

NFBPWC Magazine

MAY 2022 ISSUE

*Celebrating our Mothers
and Veterans in May*

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**Submission Deadline for the June Magazine
is Monday, May 23rd at 5:00 pm Mountain
Time**

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

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

National Events

2nd Monday of the Month

Health Committee Meeting

Email for info: Health@NFBPWC.org

1st and 3rd Mondays of the Month

Membership Committee Meeting

May 2, 2022

Young BPW Meet & Greet

<https://www.nfbpwc.org/event-4802399>

May 4, 2022 - 1st Wednesdays of the Month

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

<https://www.nfbpwc.org/event-4525902>

National Friday Connections

Open to All Members and Guests

May 6, 2022 - NFC – Sustainable Business Practices

<https://www.nfbpwc.org/event-4767466>

May 9, 2022

Afghan Women Project Special Committee Meeting for Young BPW (Young BPW Members Only)

<https://nfbpwc.org/event-4767222>

May 10, 2022

The Art of Networking and Resumes hosted by the Lifelong Leadership & Learning Committee (Open to All Members and Guests)

<https://nfbpwc.org/event-4742457>

May 13, 2022

Afghan Women Project Special Committee Meeting (Members Only)

<https://www.nfbpwc.org/event-4713754>

May 24, 2022

Interviewing and Negotiating for Your Ideal Role hosted by the Lifelong Leadership & Learning Committee (Open to All Members and Guests)

<https://nfbpwc.org/event-4742458>

May 26, 2022

4:00 pm PST / 7:00 pm EST

Advocacy Team Meeting

Registration available soon on our website

May 27, 2022

Afghan Women Project Special Committee Meeting (Members Only)

<https://www.nfbpwc.org/event-4713758>

Regional Events

May 19, 2022

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

<https://nfbpwc.org/event-4654781>

Mark Your Calendars

June 25, 2022

NFBPWC Colorado Annual Convention (Open to All BPW Members)

<https://nfbpwc.org/event-4654781>

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

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



About NFBPWC

Develops the business, professional and leadership potential of women.

Our Mission

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

Objectives

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

Focus Issue for 2020-2022

Diversity and Inclusion

Contacting your NFBPWC Executive Committee (2020-2022):

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

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

Standing Committees:

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

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

Special Committees/Taskforces:

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

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

President's Message



Together, Again!

It is a pleasure to formally invite all members, and their guests, to meet us in Sacramento, California August 5-7, 2022 for our Biennial General Assembly. Advanced registration is open through May 15th and the first 25 NFBPWC members to register will only pay \$295 for the weekend's events! The General Assembly will be a hybrid event and for those not attending in person, we will be providing full access to the events on Friday and Saturday through Zoom. Register here: <https://www.nfbpwc.org/event-4693289> and learn more about the event as

we solidify speakers and workshops at the event portal here: <https://www.nfbpwc.org/Biennial-General-Assembly>.

As we delve into the month of May where new growth and renewal is abundant, I invite each of you consider what your puzzle piece looks like. How do you fit into this organization? Is there something more to be done? What connections can you make to grow NFBPWC and our membership?

The NFBPWC Executive Committee is dedicated to making this year's General Assembly one of celebration and camaraderie, a place where we connect as members to support our mission and goals. We look forward to new friendships being made and the renewal of longtime relationships. Our network is one of our most admirable strengths as an organization. Despite connecting almost entirely in a remote manner for the past 2 years, our organization has been able to move mountains for women and put NFBPWC back on the proverbial map. We will be celebrating our achievements and the members who made these enormous strides for organization possible. When we look at the organization, it is evident we are all pieces of an inspirational puzzle that fits together beautifully when we put our best selves forward. As our president, I look forward to showering our guests, both in-person and online, with a long weekend full of fun and, did I mention, celebrations!

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

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

Kind Regards,

Megan Shellman-Rickard
NFBPWC President
2020-2022

1st Vice President Membership News



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

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

Arizona

Deborah Gomez

Young BPW/Students

Khatera Herawie - Minnesota

Tahmina Herawie - California

California

Patricia Daniels - Berkeley

Usha Gongal - Berkeley

Nicole Stragalas - Yuma City

Patricia Sanchez - Sacramento

Virtual Club

Beth Brick - Minnesota

Carmen Vincent - Indiana

Rebecca Ajibola - Georgia

Renewing

Sara Tracy - New Hampshire

Maj. Nikki Kelley - Texas

Patricia Daniels - California

Cheryl Edora - California

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

ELECTION 2022

In case you haven't noticed, election season is upon us once again, with midterms officially beginning on March 1st with the Texas primary. Typically, midterm elections tend not to favor the President's party. The talk around this year's elections generally appears to be in keeping with this trend. There are, however, a couple things to consider that may impact the outcomes. Click the links for more

details.

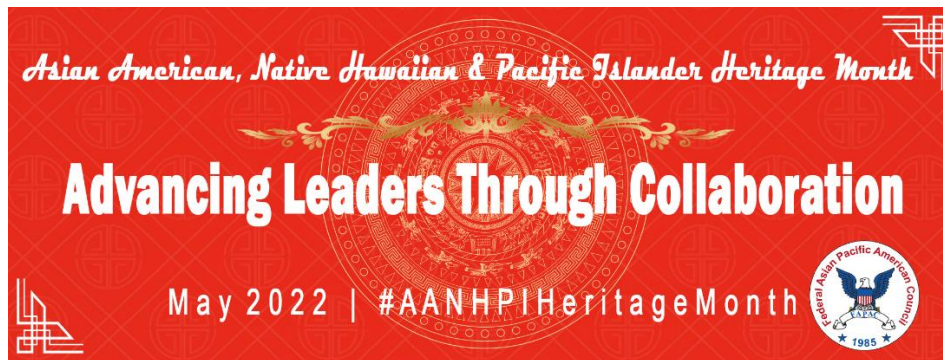


Redistricting and "Map" Wars

Voting Restrictions

Click [HERE](#) to view a chart for 2022 election dates by state and territory

MAY IS AANHPI HERITAGE MONTH



The 2022 theme for AANHPI Heritage Month is "Advancing Leaders Through Collaboration." Click [HERE](#) for resources and information curated by the Federal Asian Pacific American Council (FAPAC) to educate the public about AAPIs and celebrate AANHPI Heritage Month and [HERE](#) for "poems, meditations, films, and other cultural nutrients" curated with love by the Smithsonian Asian Pacific American Center."

REMINDER: OneClick Politics Campaign Request

Chapter/Affiliate Presidents and National Chairs! Is there a specific or local issue that you would like to have a OneClick Politics Campaign for? Well, now you can! Everything you need to get started can be found in the [OCP Campaign Request Guidelines and Procedures, here.](#)

If you are aware of a current "hot button issue" in your area, email Daneene at vpadvocacy@nfbpwc.org and the A-Team will consider whether that issue may be a good option for our initial effort at the local level.

Please be sure to read the supplemental advocacy contributions from ERA Director, Nancy Werner and LGBTQIA+ Lead, Sue Oser.

The next A-Team meeting will be on
Thursday, May 26th at 4pm PST / 7pm EST
Registration will be available on our website soon

OUR ADVOCACY TEAM

- **United Nations Chair:** Susan O'Malley
- **Bylaws and Resolutions Chair:** Katherine Winans
- **Elimination of Sexual Harassment Chair:** Crystal Guillory
- **ERA Director:** Nancy Werner
- **Cultural Competency Director:** Sher Singh
- **LGBTQIA+ Lead:** Sue Oser

Additional Support from:

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

The Advocacy Team will be working with UN Chair on the following issues: ■ Women's Empowerment Principles (WEPS) ■ The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) ■ Equal Pay

Advocacy Action Announcement

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

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

2. Receive the welcome message

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

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

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

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

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

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



Current Advocacy Action Items

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

- [Tell Your Senators To Remove The Arbitrary ERA Deadline](#)
- [Voting Rights Protect Women's Rights](#)

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 – Aromantic Flag

Someone who is aromatic may have little or no romantic attraction to others. Sometimes they are referred to as aros. While they can experience sexual attraction, it's the unromantic attraction that is at the heart of their personality.

What the colors mean:

Dark Green – Represents Aromanticism

Light Green – The Aromantic spectrum

White – Platonic and aesthetic attraction

Gray – Grey-aromantic and demiromantic people

Black – The sexuality spectrum



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

<https://pflag.org/glossary?eType=EmailBlastContent&eId=bbe135b7-c68b-4925-ad32-a46adade6c09&eType=EmailBlastContent&eId=bbe135b7-c68b-4925-ad32-a46adade6c09>

<https://www.crwflags.com/fotw/flags/qg-arom.html>

Other Sources on Aromantic:

[Aromantic-spectrum Union for Recognition, Education, and Advocacy \(AUREA\)](#), and [The Ace and Aro Advocacy Project \(TAAAP\)](#)

This month's FYI:

A newly released CDC report on HIV surveillance shows why the most marginalized of the LGBTQIA + community need to self-identify in data collection and clinical trials for HIV treatment and prevention. Those individuals who are transgendered women of color are in this category of the most marginalized. They need the support by allies who can contact legislators about support and funding requests for their health care.

From the Desk of the Secretary

Hats off to Mary and Sybilla!

From Barbara Bozeman, NFBPWC Secretary

Mary Dixon Kies

First American Woman Inventor to receive Letters Patent issued in her name. (May 15, 1809)



In 1790 – the newly formed United States passed its first patent laws. Times being what they were, patents approved for women were few and far between.* It would be 19 years before the first Letters Patent was issued to a woman.

From the wilds of Connecticut, Mary Dixon Kies saw an opportunity and she took it. Women working outdoors needed bonnets that protected them from the sun and elements. Kies' patent described the invention as "a new and useful improvement in weaving straw with silk or thread".

US embargoes brought on by the wars in Europe made this a very timely venture. Records reflect that in 1810 alone – in Massachusetts, sales for straw bonnets rose to over \$500,000 at the time (about \$9 million in today's figures).

*In 1836, a fire at the Patent Office destroyed most of the records. However, it was known that of the almost 10,000 patents approved at the time, only 20 were issued to women.



Sybilla Robertson Masters

Sybilla's inventive spirit precedes Mary Kies. Historical records show her presence from the late 1680's until she passed away sometime around 1720 in Philadelphia.

She too – had the gift of invention. But at the time, there was no United States, so her quest for patents required she take her case before King George I. Though the times dictated her patents be submitted under her husband's name, when they were approved, King George I recognized her as the rightful inventor. This approval meant her patent was recognized in England as well as the American Colonies.

One of her two patents, (the other was for a corn stamping mill), was for "a new way of working and staining in straw, and the plat, and the leaf of the palmetto tree, and covering and adorning hats and bonnets in such a manner as was never done before or practiced in England or any of our plantations."

Mary and Sybilla both share the historical crown of the earliest / first recognized women inventors in America.



Treasurer's Report



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

Mother's Day is May 8th

How Mother's Day Started in the United States

Catherine Boeckmann and Heidi Stonehill

April 5, 2022



May 22nd is International Being You Day and celebrates you being you!

National Day Calendar makes the following suggestions:

1. Do something today that you have always wanted to do but never dared to do! (What if your one day becomes today?)
2. Tune in to Beingyouday.com to watch live interviews and videos about how to step into being even more of ... you.
3. Give yourself a judgment break! What if May 22 could be a day when you did not judge yourself for **ANYTHING**?
4. Make a video or write a post about something you uniquely be or can uniquely do. What would people be surprised to know about you? #beingyouday.
5. Write down 3 things that are **DIFFERENT** about you, that you are grateful for, and post that on social! Tag #beingyouday.
6. Create your own "How to Be More of Me – Your Go-To List" – start a list of what gives you a sense of ease and joy and makes you relax into yourself.

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

I am happy to discuss this position with anyone interested! This is 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.

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 Sabrina Chu! Sabrina lives in San Gabriel, CA and is a member of East Los Angeles-Montebello. She is the current Development and Grants Manager at the Asian Youth Center, a community-based nonprofit organization that provides employment, educational, and social services to low-income, immigrant youth and families in the San Gabriel Valley.



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

I am currently the Development and Grants Manager at the Asian Youth Center. As someone who started in direct services, I appreciate working directly with the people and getting to know their stories and their needs. When I was working as a bilingual tutor with immigrant students and their families, I related deeply to their struggles, such as language barriers and lack of access to basic needs.

WWW.NFBPWC.ORG

In 2019, I had the opportunity to move into Development and I have appreciated working from a macro level perspective in the organization. I have learned many skills through event planning, fundraising, campaign implementation, and grant writing. I recognize that I will always have something new to learn so I do not necessarily have an end goal for my career, but I would like to continue to work in a space where I can empower and be in solidarity with historically marginalized and disenfranchised communities. My next professional or career goal currently is to go to grad school for Social Work.

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

I was fortunate to have been nominated by my Executive Director and direct supervisor at the Asian Youth Center, Michelle Freridge, who is a member at East Los Angeles-Montebello BPW. The most memorable experience I've had, is that I delivered an emotional speech at the last Sierra Mar conference and all the members were so supportive of me.

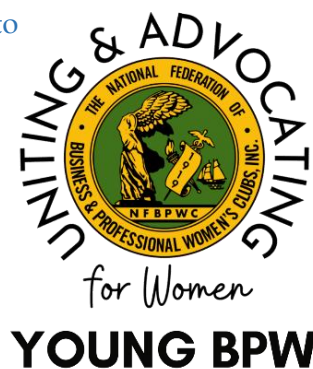
You can read more from Sabrina's interview and learn more about Young BPW here:

<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

As a Past California State President and a Native Californian it is my pleasure to invite you to California to join us for our Biennial and General Assembly. I thought that over the next months I would give you some information about our destination and to encourage to come and join us.

As you know Sacramento is the capital of California since 1879. Prior to that the legislators met in four other locations all in northern California. Sacramento is the Spanish word for sacrament. It is the sixth largest city in California and the ninth largest capital in the United States.

Before the arrival of the Spanish, the area was inhabited by the historic Nisenan, Maidu and other indigenous peoples of California. Spanish cavalryman Gabriel Morga surveyed and named the Rio del Santisimo Sacramento (Sacramento River) in 1808, after the Blessed Sacrament, referring to the Eucharist in the Catholic Church. In 1839, Juan Bautista Alvarado, Mexican governor of Alta California granted the responsibility of colonizing the Sacramento Valley to Swiss born Mexican citizen John Augustus Sutter, who subsequently established Sutter's Fort.

Sacramento is the fastest growing major city in California owing to its status as a notable political center on the West Coast and as a major education hub, home of [California State University, Sacramento](#) and [University of California, Davis](#). Similarly, Sacramento is a major center for the California [healthcare industry](#), as the seat of [Sutter Health](#), the world-renowned [UC Davis Medical Center](#), and the [UC Davis School of Medicine](#). It is a [tourist destination](#), featuring [the California Museum](#), [Crocker Art Museum](#), [California State Railroad Museum](#), [California Hall of Fame](#), and [Old Sacramento State Historic Park](#). [Sacramento International Airport](#), located northwest of the city, is the city's major airport.

Sacramento is known for its evolving contemporary culture, and is dubbed the most "[hipster city](#)" in California. In 2002, the [Harvard University](#) Civil Rights Project conducted for [Time](#) magazine ranked Sacramento as "America's Most Diverse City".

In the following months I will highlight some of their attractions. Lots to do and see in addition to attending a fabulous Biennial and General Assembly and getting to know your BPW sisters better.

Come West young ladies come west!

Environment and Sustainable Development Committee

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

A huge thank you to Hyon Rah for chairing our Environmental and Sustainable Development Committee for the past 2 years. She has accomplished a great deal in developing initiatives and leading events, and we will miss her leadership. Congratulations and best of luck with your new job, Hyon, on a global platform.

I can hardly step into Hyon's shoes; I lack both the expertise & experience. What I hope to do with the assistance of Environmental and Sustainable Development Committee members is have each of us write a small monthly blurb similar to my Bring Back the Pollinators blurb.

- Laurie Dameron specializes in Zero Waste Initiative,
- Daneene Monroe-Rusnak writing about Responsible Clothing such as Thread Up,
- Katherine Winans sponsoring Green Business Tracker, and
- President Megan Shellman Rickard sharing information on composting.

As NFBPWC Environmental and Sustainable Committee, we will round out the year focusing on small daily actions that we can all do to help minimize our impact on our environment and maximize our making a difference to protect our Mother Earth.

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual
Member

It's dandelion season and as an advocate for pollinators, I'm thrilled and relieved to see the yellow colors dotting the landscape. The temperatures in SW Colorado where I live, have become quite undependable; way too warm in February and then blasts of cold in March, causing distress for many insects.

Dandelions are the first food of the season for many native bees, Bumblebees, solitary bees, and pollen beetles - an early source of nectar and pollen. So many of us associate Springtime with perfect green lawns and use chemicals to fertilize our grass and control weeds and bring out the lawn mowers to cut our lawn to that ideal height. Such practices create a grass monoculture devoid of any wildflowers and any insects, mostly beneficial insects, and wildflowers.

The peak season for dandelions is March through May, timing perfectly to when many bees and other

pollinators which are emerging from hibernation and providing them with nectar and pollen, a lifesaving source of food.



Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Boulder Member

Like We Did in WWII

In 2016, environmentalist and founder of 350.org Bill McKibben said, “We're under attack from climate change — and **our only hope** is to **mobilize** like we did in **WWII**.”

What does that mean to you? Have you heard about the latest Intergovernmental Panel on Climate Change (IPCC) report? I really am interested in you letting me know what goes on for you when you hear about such reports and climate disasters on the news. Does it spur you to take action? Or does it cause you anxiety, fear, depression, anger, helplessness?

If the latter, you are not alone. I have seen many articles validating that many people are suffering mental health challenges due to our current situation. The American Psychological Association has even recognized “eco-anxiety” as a new, more commonly experienced condition. Again, I feel the best way to combat these feelings of helplessness is to focus on solutions and take actions every day.

I hope it's ok to quote what our Chair for National Federation Business and Professional Clubs (NFBPWC) wrote in her last communication, acknowledging the gravity of where we are now:

“Then the IPCC report came out in August, where top scientists from around the world concluded that we have until 2030 to get our act together to avoid the worst impacts of climate change. It was also noted that some impacts, such as sea level rise, are already irreversible, and the best-case scenario —if we manage to cut our greenhouse gas (GHG) emissions by 45% by 2030 — includes the demise of 70% (or more) of all coral reefs globally because of the warming ocean waters, increasing acidity, and pollution.”

You'd think with all this news it would be a major call to action.

As citizens of the earth, we must all participate in creating a safe and healthy world. We are all connected. There is a lot of great legislation in Colorado this year — and at the federal level — that can help speed up things, and I hope you can support it in any way you can. However, we can't afford to sit around and wait for government or someone else to solve all of our problems.

I cannot stress enough that we **MUST** mobilize now; we truly are in a war to save our human species and other species. I hope you will join me in taking massive action:

- Take daily actions (if you need ideas, let me know, I have lists).
- Urge businesses you receive regular e communications from to include actions.
- Write letters to the editor (you don't need to be a great writer, just passionate!).
- Work to elect environmentally proactive legislators at all levels of government.
- Get involved in a proactive organization such as Sierra Club, 350.org (I have a whole list).
- Write and call legislators to support pending legislation (get the Climate Action Now app which is a very effective platform to do this, see photo included).
- Spread good news and solutions when you find them on social media.
- Watch The Story of Stuff Annie Leonard on YouTube.
- Share free link to my Spaceship Earth: What Can I Do? <https://youtu.be/louhuW1bpo4>



YOU ARE A PART OF THE SOLUTION!

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

Or visit www.LaurieDameron.com

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

Health Committee Report

By: Marsha Riibner-Cady, Health Committee Member, NFBPWC - NC

I'm ok

Really, I'm ok. I did wake up at 3 am with an elephant on my chest. At first, I thought one of the two 90-pound Rottweilers who allow me to live with them. Maybe one rolled over on me in bed. Nope, it was an elephant.

It took me a minute to realize I was at my cabin in WV. So, I climbed over the dogs. I got out of bed and walked around. The elephant was still there. So were the shooting pains up my jaw.

What to do? I woke up my husband, who asked me if I was having a heart attack. I teach CPR and First Aid, that doesn't mean I'm an MD. I do have a medical background of working in the hospital lab as a Medical Technologist 30 years ago at The John's Hopkins Hospital. Does that background allow me to diagnose what is going on? I remembered this happened 10 years ago, and it ended up being nothing. Women typically don't have "normal" symptoms of a heart attack.

Heart attack symptoms for women from <https://www.mayoclinic.org>

- Neck, jaw, shoulder, upper back or upper belly (abdomen) discomfort.
- Shortness of breath.
- Pain in one or both arms.
- Nausea or vomiting.
- Sweating.
- Lightheadedness or dizziness.
- Unusual fatigue.
- Heartburn (indigestion)

I told him he needed to take me to the hospital. Then came the great debate. Should he call 911? No, because

you are deaf as a post, and you don't even know the address of the cabin where we are. I'd have to call 911.

Then he asked if I really wanted to call 911 because I would end up in the Romney, WV hospital. No, I want to go to Winchester Medical Center, in Winchester, VA. Although it's a 40-minute drive, I did give birth there twice (28 and 30 years ago). I felt somewhat comfortable with the level of care there.

Next question, from my husband of almost 33 years, "What do we do with the dogs?"

Why was I having to think for everyone today? "Well," I say, "I guess you should take them out and then crate them and leave them here."

"Is that safe?" He asks. I'm thinking, for whom? Who is going to mess with a 90-pound Rottie in a crate? This was not a stupid question on his part since the cabin was built in 1789. It was broken into, and all the copper pipes and wiring were stolen in November. My answer, "We will leave all the lights on in the cabin and outside. Hopefully any robbers will think someone is here, or is coming back soon."

Still the elephant is standing on my chest, and I'm annoyed that someone is not being helpful.

While he took the dogs out, mind you one at a time, because they are 90-pound rotties....and my husband has bad shoulders and knees...I get dressed.

Knowing as I do that if I stop breathing, the medical professionals will cut my clothes off me. Yes, that includes my bra. Ok, so I go braless. I wish I would have selected a dark colored t-shirt that was a little larger, but the white Ocean City, MD T-shirt did have a design that almost covered my DD's. I also put on CLEAN underwear, because that's what you are supposed to do if you go to the hospital. Well, that's

what mom always told me to do. Sweatpants, wool socks, and slip on very comfortable shoes completed the ensemble under my coat. I did have the wherewithal to brush my long covid hair, grab my thyroid meds, vitamins, a book to read, phone charger, and a mask all while my husband is still trying to figure out how to put the leash on the dogs.

Finally, we are on the road, still accompanied by the elephant on my chest. I look over and the man is driving 40 MPH. At 3:30-4:00 am there are not many cars on the road, but really? I realize he is not awake, and he is also hung over from the bottle of wine consumed the night before. No judgement here, he wasn't planning on going anywhere.

We arrive and somehow locate the Emergency Room. The big red signs were very helpful.

We walk in and I talk to the intake people. My husband, the deaf one, keeps asking me what is going on. I tell him to sit and stay while putting him in a chair. No need for him to take up my remaining few minutes of life being his interpreter. It needs to be all about me now.

They take me to a room immediately, ok I walked to a room, got in the preverbal stripped from the waste up, didn't take much, put on the gown and they started hooking me up to the heart monitor, drawing baseline cardiac bloods and a few other tests. My husband starts, "How long will this take?" I told him a minimum of 5 hours between blood draws. I tell him to go back to the cabin. I'll call when I get to go home. If things don't go well, the hospital will call you to make my final arrangements.

I try to reassure him, "If the hospital calls you to tell you I expired, you call Mr. Omps, the funeral director, Cousin Larry, and the boys in that order." Mr. Omps and Cousin Larry will get the arrangements figured out and all you will have to do is show up. He decides to wait until the first cardiac enzymes come back from the lab.

The doctor walks in. The first question is, "Have you been boosted?" My husband and I got the J&J shot. We researched and for us this seemed to be the best option. I shot my husband a look that said, I'll handle this...

"No," I tell the doctor. "I have not been boosted. I had the J&J shot in April. Do you want to see my vaccine card?" The response from the doctor was negative. I continued, "I had COVID in August, late October, and probably in December. I had an antibody test that registered so high, it couldn't be measured. Do you

want to see those results? I have them with me." Again, the answer was negative, but I'm informed I will get a COVID test because I'm in his hospital. I did inform him that I am a Medical Technologist (ok 30 years out of the field but some things are like riding a bike, you don't forget them.) My husband has a master's degree in microbiology (ok 50 years ago, but who's counting?) The Dr. was not impressed. He told me that since I arrived at the hospital so early, I could probably get all the cardiac testing done before they draw my last bloods around noon.

I say, "Well if I'm here, why not?" This was a very costly mistake...

I'm not having chest pains, now. Did I just need to yell at the doctor? I am sporting a nice IV, EKG leads, blood pressure cuff, pulse ox monitor, and I'm hooked up to the heart rate monitor.

I send my husband back to the cabin, dogs, and bed. I'll call you, or you call me, I have my phone. Off he goes.

About an hour later someone decides I should get a couple of aspirins. Good idea. I had baby aspirins at the cabin thinking I was bringing them for my husband just in case. Since he is 12 years my senior. I didn't think to take a couple while I was there. Go figure, I was thinking for so many other people and dogs at the time.

So, the testing begins. Chest X-ray, CT scan with contrast (thought I emptied my bladder on that one, but I didn't, just the feeling from the contrast dye). Dye injected for the stress test. Then echocardiogram. A nice lady did that and we laughed and chatted the entire time. Then the stress test. Not all medical professionals know that COVID is a respiratory infection. The young man who injected me with the nuclear solution had quite a large nose because it stuck out of the mask entirely. But I digress.

The stress test person asked me 3 times if I had any caffeine in the last 8-12 hours. No. How about a Dr. Pepper or Coke? No. Was I sure, yes, I don't like Dr. Pepper and I rarely drink carbonated beverages. Ok onto the treadmill I go. Thank God I'm 60, that meant I didn't have to get my heart rate up too high. That also meant I could walk quickly on the treadmill and not run. I was successful in making my heart pound in my chest.

All the testing came out normal. The bottom line. It was not my heart. Maybe I need to explore possible

gastrointestinal issues? Could it have been an anxiety attack? Please check in with your family doctor.

Ok, so now I can go, but I must wait for my husband to drive into town. The normal trip is 40 minutes, but this time it took him 30. I guess he slept off the wine. He's calling me wondering where I am. I tell him I'm standing outside the front entrance of the hospital. He is unsure of where that might be. Do we think that a man with a PhD could read the signs and drive around at the same time? Now he wants me to stand by the road. I'm wondering if he means the highway or the circular road around the hospital. He finally finds me, well I spot him and told him to turn.

My appointment with my GP is scheduled for 4 weeks in the future, because that's all they had that was convenient for me. I mean I had to drive to NJ by myself to see Son #1 compete in a strongman competition, right? Maybe I just needed a hug from my kid. It did make me feel better, his girlfriend of 8 years was also quite pleasant to me.

Lessons learned:

Don't go to the hospital out of network. If I didn't have heart issues before, I will by the time I get the insurance to kick in and pay the bill. The total was right at \$15,000. I pay \$300 for the ER plus my 20% co-pay which could be almost \$9,500. That math is too mind boggling for me. Perhaps we should have just called Mr. Omps and Cousin Larry. I think that would have been a cheaper option.

Be well and know the signs of a heart attack. It might save your life. – Marsha

*A sincere thank you to Marsha for sharing her experience with all of us. Health Committee meets the 2nd Monday of every month at a *new* time, 5:00pm PST, and we invite all of you to join us in discussions on several health and wellness related issues like those Marsha mentions in her story. Please email: Health@NFBPWC.org for meeting information.*

Health Committee Meets on the 2nd Monday of every Month at 5:00pm PST. For more information email: Health@NFBPWC.org

International Relations Chair Report

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



The European Region is having their Regional Conference May 27-29, 2022 in Reykjavik, Iceland. This conference will include a Young BPW Symposium.

Their speakers include Katrin Jakobsdottir, Prime Minister of Iceland, Helena Dalli, Commissioner of Equality at the European Union, Sigríður Björk Guðjónsdóttir, National Police Commissioner in Iceland, Tajana Latinovic, President of the Women's Rights Association, Aslaug Arna Sigurbjörnsdóttir, Minister of Science, Industry and Innovation, Katrin Björg Ríkardóttir, Director of the Directorate of Equality, and Dr. Marget Vilborg Bjarnadóttir, CEO and Founder Pay Analytics.

It sounds like an exciting conference.

Remember our North American and the Caribbean Regional Conference will be in January 2023 in St. Kitts. Mark your calendars.

Lifelong Leadership & Learning (L3) Report



KATHY TELBAN, L3 CHAIR



JANE TAFF, L3 VICE CHAIR

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

April Showers Bring May Flowers...How Are You Growing the Garden of Your Mind?

In April, we showered you with information through our Friday Conversations Townhall: **The Great Negotiation – Coming back with a R.O.A.R.** on April 2nd with speaker, Cyndi McCabe, giving her perspective as a career coach and facilitating a very interactive session! If you want to watch the video, you can find it in the Members Only Section, Career Development Videos section (<https://www.nfbpwc.org/career-development-videos>)

In May, we are hoping you will grow with us! As a follow up to the April Townhall, we have developed two supporting sessions that you can register for on the NFBPWC Events Calendar:

May 10th (Tuesday) 7:30 – 9:00 EST

The Art of Networking and Resumes

Creating and building networks is a critical life skill that will help you both personally and professionally. It's not only about who you know, but what you know about who you know. It's about developing and delivering a memorable elevator pitch so others know about you so they can connect you with others. It's about leveraging your contacts and using the latest technology tools so you can connect in ways you can't even imagine. And, it's about marketing yourself with a targeted, key word rich, accomplishment-driven resume that will make it through scanning software and put you in front of the decision-maker.

May 24th (Tuesday) 7:30 – 9:00 EST

Interviewing and Negotiating for Your Ideal Role

Interviewing essentials of preparation, practice, and performance are critical to landing your ideal role. Doing your research on the organization and the job as well as knowing the opportunity you are looking for is the first step. The second step is preparing and acing behavioral interview so you can provide the best examples of the critical skills needed and stand out from the crowd. Finally, being able to determine what to negotiate for and how to effectively negotiate for what you need will position you in a whole new way.

The L3 Committee is continuing to update all of its training Modules and will release them as they become available.

If you have a talent for training or curriculum development (or just want to know what we do!) please join us on the 2nd and 4th Fridays of the Month at 8am PST. Email Jane at l3vicechair@nfbpwc.org to get on our distribution list.

Mentoring Committee Report

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

Put Me In, Coach; I'm Ready to Play! An Analogy for Winning the Game

As baseball season gears up to entertain us through another season, I'm reminded of the song by John Fogarty that says, *Oh, put me in, Coach - I'm ready to play today!*

Across the country, there are teams ready to play for the win. They are training for the nine innings and working toward attaining the most runs batted in (RBI) to defeat their opponents.

Today is the season for you to decide if you are ready to play on the NFBPWC team. It is time for you to step forward and participate in your chapter/club, state, or national team. It takes practice and hard work to build a successful team that can make it to the playoffs.

Have you been comfortable sitting on the bleachers while some of your peers have carried the game month after month? You enjoy being a part of the team, but you haven't been working out to learn the skills needed to move the team forward.

Unlike baseball, NFBPWC members don't age out. You may grow tired of being the same person to play each season and dream of being able to move into a coach's role where your years of experience can benefit other members.

An organization is only as strong as the team working toward winning the World Series. Each set of officers at the helm of NFBPWC has played a dynamic game to broaden awareness and represent the mission of this organization. Over the past several years, they have worked on the building blocks to bring the organization greater recognition and build a fan base.

But they need you. You need to get off the sidelines and work in leadership to make the team successful.

There is a place on the roster for you. You don't have to know everything about the game; you just have to be willing to learn from someone. There is a place in leadership for you to develop the skills to continue to build the organization and take the team to victory.

Healthy and **successful teams** start with individuals who put the **team** before themselves

Are you ready to say, *Oh, put me in, Coach - I'm ready to play today?*

8 Concepts From Baseball Teamwork, Or Playing Together As A Team

1. We can all count on each other.
2. Accept your role on the team.
3. Find a way to win.
4. Be willing to make some personal sacrifices.
5. Help each other out.
6. Understand what we can control and what we cannot.
7. Anyone ~ Anytime.
8. Walk the talk.

Mentoring applications are open through May 31. Join the team as a mentoring coach or a team player!

For additional information, email mentoring@nfbpwc.org

Military-Affiliated Women Report

MAY IS MILITARY APPRECIATION MONTH

By Barbara Bozeman, MSGT, USAF ret
Military-Affiliated Women Chair



MAY 1 - LOYALTY DAY

To acknowledge the American ethos of patriotism and the sacrifices so many of our fellow citizens have made, the Congress, by Public Law 85-529, as amended, has designated the 1st day of May each year as Loyalty Day. On this day, let us reaffirm our commitment to the values that bind us together and honor all those who have defended our freedom.

(excerpt from Presidential Proclamation April 30, 2021)

May 6 - MILITARY SPOUSE APPRECIATION DAY

Recognition and celebration of the contributions, achievements and sacrifices of military spouses began in 1984 with President Ronald Regan.



May 8 - VE Day

(Victory in Europe Day)

The unconditional surrender of Germany - effectively putting an end to World War II came on May 8th, 1945.



May 21 – ARMED FORCES DAY



Celebrated on the 3rd Saturday in May, this is a day to honor all Americans serving or who have served in the military.

May 30th – MEMORIAL DAY

This day of remembrance began just after the Civil War – to remember the fallen on both sides of the conflict. This is a day set aside to commemorate all Americans who died serving in the military.



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 AWP Team continues to monitor and work with Afghan Women from Fort Dix who have resettled across the country. We continue the English as a Second Language training program provided gratis through 3 wonderful volunteers (Sydney, Ellen and Arlene) from NYC's City Tutors. The WhatsApp group is running gangbusters, and the Khahari (Sisterhood) club is being led by an Afghan NYC student member, Shaheda, so that it provides a multi-lingual option for women to share experiences and life hacks. The guidebook is available on nfbpwc.org, and is being translated to Dari by Atefa, in Minnesota. Zohal is advocating for education for Afghan women. An immigration lawyer is volunteering time to work with several of the women, to consolidate their paperwork.



Highlights

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

Members who are engaged in direct mentoring of the Afghan women are blown away by their abilities, knowledge, education – and their gaps in understanding as to their rights in America. Zohal has pushed her way forward, finding a job in her field, getting her prior work and study credits recognized, and pushing to advocate for education for Afghan girls in Afghanistan. She is being mentored on the education advocacy by Eva Richter – who has an amazing history of advocating for migrants, quality education for women and more.

Sher is making things move in California, where she is advocating in Sacramento for cultural competency training in schools and beyond. Her voice is being heard, and she will be making a difference. Hainiya seeks to get into animation and has been introduced to Sher's son and son in law working in that field, and to a professor in this field at NYU School of Visual Arts. Rana, formerly in the Afghan Special Forces, was connected with a Gym in Chicago, where she received a free membership and will eventually be considered as a possible trained.

Kathy is providing invaluable direct support to women who have experienced a more doubtful welcome and are in conditions which we are beginning to investigate – there seems to be something wrong in certain cases which we want to first better understand, then fix. Voyka is working through paperwork and documentation needs with women needing the help. Emily continues to coordinate a number of initiatives and is stepping fully into her role as YBPW lead in NYC, welcoming Afghan student members, and pairing them with mentors. Djenabou held her first cultural competency event on Ramadan and is hosting one on Eid. We seek volunteers to host other events in this series to introduce Afghans and others to different cultural practices. Nermin has been pairing the appropriately knowledgeable people with others seeking knowledge.

If you are interested in welcoming these new Americans, and answering their questions or 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!

The Afghan Women Project Guidebook is now available...

The PDF version can now be found on the NFBPWC Website at: <https://www.nfbpwc.org/Afghan-Women-Project/>

Or, for immediate download at:

https://www.nfbpwc.org/resources/Afghan%20Womens%20Project/Afghan%20Womens%20Project%20Guidebook_Final.pdf

Or, click on the link to view it as a Flipbook (link: <https://anyflip.com/shyf/wbpz/>)

Digital Training Committee Report

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

The digital training team meets the first Wednesday (May 4th) of the month at 5 pm Eastern here: <https://us06web.zoom.us/j/97357344293?pwd=dE9qT29ab3g1cEdONzIhZWFiSVBldz09>

In May we are going to look at our email signatures (or lack of email signature!) to see what should be there and how to fix it. Please join us! Expert marketing people are invited to join us!

My personal email signature, way too much information!

Best Personal Wishes,
Marsha Riibner-Cady

Register now for CPR/First Aid and BSAC classes on demand!

Visit the website at cadcprolutions.com

<https://www.linkedin.com/in/marsha-riibner-cady-cadcprolutions/>

Triple P provider. Contact me for details!

Behind every strong woman is a story that gave her no other choice
-nakeia homer
#marshastrong

NFBPWC-NC President 2017- present

National Federation of Business and Professional Women's Clubs Secretary 2018 through August 15, 2020

BPW/NC President 2015-17

Celebrating over 100 years!

Building Powerful Women – Professionally · Politically · Personally

(Cell) [252-423-0819](tel:252-423-0819) text only | (Fax) [252-473-1588](tel:252-473-1588)

www.nfbpwc.org NFBPWCNC@gmail.com

My business email signature, shorter but not short enough?

Marsha Riibner-Cady, MT(ASCP)BB
Certified Trainer
Cady CPR Solutions
252-423-0819

Your resource for CPR, First Aid Training and AED's!

Like us on Facebook and leave us a reference on Google.

Check out our website at www.cadcprolutions.com

Come to the meeting to see what happens to my signatures!

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

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

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

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

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_ciXLyvbuldbBOsV9Tg



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/

May Highlights in US Women's History

Celebrate Mother's Day and Memorial Day.

- May 1, 1950 – Gwendolyn Brooks becomes the first African-American woman to receive the Pulitzer Prize for Poetry, named Library of Congress's Consultant in Poetry (later called Poet Laureate) in 1985
- May 5, 1938 – Dr. Dorothy H. Andersen presents results of her medical research identifying the disease cystic fibrosis at a meeting of the American Pediatric Association
- May 6 – 12 Nurses Week
- May 8, 1914 – President Woodrow Wilson signs a Proclamation designating the second Sunday in May as Mother's Day
- May 10, 1872 – Victoria Woodhull is nominated as the first woman candidate for U.S. president for the Equal Rights Party
- May 12, 1968 – A 12-block Mother's Day march of "welfare mothers" is held in Washington, D.C., led by Coretta Scott King accompanied by Ethel Kennedy
- May 15, 1970 – Anna Mae Hays and Elizabeth P. Hoisington officially receive their ranks as U.S. Army Generals, becoming the first women to do so
- May 21, 1932 – Amelia Earhart Putnam becomes the first woman to complete a solo-transatlantic flight by flying 2,026 miles from Newfoundland to Ireland in just under 15 hours
- May 21, 1973 – Lynn Genesko, a swimmer, receives the first athletic scholarship awarded to a woman (University of Miami)
- May 29, 1977 – Janet Guthrie becomes the first woman to qualify for and complete the Indy 500 car race
- May 29, 1943 – "Rosie the Riveter" by Norman Rockwell appears on the cover of the Saturday Evening Post

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

Website Committee Report

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

Hello, from the NFBPWC Website Chair!

I am writing this note to the leadership teams of each NFBPWC Affiliate organization.

You to make sure the national website meets your needs and can properly represent your organization.

Did you know?

- a. **You can submit your BPW event to the national calendar!** Here is the process for doing so: [Calendar Submission Process](#).

When your event is posted to the national calendar...

- i. It appears on the NFBPWC home page as well as on your Affiliate webpage.
 - ii. It is included in the NFBPWC weekly Events email that is sent to our entire distribution list of members and non-members.
 - iii. It is usually picked up by the NFBPWC social media team for promotion on the National social channels, too! Not only do our followers have a chance to see the posts and engage with them, but this also gives you an opportunity to share the professionally designed posts on your social channels!
- b. **You can submit your members to be featured on the national website.** Here is the process for doing so: [Member Spotlight Submission](#)
- c. **We've created state-level Affiliate webpages.** Our goal is to drive prospective members to your website, so – we have tried to populate your page with information about what your organization is doing, where to find a local group and join, the events you're hosting, and information about your membership.

Special Request: can you please review your page for accuracy of information? Respond to me with changes/additions. Thank you!

1. Virtual: <https://nfbpwc.org/Virtual>
2. Arizona: <https://nfbpwc.org/Arizona>
3. California: <https://nfbpwc.org/California>
4. Colorado: <https://nfbpwc.org/Colorado>
5. Florida: <https://nfbpwc.org/Florida>
6. Illinois: <https://nfbpwc.org/Illinois>
7. Michigan: <https://nfbpwc.org/Michigan>
8. New York: <https://nfbpwc.org/New-York>
9. North Carolina: <https://nfbpwc.org/North-Carolina>
10. Pennsylvania: <https://nfbpwc.org/Pennsylvania>
11. Texas: <https://nfbpwc.org/Texas>

I encourage you to also take advantage of the many Member benefits & information available in the Member Area: <https://nfbpwc.org/Member-Area> (password protected).

Thank you for what you do for the mission of BPW!

BPW International News – President Dr. Catherine Bosshart

By: Dr. Catherine Bosshart, BPW International President

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



Dear Presidents of BPW

Dear Members

Over the last month we have been working hard on our partnerships. No BPW members exhibited during the Vicenzaoro exhibition, but we are in the process of preparing for member participation in January 2023. Similarly, we held discussions with engineers on the use of machinery in Africa. Contact the > [President's Office](#) if you have a wholesale company, are used to exhibitions and would like to participate in Vicenza.

Our projects for Ukraine have also moved forward. I would like to take this opportunity to thank from the bottom of my heart all members, clubs and federations who are donating and have donated to Ukraine. As the geopolitical situation stands, the war will keep us busy for a long time. The aid on the ground and for the refugees is

highly topical, but also the projects for the integration of the refugee women and children in the host countries of Europe will be a long-lasting process.

BPW International continues with its webinar series: on 28 April 2022 at 4pm CET, our Executive Secretary, Jenny Gulamany Abdulla, will continue the series with a webinar entitled *Understanding BPW's International Statutes*.

I hope you have all had a chance to relax a little over the Easter period and I extend my warmest greetings to you.

Dr. Catherine Bosshart
BPW International President

BPW Topical - BPW International Help for Ukraine



> [Donate now](#)

We are still in contact with the Chernihiv club. The situation is catastrophic. President Julia has written to us saying that she has returned to her half-destroyed house at short notice:

«I thought I was strong ... but the last days were too hard to accept. The condition of cities and towns and most importantly the people, after the retreat of the Russian army is shocking. [...] Hundreds, thousands of civilians were ruthlessly killed, tortured, raped [...] Those who survived are in critical conditions, both physically and psychologically [...] It is sad to see that many systems do not work. This applies to both government and business, as well as the volunteer movement. [...] We need to react instantly to change, readjust processes, admit mistakes and form strong teams of like-minded

people. Humanitarian-aid is being stolen, logistics are not set up, in some regions there is a surplus and work in reserve, in others – famine and death...»

Recently, a Swiss-Ukrainian helper talked to her on the phone. Julia and all the BPW members are alive. Some of the members sought refuge in a more secure area of Ukraine. In Chernihiv, she can again buy things. The surrounding villages are in a worse situation.

Goods Transport to Ukraine



Thursday April 21, 2022, a goods transport left Switzerland for the Polish border and will be forwarded from there to Chernihiv and Charkov. We have been able to give a first comprehensive shipment to our club in Chernihiv. This has been done in cooperation with *Ukrainehilfe in Graubünden*. I would like to thank Lydia Buchli and Beatrice Meisser from BPW Davos Klosters for the cooperation.

BPW Bern is collecting for our former members in Eastern Ukraine. Also a big thank you to the Bern Twinning Working Group.

We have also been able to support the transit station for refugees in Lviv with a contribution so that they can continue to offer women and children on the run a place to go with food, sleeping facilities and medical care. The station is intact and working at full speed. According to the latest information, there are around 400,000 refugees in Lviv.

We are also in contact with BPW Arad in Romania, President Dana Sas and Moldova who have to cope with a large number of refugees. At the moment we are clarifying how we can best be effective.

In Europe, more projects are in the pipeline.

BPW Italy has submitted a project for Ukrainian female students. FIDAPA BPW Italy is in contact with various universities and has achieved that they want to waive the registration fees for Ukrainian refugees. A scholarship will help 7 students to continue their studies.

BPW Madrid has developed a project to help Ukrainian women to regain a foothold in professional life.

Please send projects that help Ukrainian refugees to rebuild their lives in the West to the > [President's Office](#).

BPW International - Equal Pay - Gender Pension Gap



Roundtable “Equal Pension Day”: Your retirement is determined today.

This year, BPW Switzerland's Equal Pay Day focuses on the issue of pensions in general and 2nd pillar pensions in particular. In this area, women are especially discriminated against through unequal salaries. This imbalance is perpetuated throughout the period of retirement. In their working life, many women are not aware of the consequences a reduction in the time of their working life will have during their pensionable life. This roundtable intends to make the consequences visible. This *Gender Pension Gap* is much more significant than the salary gap.

It is important that the attention to this problem is raised at the beginning of professional life and that concrete proposals can be implemented.

Recent studies show that women tend to worry about their pension plans later than men and that they are generally unaware of this area. This roundtable will allow us to raise women's awareness so that they can grasp the complex facets of this issue at an earlier stage. In this way, they will be better able to lay the groundwork for a retirement that is as comfortable as possible.

This round table is organized by BPW Fribourg in connection with the Swiss Equal Pay Day and will take place at the University of Fribourg in French with simultaneous translation. > [Invitation](#)

BPW International - BPW Made a Difference



Support for BPW Lebanon after the explosion on 4 August 2020

After the terrible explosion in Beirut, BPW International launched a campaign to collect money for the people who had lost their homes. BPW Australia showed its sympathy and solidarity by donating a 40ft. container of 93 sewing machines, 420 rolls of textiles and 265 cardboard boxes of haberdashery. With the donated material, BPW Lebanon helped women in need of work to sew blankets and offer them to those affected in the worst way by the blast at the beginning of autumn. The salary of the seamstresses was paid with the money donated by BPW International and ABWOC. After that, BPW Lebanon members organized special workshops in Jounieh, in Abey and in Yahchouch including as many seamstresses as possible to create and to sell handmade designs, thus making a difference to their lives. Four exhibitions for the purpose of widening the circle of customers took place in France. So far 200 families in need were able to be helped. The project continues and will hopefully be effective for more families. > [Website](#)

BPW International - President's Activities

Candle lighting ceremonies in Sicily (Bagheria) and District Assembly of Sicily (Santo Stefano), March 31 – April 3, 2022

On 31 March 2022, International President Catherine was invited to a Candle Lighting Ceremony of the seven Clubs Altavilla Milicia, Bagheria, Caccamo, Casteldaccia, Palermo Felicissima, Palermo Mondello and Villabate in the gorgeous villa Ramacca in Bagheria. On April 1 the Candle Lighting Ceremony followed for the Club Termini Imerese in Palazzo Villarosa in Bagheria. On April 2-3 the District Assembly of Sicily followed in Santo Stefano where the International President presented the new initiatives of BPW International, the directory, the projects and the help for the Ukrainian refugees. The VP Membership Dr. Giuseppina Seidita introduced and coordinated the meeting. It was a wonderful experience to connect again with our Sicilian members. As always, the Clubs excelled in hospitality and the warmth of their welcome.



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

May days are paydays! Our 130 plus members are renewing their memberships while still working hard to recruit new members. Thank you to Treasurer Anne Marie Johnson for streamlining the process for club treasurers.

Our annual conference is May 14 in Sacramento, held both in person and via zoom. The featured speaker is Holly Martinez, Executive Director of the CA Commission on the Status of Women and Girls. Our two organizations' histories are connected and we are looking forward to the update on their work. We will elect and install the next officers' leadership team. Thank you in advance to those members running for office in support of our Federation.

On May 21, the Berkeley club will celebrate its 100th anniversary via zoom. All are welcome. Contact Manjul Batra if you can join in the festivities.

I had the pleasure of serving as State Representative at Sierra Mar District's conference last month. The District honored Linda Wilson for her 50 years of BPW membership. And they installed Vice Chair of Finance and San Gabriel Valley club President Lynn Wen as District President. Congratulations to both.



This is my last update as California's President. It has been an honor to serve my state and a pleasure working with National's team. Thank you to everyone for your support. We will 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 is looking forward to our Annual Convention on Saturday, **June 25**. It will be a two-part event:

- **The Business Meeting will be in the morning via Zoom.** Part of this meeting will include the first part of our Celebration of Women (when those honored by our chapters during the pandemic will speak to us). We will also be considering some Bylaws amendments, particularly one to move our fiscal year a month later to begin in July rather than June.
- **The Social Event will occur in-person in the late afternoon** (probably 3:00-6:00 p.m.). At this event, we will do the induction of new officers, present the certificates to those honored in our Celebration of Women, give our Young BPW members an opportunity to speak to us, do a candle-lighting ceremony, and enjoy food and drinks. The location of this event is likely to be a winery in central Denver.

There will soon be an announcement about the cost of registration for each of the events and the location of the Social Event.

Our Legislative Bills Subcommittee continues to meet regularly during the 2022 session of the State General Assembly, which ends on May 11. So far, the group has looked at 80 bills that align with our Advocacy Platform. Some of the most notable bills that we have added since last month are the following (we are supporting all of these; all the bills we opposed were killed):

Economic Equity & Justice -

- Loan Program for Resident-Owned Mobile-Home Communities
- Career Advisor Training Program
- Restrictive Employment Agreements

Health Equity & Justice -

- Rural Health-Care Workforce Initiative
- Health Needs of Persons in the Criminal Justice System
- Primary Care Alternative Payment Methods

Human Rights -

- Water Quality Regulation
- Oversight of Chemicals Used in Oil and Gas Extraction
- Programs to Reduce Ozone Through Increased Transit
- Food Pantry Assistance Grant Program

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

The South Florida BPW club continues to meet monthly at various restaurants.

We have had difficulty getting private space in the restaurants without a hefty deposit.



MARY ANTOINE - SECRETARY

Therefore, we have moved our start time earlier to accommodate our speakers before the public areas in the restaurant gets too busy. Our programs have been focusing on "Know our Members" giving each member a chance promote her business or profession and hobbies.

April's speaker was Mary Antoine – club Secretary and Franchise Development Manager with Dream Vacations. Mary presented the status of the travel industry and provided information about this home-based travel agency franchise. For more information visit www.DreamVacationsFranchise.com



MARY ANTOINE AND JACKIE CASTNER - CHAIR OF HEALTH AND WELLNESS



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

This month, I would like to call out some of the women who are leaning in to make our NYC Chapter extra-ordinary. The list does not include everyone who has stepped up, and I apologize for that – each one of you is appreciated for what you bring to the rest of us.

April saw the launch of our mini-cultural awareness/competency series by Djenabou Bah, who kicked it off with Ramadan Mubarak! A beautifully presented welcome to Ramadan, not only explaining what Ramadan is and how it is observed but inviting attendees to share their experiences and ask questions in a safe space. The recording will be available for future viewing through our Ning platform, and our website. On April 30th, she hosts Eid Mubarak! which will follow the same pattern. We are actively looking for members

(from any club), to host an event on their culture, religion, or celebration to share with others and help them understand one another better!

Francesca Burack held a fourth training/sharing/learning session for the Executive Committee of the NYC Chapter, leading us through important questions about what we were doing, where we were going, and what we needed to better focus on to meet our goals. The time provided a safe space for incredibly valuable insights to surface – reminding us that there is always more to learn and to do.

Emily VanVleck has engaged with YBPW in NYC, and this part of our membership is growing apace. She is developing strategies to help new members better understand our organization, how they can benefit and what they can assist with.

Shaheda, an Afghan student in NYC and student member, is leading the Khahari club, which is a safe forum, managed in Dari, in which to share concerns, experiences, expectations and also needs.

Veronica Sexton, our current Koch Fellowship intern is providing us with invaluable input on what is lacking in so many areas around violence against women and mentoring support for marginalized women, in addition to her internship work on disseminating information.

Voyka Soto is doing an amazing job as ring master, not only with the internship program, but with reminding us of all we need to do and keeping us in line with our core mission. We presently have 3 new applications for internships, and we are bringing an amazing person on board to be our social media coordinator and message formulator!

Christina Turczyn, member, is providing invaluable input on Ukraine as well as on business and professional women who are otherwise enabled and may have very specific needs.

Our UN Representatives continue their diligent activities, and Nermin Ahmad has been invited to be a candidate Treasurer for the UN Committee on Migration in the upcoming elections.

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

NFBPWC North Carolina

Executive Committee:

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



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

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

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

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

Meeting ID: 830 7033 2328

Passcode: 612268

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

At our April 21st meeting we watched the recording of the CSW66 parallel event “Achieving Economic Empowerment for Displaced Business and Professional Women.” If you didn’t have the chance to watch either CSW 66 presentations, please use this link to watch them! <https://nfbpwc.org/UN-CSW>

Next meetings will be May 19, June 16, and July 21. In May we will celebrate the mom’s in our lives. Barbara Bozeman will be planning our June and July Meetings.

NFBPWC-NC thanks our contributing magazine authors Varnell and Elaine for contributing to our last 3 articles.

NFBPWC-NC wishes all the moms of 2 and 4 legged animals, plant moms and pet rock moms a very Happy Mother’s Day!

What Is Your “Superpower?”

Submission by Varnell Kinnin, NFBPW-NC

We all want to be “Wonder Woman” or “Supergirl.” You know this is true. But we all have superpowers. How is that you ask?

What is that one thing you are good at? For example, are you a good listener? A lot of people don’t have time or want to listen to other people’s problems or sob stories. They don’t want to be bothered. But you, you sit, listen and offer a shoulder to cry on. You are not judgmental. You let them get it all out and offer a rational solution. That is a superpower.

Maybe listening is not your superpower. Maybe you are a nurse. You make your patients feel special. You make them feel like they are the only patient you have. You keep them clean, calm and assured. They are not stressed

or worried because you stop by and ask, “Do you need anything?” They don’t feel abandoned or alone. That is your superpower.

If nursing is not your thing, cosmetology maybe your gift. Your clients come to you for the hairstyle that makes them look beautiful or help them regrow hair. You look at their face and their hair and you see the perfect style. You see the perfect cut and color. When they leave the shop, they feel like a million dollars. That is your superpower.

Some people are fundraisers. They can come up with a plan and a goal to raise money for a nonprofit and blow it out of the park. They know people, their likes and dislikes. These people can “rally the troops”, make everyone feel important and cheer them on. That’s your superpower.

If you aren’t the fundraiser type, then maybe you are the team leader. You are the “go to person” for everything under the sun. If no one else can do it, they come to your door and you take charge. You do an agenda, get the group together and make an action plan. You are the queen of parliamentary procedures. You know what each officer or committee chair should do. The meetings flow as smooth as silk. That is your superpower.

Then there are the “crafters.” These people can take nothing and make a beautiful product that everyone want. A bag of yarn can become a scarf. Two yards of material can become a dress. A pinecone can become a miniature Christmas tree. For a last-minute birthday gift, you take five or six candy bars and make a floral arrangement. For center pieces, you take tissue paper used for gift wrap and make floral centerpieces for tables. That is your superpower.

Some people are educators. This is my superpower. I work with students to help them master Reading, Writing, Science, Social Studies and Math. To see their faces when they pass a course or see the “light bulb” come on when they figure out how to work a math problem.

Finally, if you are a mother, aunt, guardian, or grandmother and ever had to listen to your kids or take care of them when they are sick, you have those superpowers. If you had to comb and style your children’s hair, that’s another one of your superpowers. If your kids went to school, of course you were involved in fundraising. You taught your child from the time they understood your facial expressions to your words. And if you were involved in the Parent Teacher Organization, or any organization, you had to help somewhere with decorations be it school, church or a birthday party. Those are your superpowers.

Mothers, you know you have superpowers. You do it all. The trick is to know your limits. Supergirl and Wonder Woman knew what would zap their superpower. Take care of your superpower, take care of you.

HAPPY MOTHER’S DAY!



Pennsylvania Affiliate Chapter

Executive Committee:

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

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



By: Nancy Werner, President, NFBPWC Pennsylvania

Our April has been a slow-going adventure as we had no meeting. We are looking ahead for June 5 to host our next Zoom meeting. It will be a few days prior to the BPWPA Convention in Gettysburg and we wish to be ready to share on the Convention floor. With the motto of "Be Prepared," our May work will be just that!

I attended the National Board Meeting on Tuesday, April 12 with VP Cathy Collins.

Membership - Cathy Collins was able to attend the National meeting on April 18. We have a new member, Mary Stevens. She is a member of the BPWPA District One in the NW area of the State. However, she moved to Houston, Texas to be near her family a few years back. As long as we have Zoom, she is willing to be part of our group.

I am still working with the L3, (LifeLong Leadership and Learning), I have attended the Facilitator Meeting on April 22 with Kathy Telban, Jane Taff and the other L3 Facilitators. Today we worked on the module descriptions.

I did write my third article for our State Publication, The KEY, and it was released on April 1. Personally, I feel our PA Affiliate Chapter is getting the more attention. Sharing our work with the Afghan Women has been a real pulse.

Emily Holgash is a wealth of Internet information. She sends what she gathers to Ginny Bailey who places on our Facebook NFBPWC page. Between Ginny and Emily, they are a fabulous team of sharing important information to all of us.

I cannot miss Lilly Gioia, a true advocate for all women. She sure can investigate all the latest news whether here in PA or nationwide.

I wish to brag about our member, Amanda Owen, who made the Philadelphia airwaves with her work on the Justice Bell of 1915. It was rather exciting to turn on the news and there she was sharing all her investigating into the background of this symbolic bell. It stood for the Women's Suffrage of PA during the Election of 1915. Although PA women lost this vote and the bell went into obscurity, Amanda found it and what a story it has become!

Lastly, I mentioned last month that I portrayed Lena Madesin Phillips, our founding mother of the NFBPWC to my local group. Well, I have a photo to verify this fact. Enjoy the wonderful month of May.



NANCY AS LENA MADESIN PHILLIPS

Pennsylvania Advocacy Report

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

EMPOWERED WOMEN MOVING UP TO SERVE OUR NATION:

Judge Ketanji Brown Jackson Confirmed to Serve as U.S. Supreme Court Justice:

According to a 3/25/22 statement by the American Constitution Society, Judge Ketanji Brown Jackson will bring “exceptional qualifications and positive impact” to the U.S. Supreme Court’s deliberations. In opening remarks before the Senate Judiciary Committee, Judge Jackson said, “I am humbled and honored to have the opportunity to serve in this capacity and to be the first and only Black woman to serve on the U.S. Supreme Court. I stand on the shoulders of generations past who never had anything close to this opportunity.” “The fact that it has taken this long for a Black woman to be nominated to the Supreme Court will be a permanent scar for the Court and our country,” said former Senator Russ Feingold in this statement. “Her perspective as a Black woman, as a former public defender, as someone with nearly nine years of judicial experience, will strengthen the Court’s deliberations and help the Court better understand how its decisions will impact the peoples’ lives.” Following her confirmation, the American Constitution Society also stated: “We are profoundly disappointed that certain Senators have used this historic confirmation hearing to grandstand and to make blatantly unfounded and aggressive attacks in an attempt to distort Judge Jackson’s qualifications and her record as a judge. The repeated use of racist and dog-whistle politics is reprehensible and is compounded by the insistence of these same Senators to endlessly interrupt Judge Jackson and prevent her from answering questions. This disrespectful behavior continues an alarming trend that we have witnessed throughout the last year during the confirmation hearings of women of color.”

Shalanda Young Confirmed to Serve as Office of Management & Budget (OMB) Director:

After a bi-partisan vote of 61-36, Shalanda Young now runs the White House office President Biden calls the “nerve center of the government.” Her 14 year experience as a House Appropriations Committee staff member and a Presidential Fellow with the National Institutes of Health, gave Director Young a strong foundation. She helped create proposals to successfully reopen the government after the 2019 Trump government shut-down, and worked on the federal government’s COVID-19 response, according to a 3/17/22 report by The Grio. Serving as Budget Director Young oversees a \$1.9 trillion pandemic relief package and more than \$1 trillion in the infrastructure plan, among other appropriations. Shalanda Young is the first woman of color to serve as Budget Director. She served as acting director since March 2021, according to a 3/15/22 report in The 19th. At her confirmation hearing Young said “a budget is your values.” She described growing up in a Louisiana town, population around 2,000—the same town where her maternal great grandparents lived and had her grandmother in 1928. “Somehow, even then, in the segregated South, my great grandparents sent their child, my grandmother, to college,” Young said. “I am grateful they prioritized education—a commitment that has stayed in my family for generations.” Last fall Young took maternity leave following the birth of her daughter. “Working moms have felt some of the worst of this pandemic—and at a time when the full-blown child care crises and the lack of a strong national paid leave policy has been especially hard for working moms,” said Senator Patty Murray (D/WA) at the Senate hearing. “I can’t think of anyone more appropriate than putting a working mom in charge of America’s budget.”

Michal Freedhoff, the Nation’s New Toxic Chemical Regulator at E.P.A.:

Charged with protecting Americans from toxic substances used in agriculture and manufacturing, Michal Freedhoff now heads the Office of Chemical Safety and Pollution Prevention. This agency has a reputation for being captured by the companies it regulates. Freedhoff, a mother of four, has a reputation for working late and sending emails at 4 a.m., according to a 4/2/22 Pro Publica profile in Government Executive News. Undertaking this critical job, Freedhoff knew it involved a massive cleanup effort, working with traumatized staff to rework decisions the Trump administration pushed through based on skewed science. Freedhoff took up science in college and received a doctorate in chemistry in 1995. Her first job at the American Institute of Physics was

translating science into language that policymakers could understand. Dealing with everything from nuclear waste to vehicle emissions, Freedhoff worked as director of oversight on the powerful Environment & Public Works Committee. She is dedicated to thwarting the spread of toxic “forever chemicals” associated with an array of health problems including cancers, autoimmune disorders and fertility challenges. “This is what I came to do. It wasn’t just ‘Write a rule for this or that chemical. It was implement a law that I had the opportunity to help write,’” she told Pro Publica. Freedhoff is short – barely peaking over the wheel of her sunshine yellow car – with frizzy hair. She favors chunky necklaces, wide-leg pants and practical shoes. She’s been dealing with serious chemical pollution of North Carolina waters linked to health issues including ulcerative colitis, pregnancy-induced hypertension, thyroid disease and testicular cancers.

Admiral Linda Fagan Nominated to Lead U.S. Coast Guard:

Chair of the Senate Commerce Committee, Senator Maria Cantwell (D/WA), praised Admiral Linda Fagan saying, “Admiral Fagan’s nomination will inspire generations of American women to strive to serve at the highest levels in the Armed Services.” If confirmed, according to a 4/5/22 N.P.R. report, Admiral Fagan would replace current commandant Admiral Karl Schultz who plans to retire 6/1/22. She would become the first female leader of the U.S. Coast Guard. Fagan has served on all seven continents, currently serving as second-in-command. Admiral Schultz recognized Admiral Fagan as “an exceptional senior Coast Guard officer and nominee possessing the keen intellect, the depth of operational experience and well-honed leadership and managerial acumen to serve with distinction as our service’s 27th Commandant.”

Jen Easterly, Director of Cyber Security & Infrastructure Security Agency (CISA):

With concerns mounting over possible retaliatory Russian cyber hacking attacks on the U.S., 60 Minutes quizzed CISA Director, Jen Easterly on 4/17/21. Nominated by President Biden in April 2021 and confirmed by the Senate on 7/12/21, she leads CISA efforts to understand, manage and reduce risk to the cyber and physical infrastructure Americans rely on every day. Before serving in her present role, Easterly headed Morgan Stanley’s Firm Resilience, overseeing risk management and responding to business disruptions. Easterly previously served in the White House as Special Assistant to President Obama and Senior Director for Counter-terrorism as well as Deputy for Counter-terrorism at the National Security Agency (NSA). Twice a recipient of the Bronze Star, Easterly retired from the U.S. Army after more than 20 years of service in intelligence and cyber operations including tours of duty in Haiti, the Balkans, Iraq and Afghanistan. Responsible for and standing up the Army’s first cyber battalion, she was also instrumental in the design and creation of the U.S. Cyber Command. A distinguished graduate of the U.S. Military Academy at West Point, Easterly holds a Master’s degree in Philosophy, Politics and Economics from the University of Oxford where she studied as a Rhodes Scholar. She is a member of the Council on Foreign Relations.

RAPE AS A ‘WAR CRIME’ at the INTERNATIONAL CRIMINAL COURT:

Daily horrific headlines from Ukraine bring calls to document Rape as a “war crime.” In 2019 a Congolese gynecologist, and Nadia Murad, an Iraqi Yazidi, were awarded the Nobel Peace Prize for their work to stop the use of sexual violence as a weapon of war. But a 4/24/19 Washington Post report detailed how a United Nations Resolution against sexual violence in war could not be passed due to adamant opposition by the Trump administration. Political leaders and celebrities at the time urged the United States to “stand on the right side of history,” as actor George Clooney said, and to “ensure [victims] voices are at the center of our response,” as actress Angelina Jolie wrote in an op-ed. Eventually, only a watered-down version, diluted by the Trump administration, passed the Security Council. European allies were furious. China and Russia, however, supported the Trump version removing all references to “reproductive and sexual health.” Using language mentioning “reproductive and sexual health,” would be understood as support for abortions, the Trump administration stressed. In particular, Vice President Mike Pence, staunchly opposed abortion rights, according to a Reuters’ report. China and Russia also opposed parts of the resolution that would have made it easier for international organizations to track perpetrators of sexual violence in war.

In 2019 some US allies suggested American objections were “threatening the dignity of women worldwide.” Today in Ukraine, the UN resolution established in 2019, in practice, could mean that perpetrators fear less international scrutiny. Unlike most of the world, the United States never ratified the treaty that founded the International Criminal Court. A 7/2/20 Foreign Policy report detailed former Secretary of State Mike Pompeo’s campaign against the International Criminal Court and former President Trump’s threats of economic sanctions against Court staff and their families. The International Criminal Court in the Hague, Netherlands is the first and only permanent international court with jurisdiction to prosecute individuals for the international crimes of genocide, crimes against humanity, war crimes and the crime of aggression. Rape has often accompanied conflict in history, but the use of sexual violence as a systematic intimidation tool mostly emerged in the 20th century. A European Commission report found that “impregnated girls have been forced to bear ‘the enemy’s’ child,” exposing them to “lifelong psychological scars.” A United Nations’ State of the World’s Children report concluded that “sexual violation of women erodes the fabric of a community in a way that few weapons can.”

UNDER NEW TEXAS LAW, IS SELF-INDUCED ABORTION MURDER?

A 2021 Texas law, the harshest reproductive rights law in the nation, allows abortion for only a few weeks after pregnancy. That is before most people typically even know they are pregnant. 26 year old Lizelle Herrera, who allegedly tried to end an unwanted pregnancy, was arrested in April for murder when officials said she “intentionally and knowingly caused the death of an individual by self-induced abortion.” According to a 4/9/22 HuffPost report, a spokesperson for the Starr County Texas Sheriff’s Office said no details about the abortion or fetus were provided. Mr. Rockie Gonzales, founder of the Rio Grande Valley Abortion Assistance Fund, said “What we know is, criminalizing pregnant peoples’ choices or pregnancy outcomes, which the state of Texas has done, takes away peoples’ autonomy over their own bodies and leaves them with no safe options when they choose not to become a parent.” The Texas law provides no exceptions for pregnancies caused by rape or incest. It allows private citizens to sue anyone who performs an abortion or “aids and abets” a procedure. A 4/11/22 BBC report said Herrera spent three days in jail before Starr County District Attorney Allen Ramirez stated it was “clear” Ms. Herrera could not be prosecuted under Texas law. The Frontera Fund, an abortion rights organization, said Herrera was released on \$500,000 bail after which the District Attorney said, “the events leading up to this indictment have taken a toll on Ms. Herrera and her family. To ignore this fact would be short-sighted.”

Texas doctors who perform abortions past the six week point may be sued, but not the women who get the procedure. A March 2022 University of Texas Policy Evaluation Project found that from September 2021 to December 2021, nearly 1,400 Texans each month were traveling to neighboring states for abortions. Several states like Texas have barred abortions much earlier in pregnancy in anticipation of a Supreme Court ruling that may overturn the landmark legal decision guaranteeing the right to abortion in the United States. The Supreme Court in June will rule on a Mississippi law that would bar abortions after 15 weeks of pregnancy even in cases of rape or incest.

THE EUROPEAN UNION’S NEW LANDMARK DIGITAL ACT AIMS TO RESTRICT BIG TECH’S POWER:

On 3/24/22 the European Union agreed to one of the world’s most far-reaching laws to address the power of the biggest tech companies, potentially reshaping App Stores, online advertising, e-commerce, messaging services and other everyday digital tools, according to a New York Times report. The law, called the Digital Markets Act, is aimed at stopping the largest tech platforms from using their interlocking services and considerable resources to squash emerging rivals, creating room for new entrants and fostering more competition. What that means practically is that companies like Google will no longer be able to collect data from different services to offer targeted ads without users’ consent and that Apple may have to allow alternatives to its App Store on iPhones and iPads.

A 3/30/22 CNN report said changes to how search engines can rank their own services may mean that consumers could no longer see Google Flights at the top of the Google search results page when they’re looking to take a trip. At a time when many governments are trying to better regulate big tech, the Digital Markets Act is a reminder of how far ahead Europe is compared to the United States. The E.U. proposal is among the most ambitious and may be the closest to becoming reality. While the regulations apply in Europe, many policy

experts expect that the ideas set forth in the Digital Markets Act could eventually be enshrined into law worldwide, both because it sets expectations for regulators elsewhere and because companies could choose to adopt the changes more widely. Violators of the law, which will take effect as early as later this year, could face penalties of up to 20% of their global revenue. The Digital Markets Act is part of a one-two punch by European regulators. As early as April, the E.U. is expected to reach an agreement on a law that would force social media companies such as Meta, the owner of Facebook and Instagram, to police their platforms more aggressively. With these actions, Europe is cementing its leadership as the most assertive regulator of big companies. Raising the bar has the potential to bring big tech companies under a new era of oversight—just like health care, transportation and banking industries.

Europe's moves contrast with the lack of activity in the United States. While Republicans and Democrats have held several high-profile Congressional hearings to scrutinize Meta, Twitter and others in recent years, no new federal laws have been passed to address what many see as Tech Company's unchecked power. Tech industry groups criticized the new law as biased against American companies and predicted it would harm innovation in Europe.

SOME HOPEFUL & TROUBLING NEW PENNSYLVANIA STATISTICS:

Deaths now exceed Births in Pennsylvania -

All but five Pennsylvania counties saw more deaths than births from 2020 to 2021 while the state's total population dropped by 25,519 people amid COVID-19, low fertility rates and continued out-migration, according to new data. The U.S. Census Bureau numbers released in late March 2022 show 159,229 statewide deaths between July 2020 and July 2021 compared to 128,351 births. A 3/28/22 PA Post/Spotlight PA report shows only Philadelphia, Lancaster, Chester, Lehigh and Dauphin Counties bucked the trend. Rural counties tended to epitomize the trend. In more than 73% of U.S. counties in 2021 deaths out-paced births. That figure is up from 2019 and 2020. The Census Bureau estimates that since the COVID-19 pandemic count began in March 2020, more than 44,000 lives have been lost in Pennsylvania.

Pennsylvania "HATE SPEECH" capital of America:

Pennsylvania led the nation in displays of white supremacist propaganda in 2021 according to data compiled by the Anti-Defamation League (ADL). Will the rise in hate speech finally be the spark that leads to the passage of bills toughening the penalties for such offences, was the question in a PA Capital Star 3/27/22 report. Pennsylvania had 473 occurrences of hate speech, far ahead of the next closest states of Virginia and Texas. Pennsylvania had double the number of instances in Massachusetts, Washington State, Maryland or New York. Andrew Goretsky, the Anti-Defamation League's California-based Regional Director, urged Pennsylvanians to learn the symbols used by white supremacist groups so they may be reported to law enforcement and the ADL. "Words fall flat if they are not matched by action," Goretsky said. "The Pennsylvania legislature so far has failed spectacularly and time is running out to correct it." Allegheny County Democratic Representative Dan Frankel pointed out that it's been three years since 11 lives were lost at the Pittsburgh Tree of Life Synagogue mass shooting. "Despite initially positive noises by the General Assembly, the Republican majority has allowed Frankel's proposed legislation on hate speech to "vanish without a trace in every legislative session since," the PA Post stated.

Governor Wolf's 2022 Budget Proposals to Help Women & Families:

With budget negotiations going on in Harrisburg and the Commonwealth maintaining a staggering \$5+ billion budget surplus, Governor Wolf has proposed a \$15 million (77%) increase to implement additional evidence-based home visiting and family support services to an additional 3,800 families. There is a \$1.2 million allocation to add postpartum depression as an eligible tracking category for early identification of need for early intervention services. \$30 million is proposed to fund two new childcare options for state employees along with \$1 million to support re-entry services to women. The Governor never relents on his advocacy to increase Pennsylvania's anemic minimum wage, so critical to women who are the majority of the state's minimum wage workforce. He proposes \$12 an hour effective July 1, 2022 with an annual increase of 50 cents until it reaches \$15.

Governor Wolf also proposes a 50% increase of \$500,000 to support the “It’s On Us PA” program that promotes healthy relationships and protects students from sexual violence on college campuses and schools. Governor Wolf announced four bills aimed at expanding Pennsylvania’s “It’s On Us” Initiative instituted to address sexual harassment and sexual assaults after the Trump administration under Education Secretary Betsy DeVos, obliterated hard-fought Title IX protections. The four-bill package included:

SB730, HB1489 – Affirmative Consent Standards – Yes Means Yes Act.

SB909, HB1699 – Strengthening Victim Protections – Sponsored by BPW member Rep. K. Boback.

SB785, HB1490 – Educate Middle School & High School Students in Pennsylvania on Preventing and Recognizing Sexual Violence, Abuse and Stalking –

SR122, HR108 – Create a Task Force to Gather Data on Student Experiences –

Many Pennsylvania BPW members will not be surprised that all these bills have been marooned in Republican-controlled Education Committees for months.

PA BEGINS FULL YEAR POST-PARTUM MEDICAID COVERAGE FOR NEW MOTHERS (FINALLY)!

Thanks to changes provided in The American Rescue Plan signed by President Biden in 2021, Medicaid expansion now has a life-saving investment in post-partum care. A PA Capital Star 4/12/22 report noted that about three of every 10 Pennsylvania births are covered by Medicaid. A Maternal Mortality study earlier this year examined dozens of deaths of PA residents who were pregnant or had been pregnant in a year prior to their deaths. The top recommendation was to extend health coverage. Were every state to extend post-partum coverage, the US Health Department estimates that as many as 720,000 women could benefit from this rule change across the nation.

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores President

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

NFBPWC Houston

Executive Committee:

To be announced.

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

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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


NFBPWC Virtual Club

Executive Committee:

Daneene Monroe Rusnak President
Vacant Secretary
Leona Phillips Interim Treasurer

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

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter



**NFBPWC is looking for
your submissions for the
next Magazine.**

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

**Submission Deadline for the June
Magazine is Monday, May 23rd at
5:00 pm Mountain Time**

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

@VestaBlueStudio

Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

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

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

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

Economic Equity and Justice

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

Health Equity and Justice

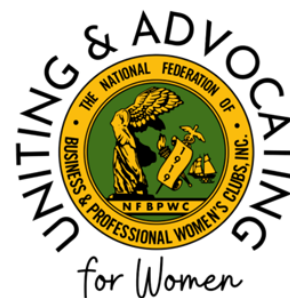
- Access to affordable care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education funding for women and girls
- Prevention of pregnancy and infant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

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

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

NFBPWC MEMBERSHIP

A BROAD RANGE
OF BENEFITS



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

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

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

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

Our NFBPWC Heritage



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

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

Our Ambitions

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

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

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

Benefits of Affiliation

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

Individual Benefits

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

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

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

www.NFBPWC.ORG



LADIES, YOUR HEALTH IS IMPORTANT!

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



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

GOOD HEALTH PROGRAM FEATURES:



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



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



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



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



Save on generic drugs and brand name prescriptions

See the reverse side for more plan information.

What's Included in this plan?

Telemedicine

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

Mental Wellness

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

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

Dental Care

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

Vision Care

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

This plan is not insurance.

Not available in WA.

Prescriptions

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

Plan Options

 **Member Only**
\$16.00 / month

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

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

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

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

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

