convention Resolution urged reversal of a tactic so unfair to women. This victory is a step in a much longer effort, according to a 2/10/22 Axios report. Advocates hope to pass further measures barring forced arbitration in other areas of civil rights, including race discrimination as well as consumer contracts. Senator Gillibrand said, "Once this is in place and we can see it actually protects workers, we can hopefully expand it to all."

HIGH BLOOD PRESSURE IN WOMEN LINKED TO SEXUAL HARASSMENT & ASSAULT:

Women who experience sexual violence, workplace sexual harassment or both, have a higher long-term risk of developing high blood pressure than women with no such trauma, according to a CNN.com 2/22/22 report.

Hypertension is a key risk factor for cardiovascular disease, which is the top killer of women. Heart disease causes one in three deaths each year according to the American Heart Association. A new study by Rebecca Lawn at the Harvard T.H. Chan School of Public Health in Boston, showed that up to 44% of women report sexual assault and up to 80% of women report workplace sexual harassment, yet this exposure is “not widely recognized as a contributor to women’s cardiovascular health. Our finding that experiencing both sexual assault and workplace sexual harassment had the highest risk of hypertension, underscores the potential compounding effects of multiple sexual violence exposures on women’s long-term cardiovascular health,” Lawn said. Just published by the Journal of the American Heart Association, the study looked at medical history of over 33,000 women with no history of high blood pressure in 2008. Seven years later re-evaluated medical records showed about one in five had developed high blood pressure with the highest risk for women who had experienced sexual trauma in their work or private lives. Women who reported both sexual assault and workplace sexual harassment had a 21% increased risk of hypertension. Increased hypertension risk did not appear to be associated with all trauma exposure among those women who did not experience sexual violence.

Nancy Krieger, professor of social epidemiology at the Harvard School of Public Health, put it this way: “In a sense, the body is telling the story.” Her 2008 study of over 1,000 low-income racially diverse workers found sexual harassment to be linked to increased hypertension in women. A 2019 study by Rebecca Thurston, found blood pressure increases for women reporting workplace sexual harassment, that was high enough to put women at risk for stroke, aneurysms, kidney disease, heart attacks and other forms of heart disease. Thurston, a psychiatry professor at University of Pittsburgh School of Medicine, found sexual harassment was also linked to higher levels of triglycerides, a factor in heart disease. Women who reported prior sexual assault were three times more likely to experience depression and two times as likely to have elevated anxiety as women without a history of sexual trauma. Women who experienced either sexual assault or harassment were twice as likely to have sleep problems including insomnia. With heart disease the #1 killer of women, it’s time for physicians to ask patients about their history of sexual trauma and for women to open up, Rebecca Lawn said. Screening for a broader range of sexual violence in routine health care that affects potential cardiovascular health consequences, may be beneficial for women’s long-term health, she added. More research is needed on sexual trauma in diverse populations and ages.

REAUTHORIZING THE VIOLENCE AGAINST WOMEN ACT (VAWA) SHOWS SIGNS OF LIFE:

“The reason that many people struggle to leave abusive situations is that they’ve been made to feel worthless,” actress and activist Angelina Jolie told Senators in early February, urging renewal of the Violence Against Women Act (VAWA). “When there is silence from the Congress, too busy to renew the Violence Against Women Act for a decade, it reinforces that sense of worthlessness.” Jolie stressed that passing VAWA is one of the most important votes Senators will cast this year. In making a plea for lawmakers to reauthorize the law Jolie said VAWA was essential to offer basic protections to survivors of abuse. She called out Congress for letting the law lapse. First passed in 1994, VAWA had provisions for federal level prosecutions of interstate domestic violence and sexual assault crimes as well as support for shelters, rape crisis centers and community organizations. It was last reauthorized in 2013 and expired in 2019 and has since languished, according to a 2/9/22 Deadline.com report. Judiciary Committee Chairman Senator Dick Durbin (D/IL) said that a bi-partisan agreement had been reached on renewing the law. Jolie supports Kayden’s Law which restricts certain alleged and convicted abusers from having unsupervised parent time with their children as part of VAWA. She began to choke up at the end of her remarks speaking of children “who are terrified and suffering at this moment.” Jolie went on to recognize “the many people for whom this legislation comes too late, the women who have suffered through a system with little or no support, who still carry the pain and trauma of their abuse, the young adults who have survived the abuse and have emerged stronger, not because of the child protective system, but despite it, and the women and children who have died, who could have been saved.”

WHERE IS THE OVERSIGHT FOR “CRISIS PREGNANCY CENTERS”?

A Pennsylvania Capital Star report on Crisis Pregnancy Centers (CPC) begins, “For more than 20 years now, with almost no public oversight and less fanfare, an obscure organization called Real Alternatives has spent tens of millions of your tax dollars to convince pregnant people, who are often low-income and desperate for help, not to get abortions.” CPC’s are proliferating in Pennsylvania, now outnumbering abortion providers by a 9-1

ratio. A multi-state coalition of public interest law centers known as the Alliance, who advocate for women's rights and gender equality, examined activities of CPC's in Florida, Michigan, Minnesota, North Carolina, Texas and Pennsylvania. They found evidence of misuse, waste and potential skimming of funds in multiple states. CPC funding efforts are growing now in Arizona, Tennessee, Arkansas, Florida, Georgia, Louisiana, Minnesota, Missouri, North Carolina, North Dakota, Ohio and Oklahoma, and especially in Texas.

The Pennsylvania Women's Law Project (WLP) is a participating watchdog group, who claim that despite evidence of waste, CPC's continue to secure state contracts while the nature and quality of their services remain unexamined and unregulated. An Alliance report concluded that PA CPC's make deceptive and misleading website claims, including that they have no agenda and provide full and unbiased information to support a pregnant person's "choice" or "options". Pennsylvania abortion rights advocates have spent years objecting to Real Alternatives which funds 37 of the state's 156 CPC's. In 2020 the PA WLP revealed a study showing 40% of PA-based "crisis pregnancy centers" promoted what the American College of Obstetricians and Gynecologists (ACOG) called an "unproven and unethical" experimental practice on pregnant people called "abortion pill reversal." "Claims regarding abortion 'reversal' treatment are not based on science and do not meet clinical standards," an ACOG statement emphasized. "Crisis pregnancy centers target vulnerable people experiencing unplanned pregnancies. Many people who wind up at a CPC wouldn't necessarily know they were being misled about their reproductive choices," says Amal Bass, WLP director of policy and advocacy. "Beyond the obvious danger of experimentally dispensing powerful medicine to pregnant people, I worry about the person who might start a medical abortion even if they aren't sure it's the right decision for them, because they were misled to believe they can simply change their mind."

PennLive reported that since 1997, Real Alternatives was initially seeded with \$2 million a year in state funding. The amount grew nearly every year after that. All told, Pennsylvania has appropriated \$100 million in taxpayer money for Crisis Pregnancy Centers. The Philadelphia Inquirer reported that Kevin Bagatta, Real Alternatives CEO, makes about \$300,000 annually with about half of his salary coming from Pennsylvania. Since Real Alternatives was contracted by the Commonwealth, there have been multiple complaints against them. In 2017 PA Auditor General Eugene DePasquale declared that a lack of government oversight allowed Real Alternatives for decades to use Pennsylvania tax money to expand their work in other states.

An Associated Press analysis based on state budget figures reveals that nearly \$89 million has been allocated to Crisis Pregnancy Centers across about a dozen states this fiscal year. A decade ago annual funding for these programs hovered around \$17 million in about eight states, according to a 2/5/22 HuffPost report. The fact that CPC's generally are not licensed as medical facilities, has raised questions about whether it's appropriate to funnel so much tax money to them. Taxpayer funding for CPC's has spiked in recent years as more Republican-led states have passed legislation severely limiting access to abortion. CPC's have been accused of providing misleading information about abortion and contraception—for example, suggesting that abortion leads to mental health problems or breast cancer or PTSD, said University of Georgia Public Health Professor Andrea Swartzendruber.

The most definitive, thorough data-driven 10-year examination of abortion impacts including 50 peer-reviewed studies, was done by Dr. Diana Greene Foster and published in her 2021 book, "The Turnaway Study." A team of scientists, epidemiologists, demographers, nurses, physicians, economists, sociologists, and public health researchers conducted research studying data from 30 nation-wide abortion clinics. The Turnaway Study is the most comprehensive such study ever conducted. Dr. Foster scrutinized women's access to contraception, employment record, education level, financial situation, physical health, relationship status and the well-being of their children born either before or after they sought an abortion. Researchers found that women who received an abortion (after a five-year follow-up) were better off by almost every measure than women who did not. Impacts on women's lives—emotional, physical, financial, professional, personal, and psychological confirm that abortion is not harmful to women.

PENNSYLVANIA CONSTITUTIONAL AMENDMENT ATTACKS ABORTION RIGHTS:

General Assembly Republicans are on a mission to head off a possible PA Supreme Court ruling that could expand access to abortion and allow Medicaid coverage within the Commonwealth. They have proposed a

Constitutional Amendment declaring there is no constitutional right to abortion or to public funding for the procedure, according to a PA Capital Star report. Senator Michele Brooks (R/Mercer) defended this, arguing the amendment would give taxpayers a bigger say over a controversial issue, though it was unclear for whom she was speaking. Polling consistently shows that clear majorities of Americans want abortion to be safe and legal in all or most cases. Constitutional amendments must be approved, in identical form, in back-to-back legislative sessions, and then by the voters at a statewide referendum. It's difficult to find an instance where proposed amendments have gone down to defeat at the polls. In a statement, Planned Parenthood Pennsylvania Advocates said the proposed constitutional amendment "distorts reality" and added that Pennsylvanians want abortion to be a "safe and legal experience."

SEXUAL HARASSMENT A "PUNISHABLE OFFENCE" UNDER UNIFORM CODE OF MILITARY JUSTICE:

A new Executive Order by President Joe Biden designates sexual harassment an "offense punishable" in the Uniform Code of Military Justice. White House Press Secretary Jen Psaki said the order was created in honor of Spc. Vanessa Guillen, a 20-year-old soldier killed in 2020 by another soldier after being sexually harassed. Sexual harassment complaints once handled by military commanders, under the Executive Order, are to be instead addressed by independent investigators. This was a key recommendation by the Defense Department's Independent Review Commission on Military Sexual Assault. Under the President's Order military commanders are removed from "decisions related to the prosecution of covered crimes," which include rape, sexual assault, murder and man slaughter. Those decisions will be instead moved to an Office of the Special Trial Counsel that will be created in each service. The President believes that this legislation takes groundbreaking steps to improve the response to military sexual assault, according to a 1/26/22 CNN report. The Executive Order also strengthens the military's response to domestic violence and instances of service members sharing "intimate visual images" without permission. A Rand Corporation 2020 study estimated one in four women and one in 16 men experience sexual harassment within the Defense Department. One in 16 women and one in 143 men experience sexual assault. Potential penalties for sexual harassment and domestic violence are yet to be determined.

U.S. WOMEN'S SOCCER TEAM REACHES \$22 MILLION EQUAL PAY AGREEMENT:

Under an agreement announced on 2/22/22, long suffering U.S. women soccer team members will receive \$22 million in back pay, along with an additional \$2 million put into an account supporting their post-career charitable endeavors. Each woman can receive up to \$50,000 from that fund. The agreement promised equal pay for the Men's and Women's teams moving forward, pending a new collective bargaining agreement, according to a CNN.com report. The U.S. Women's National Team (USWNT) has been in an equal pay battle with the sport's governing body for the last six years. A joint statement said both sides "proudly stand together in a shared commitment to advancing equality in soccer. The U.S. Women's National Team players have achieved unprecedented success while working to achieve equal pay for themselves and future athletes. Today, we recognize the legacy of the past USWNT leaders who helped make this day possible as well as all of the women and girls who will follow." The settlement serves as a tacit acknowledgement that women were underpaid in comparison to the men's national team over the course of several years. This was despite the USWNT finding massive success on the international circuit, winning gold medals in the Olympics and FIFA World Cup.

A federal judge dismissed key components of the USWNT players' lawsuit in May 2020. Despite an ongoing appeal, it was far from a guarantee that the women would receive any damages. Presently U.S. Soccer wants to complete a singular collective bargaining agreement for both the men's and women's teams. This will require the men to relinquish some of the prize money for their World Cup performance.

ID.me FACIAL RECOGNITION RAISES CONCERNS ABOUT PRIVACY, ACCURACY & FAIRNESS:

In an effort to cut down on identity theft, the Internal Revenue Service planned to require citizens to create accounts with a private facial recognition company in order to file taxes online. After significant public backlash, the I.R.S. scrapped the idea already being used by a growing number of federal and state agencies that have contracted with ID.me to authenticate the identities of people accessing services. A 1/24/22 Bloomberg Businessweek feature described problems with ID.me's software this way: When it isn't working, an algorithm

asks you to prove who you are, only you can't because the software decides you don't look like the picture you had taken years ago at the DMV, or it can't understand why you've changed addresses since or why you're using your daughter's iPhone. Which in turn means your access to unemployment benefits, your tax information, or even your health-care records if you're a veteran, can be frozen. Privacy advocates on both the left and right have long opposed any form of a mandatory uniform government identification card.

News reports document problems people have had with ID.me failing to authenticate them, and with the company's customer support in resolving those problems, according to 2/3/22 Government Executive News report. A study of commercial and academic facial recognition algorithms found that U.S. facial-matching algorithms generally have higher false positive rate for Asian and Black faces than for white faces. Those most likely to face problems also tend to be the most vulnerable. ID.me's process disadvantages those who have poor internet service at home, rely on computers in public libraries or use old phones, advocates maintain. As part of its process, ID.me collects a very large amount of personal information. While ID.me doesn't share most of the personal information, it does share various information about internet use and website visits with other partners. Senator Ron Wyden (D/OR) is emphatic that corporate sale of consumer data, brokering America's data, is a violation of Fourth Amendment protections. Neither government organizations nor telecommunications companies should be brokering sensitive personal data. Who audits ID.me for the security of its applications? Security researchers are worried about how the company may protect the incredible level of personal information it will end up with.

A bill Wyden introduced in April 2021, the Fourth Amendment Is Not For Sale Act, prevents data brokers from "acting like so many termites and chewing through the framework of our fundamental rights," Wyden said. The 1986 Electronic Communication Privacy Act was originally designed to protect consumers, but a loophole allows companies with access to consumer information to share select metadata to third parties. These breaches amount to an outrageous privacy invasion and a shameless end run around the Fourth Amendment. Wyden's bipartisan bill has support from Senators Rand Paul, Mike Lee, Elizabeth Warren and Chuck Schumer. If passed, "this bill would be the strongest protection for American's privacy in a century," Senator Wyden said. Imagine a security break that released the IRS information for millions of taxpayers. In examining the credentials of ID.me's CEO Blake Hall, Bloomberg Businessweek posed the question: Should we be entrusting private companies with a responsibility that would naturally fall on governments – such as verifying the identities of their own citizens?

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores

President

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

NFBPWC Houston

Executive Committee:

To be announced.

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

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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

NFBPWC Virtual Club

Executive Committee:

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

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

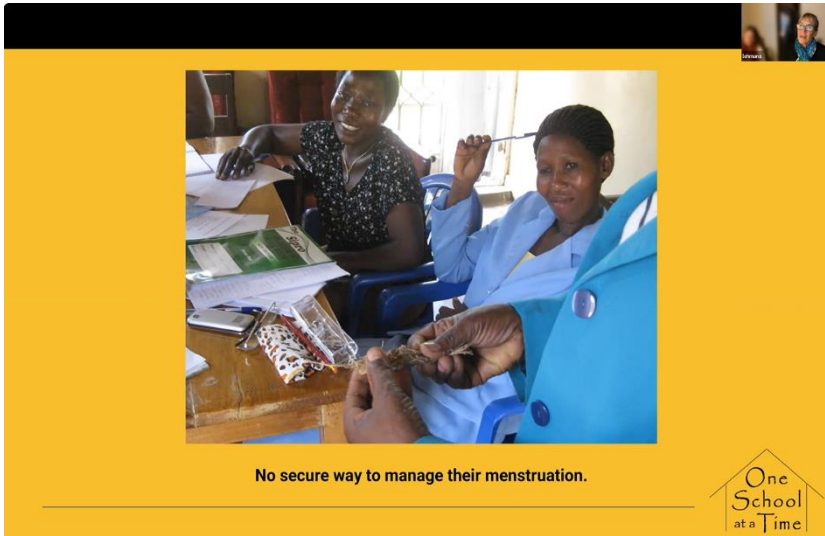
By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

Thank you to everyone who was able to join our “What the Heck Is This?” presentation. The opportunity to learn more about the amazing work that the One School at a Time (1SAT) organization has, and continues to do, was extremely inspiring. We look forward to hearing more about their efforts. You can view the playback [here](#).

Many thanks to Kathy Kelly for introducing us to this amazing mission, and much gratitude to co-founders Bay Roberts and Kiera Peterson and 1SAT member Iona for sharing their time and expertise with us!

We would also like to send out a huge CONGRATULATIONS to Marsha Riibner-Cady for winning the contest and earning some BPW Bling for her correct guess.





You can get more information from the One School at a Time (1SAT) website about the Menstrual Cup Program here <https://osaat.squarespace.com/girls-menstrual-cup-program>, and if you're so inclined to offer some financial support for the program, you can do so here: <https://osaat.squarespace.com/join-one-school>

Even more information here: [One School at a Time Website](#) | [Facebook](#) | [Instagram](#)

For our March event, the Virtual Chapter is encouraging members to join us as we attend the [CSW66 Parallel Event: Achieving Economic Empowerment for Displaced Business and](#)

[Professional Women](#) together as a chapter! See details below.

Due to time constraints, the date/time for the chapter planning meeting will be determined at a future time.

[CSW66 Parallel Event: Achieving Economic Empowerment for Displaced Business and Professional Women](#)

Date: March 16, 2022

Time: 6-8pm ET / 3-5pm PT [[time difference calculator](#)]

What you need to do:

Step 1: Register as a UN participant on the NGO CSW66 website: <https://ngocsw.configio.com/pd/6/>.

Registration is FREE and open to the public!

- We highly recommend that you register early so you are able to participate (the 25,000-participant cap will fill up quickly). After you register, you will receive an email with a link to log into the Virtual Portal and set up your account.

Step 2: Peruse the portal to find the above March 16th event (search Host Organization: **NFBPWC**). Click "ADD TO AGENDA" or "RESERVE SPOT"

****There are a LOT of events, so you'll definitely want to check out what other events you are interested in.****

Step 3: Sign up to receive your Zoom login credentials here: <https://www.nfbpwc.org/event-4674270>

Step 4: Show up at the event on March 16th 6:00 - 8:00 PM (Eastern Time) and we'll see you there!!

P.S. NFBPWC is also hosting an event on March 14. Don't miss it!

[CSW66 Parallel Event: Gender Inequality in the Context of Environmental and Disaster Risk in the Military](#)

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

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

Submission Deadline for the April Magazine is Thursday, March 24th at 5:00 pm Mountain Time

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

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

@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

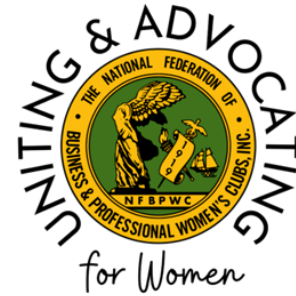
- Access to affordable care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education funding for women and girls
- Prevention of pregnancy and infant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

