

NFBPWC Magazine

SEPTEMBER 2022 ISSUE

Cultivate Connections,  
Create Community

Women on the Move





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**Submission Deadline for the October Magazine is Friday, September 23<sup>rd</sup> 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

#### September 14, 2022

4:00 pm PST / 7:00 pm EST

NFBPWC Entrepreneur & Small Business Committee Meeting  
(BPW Members Only)

<https://nfbpwc.org/event-4943100>

#### 2<sup>nd</sup> Monday of the Month

September 12, 2022

Health Committee Meeting

Email for info: [Health@NFBPWC.org](mailto:Health@NFBPWC.org)

#### 1<sup>st</sup> and 3<sup>rd</sup> Mondays of the Month

5:00 pm PST / 8:00 pm EST

Membership Committee Meeting

Email for info: [VPMembership@NFBPWC.org](mailto:VPMembership@NFBPWC.org)

#### 1<sup>st</sup> Wednesdays of the Month

2:00 pm PST / 5:00 pm EST

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

POSTPONED until September

#### 2<sup>nd</sup> Wednesdays of the Month

September 14, 2022

4:00 pm PST / 7:00 pm EST

Small Business Committee Meeting

#### 3<sup>rd</sup> Wednesdays of the Month

3:00 pm PST / 6:00 pm EST

Virtual Chapter Meeting

#### 2<sup>nd</sup> Thursdays of the Month

September 8, 2022

4:00 pm PST / 7:00 pm EST

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

### Regional Events

#### September 14, 2022

6:30 pm MDT

NFBPWC Colorado / BPW Denver Happy Hour (Open to All)  
Hybrid (in-person & Zoom)

<https://nfbpwc.org/event-4942937>

#### September 15, 2022

5:00 pm PST / 8:00 pm EST

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

<https://nfbpwc.org/event-4654789>

#### September 21, 2022

Virtual Chapter Planning Session

Check the website for events

#### September 2, 2022

International Opportunities at BPW (Skype – open to ALL BPW Members)

12:00 pm PST / 3:00 pm EST

<https://www.nfbpwc.org/event-4947940>

#### November 6, 2022 \*\*Mark your Calendars\*\*

4:00 pm PST / 7:00 pm EST

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

Email for Zoom info: [nancy.werner73@gmail.com](mailto:nancy.werner73@gmail.com)

## About NFBPWC

Developing 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.*

### Theme for 2022-2024

*Cultivate connections, create community*

### Focus Issue for 2022-2024

*Women on the Move*

### Contacting your NFBPWC Executive Committee (2022-2024):

Megan Shellman-Rickard, President  
Kathy Kelly, VP Membership  
Daneene Monroe Rusnak, VP Advocacy  
Sondra Nunez, Secretary  
Tahmina Herawie, Treasurer  
Emily VanVleck, 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, Trudy Waldroop, California  
Environment & Sustainable Development, Marikay Shellman, Colorado  
Finance, Open  
Health, Keri Hess Laursen, California  
International Liaison, Sandy Thompson, California  
Justice, Equity, Diversity and Inclusion, Sher Singh, California  
Legacy Fund, Deborah Fischer, Colorado  
Lifelong, Leadership & Learning, Jane Taff, California  
Membership, Kathy Kelly, Colorado  
Mentoring, Dr. Trish Knight, Virtual  
Nominations, Manjul Batra, California  
Public Relations, Suzette Cotto, NFBPWC Virtual  
Small Business, Marsha Riibner-Cady, North Carolina  
Women on the Move, Nermin Ahmad, NYC  
United Nations, Open

vpadvocacy@nfbpwc.org  
bylaws@nfbpwc.org  
environment@nfbpwc.org  
finance@nfbpwc.org  
health@nfbpwc.org  
international@nfbpwc.org  
dei@nfbpwc.org

L3chair@nfbpwc.org  
vpmembership@nfbpwc.org  
mentoring@nfbpwc.org  
nominations@nfbpwc.org  
PRchair@nfbpwc.org  
smallbusiness@nfbpwc.org  
womenonthemove@nfbpwc.org  
UNchair@nfbpwc.org

### Special Committees/Taskforces:

Digital Training, Marsha Riibner-Cady, North Carolina  
Gender Based Violence, Crystal Guillory, Virtual  
Marketing, National Team  
Magazine/Newsletter, Michele Guarino, NFBPWC Virtual  
Military Affiliated Women, Alice Gallop West, North Carolina  
Social Media, Suzette Cotto, Virtual  
Website, Open

digitaltraining@nfbpwc.org  
cesh@nfbpwc.org  
marketing@nfbpwc.org  
newsletter@nfbpwc.org  
militarywomen@nfbpwc.org  
socialmedia@nfbpwc.org  
website@nfbpwc.org

## President's Message



### President's Letter

#### Cultivate Connections, Create Community

What an honor it is to be elected to serve a second term as President of the NFBPWC. I am humbled by the continued support and inspiration that guides me as we continue our efforts develop the business, professional, and leadership potential of women at all levels. I'm privileged to be serving with incredible women from our organization and I encourage every member to get to know our new Executive Committee and Board of Directors. NFBPWC is fortunate to have such inspirational members working to accomplish our goals

as we continue to unite, educate, and advocate for women.

It is my pleasure to announce the theme, "Cultivate Connections, Create Community," and the focus issue, Women on the Move, for the 2022-2024 term. Both were unanimously approved by the Executive Committee, and we are thrilled to work with members to move both ideas forward during the new term.

A huge congratulations and note of appreciation to the incoming 2022-2024 Executive Committee!

Vice President Membership, Kathy Kelly, BPW Colorado

Vice President Advocacy, Daneene Monroe Rusnak, NFBPWC - Virtual

Secretary, Sondra Nunez, California BPW

Treasurer, Tahmina Herawie, California BPW

Young BPW, Emily VanVleck, NFBPWC - NYC

Immediate Past President and Parliamentarian, Sandra Thompson, California BPW

Thank you to these incredible women for choosing to serve at the National level. Every position on the Executive Committee is integral to our success. It is only with their contributions of intellect, experience, commitment, and service that we are able to propel this organization forward into the 21st century.

To the 2020-2022 Executive Committee, it cannot be expressed in words how grateful we are for your service, comradery, and sisterhood. On behalf of the entire organization, you made the last two years a success!

Vice President Membership, Kathy Kelly, BPW Colorado

Vice President Advocacy, Daneene Monroe Rusnak, NFBPWC - Virtual

Secretary, Barbara Bozeman, NFBPWC - NC

Treasurer, Deborah Fischer, BPW Colorado

Young BPW, Ashley Maria, California BPW

Immediate Past President and Parliamentarian, Sandra Thompson, California BPW

Congratulations to the incoming 2022-2024 Board of Directors, as each of those serving help us work towards a more just, equitable, diverse, and inclusive organization.

Thank you to the 2020-2022 Board of Directors for joining in a vision of diversity, equity, and inclusion. Your success is beyond notable. You are an amazing group of individuals who helped create a successful membership community that continues to reach for the stars.

At the 2022 General Assembly and Conference, we celebrated being Together, Again. Our acknowledgment that we are all pieces of a puzzle that work interdependently both brought us together and helped us collaborate for a successful event. From the initial hugs to the teary goodbyes, we celebrated every moment together. Recognizing the need for many to join us virtually, we used Zoom, computers, text messages, and mobile phones to allow those joining us from a distance to connect with us as much as possible. We rejoiced at having a diverse group of members attend. Our in-person attendees immediately formed a micro-community within the large

hotel and reached out to our members who were joining at a distance. We connected the pieces of the puzzle as we shared these moments.

Admittedly, time seemed to shorten as we did the work of the NFBPWC, followed by festivities. The Awards Ceremony that was planned for the conference at the Gala was truncated by necessity. The 2020-2022 term was successful due to the community created by our amazing leaders and members. The theme for this term is "Cultivate Connections, Create Community." As we continue to move forward with this in mind, we will be celebrating the inspirational accomplishments and service by members of this organization during the last term at the beginning of the upcoming Board of Directors meeting on October 11, 2022 at 8PM Eastern. Please plan to attend the Zoom meeting. Wear your sparkly attire (sweat pants below Zoom view are acceptable) and bring a champagne glass full of your favorite drink as we finish our celebration of this amazing community that we call the National Federation of Business and Professional Women!

As we begin this next term, we will be asking members to bring forward their goals for the future of NFBPWC. What 5 goals do you have for the organization, as a leader and/or a member? Think of 3 attainable goals and 2 dream goals and let's see what we can accomplish as we cultivate connections and create community. We know that collectively; our influence is stronger. We can accomplish more by raising our voices together. The women of today need to hear us. The women of tomorrow want to see us standing strong against misogyny, racism, violence, and injustice. We have the power to make a difference as we continue to honor our interconnectedness as humans, more specifically as women.

I look forward to celebrating and honoring one another, as each member brings their own gifts to the conversation.

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

Kind Regards,

Megan Shellman-Rickard  
NFBPWC President  
2020-2024

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



By: Kathy Kelly

1<sup>st</sup> Vice President of  
Membership, NFBPWC (2021-  
2024)

Dear BPW sisters,

I am honored to have been  
elected for the 2022-24 term as

your 1st Vice President of Membership.

I was appointed to this position halfway into the last term, and I am grateful to have another two years to continue this rewarding work. I have been a sales and marketing consultant for new home builders for over 50 years, and a BPW member for 30 years. The VP Membership position has allowed me to take my professional expertise to new heights. My greatest challenge as a small business owner has been changing with technology -from typewriters and carbon paper to Zoom meetings! Taking on a leadership position in BPW is guaranteed to stretch you and keep you current.

Working with the NFBPWC Executive Committee, Board of Directors, and the National Membership Committee is inspiring. What an amazing, creative, and focused group of resolute women! Last term was a time of learning and collaborating with other BPW leaders to utilize the tools we already had in place to serve our members. Our National Membership Committee met regularly and together – with the support and guidance of our Web Chair, Lea-Ann Berst – launched:

- An exclusive MEMBERS ONLY SECTION on the website that requires a login
- A dedicated landing page for the NEW MEMBER WELCOME GUIDE which hosts (and automatically updates) current event links and materials to entice new members to learn and engage
- A personalized New Member Welcome email generated from the Wild Apricot system.
- Welcome video from President Megan
- An instructional video on how to set up your membership login and directory profile
- An instructional video on NFBPWC's history of advocating for working women, highlighting our major legislative successes over the past century.

Now that these tools are in place, our goals for next term will include:

- “Game-ify” new member onboarding process
- Resource BPW Bling (pins, certificates, scarves)
- Identify and utilize tools for member retention
- Identify and build relationships with “Heritage” clubs (affiliates/federations that were formerly with BPW-USA/Foundation but not yet re-affiliated with NFBPWC).
- Learn and engage WildApricot system analytics

We always have room for more amazing, creative, and resolute members who would like to increase their business skills while increasing and supporting our members. For more information contact Kathy Kelly at [vpmembership@nfbpwc.org](mailto:vpmembership@nfbpwc.org).



## Please reach out to WELCOME our new and renewing BPW members!

And a special congratulations to our Pennsylvania Affiliate...Five new members!

Linda Ramirez	PA
Donna E. Weinstein	PA
Jennifer Forrest	PA
Teresa Miller	PA
Joyce E. Turner	PA
Janice Freel	Virtual/Houston
Veronica Sexton	NYC Student
Valentina Solarin	Virtual/Florida
Yvette Thomas	Virtual



Did we miss someone from your club? Be sure to forward information on new or renewing members to: [newmember@nfbpwc.org](mailto:newmember@nfbpwc.org).



Have you checked out our New Member Welcome Guide on the website? It's the latest addition as an exclusive member benefit. Remember, you'll need a login in get in!

<https://www.NFBPWC.org/New-Member>

Need membership support at the local level? Do you enjoy being creative with strategic planning, membership analytics, social media and marketing? How can we better serve and retain our current members?

Join us at our bi-weekly Membership Committee meetings on Zoom. Dates change at times for Monday holidays, but usually we meet the **First and Third Mondays (one hour), 5 PM Pacific, 6 PM Mountain, 7 PM Central, 8 PM Eastern.**

Contact VP Membership Kathy Kelly at [VPMembership@NFBPWC.org](mailto:VPMembership@NFBPWC.org) for more information.



## Virtual Club | NFBPWC Benefits

### NFBPWC Virtual:

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

### Which NFBPWC Benefit is most valuable to you?

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

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

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

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

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

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

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



By: Daneene Monroe Rusnak, 2<sup>nd</sup> Vice President of Advocacy, NFBPWC 2020-2024

Hello NFBPWC family and friends!

Welcome to the next Biennium!

I am humbled and honored that you have afforded me the opportunity to once again serve as your 2nd VP of Advocacy. I want to extend a huge amount of gratitude for the guidance, efforts, support, and brilliance of the

core A-Team members. Without you, the impact of our committee would not be possible

As a general rule, Advocacy Committee (A-Team) meetings will be held on the 2nd Thursday of each month at 4pm Pacific/7pm Eastern with the first meeting occurring on Thursday, September 8th. Registration for the upcoming meeting will be available on the website soon!



As always, these meetings will be open to the general membership. Please visit the Events Page on the website to register. If you are interested in becoming a “key player” in our advocacy initiatives, please take a moment to fill out this [brief survey](#) or scan the QR code so we can add you and your interests to our database.

**Current A-Team members, please complete the survey as well in order to ensure we have your most current information.**

Once again, thank you for believing in me as an advocacy leader. I have high expectations for us this term and I have no doubt our organization will continue to have a significant impact.

Hope to see you on September 8th!



## ERA Team Report

By: Nancy Werner, NFBPWC Advocacy Team ERA Lead

### OUR EQUAL RIGHTS AMENDMENT-WHAT'S NEXT? EQUAL RIGHTS AMENDMENT

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



Our NFBPWC just held their General Assembly in Sacramento, CA from August 5 to 7. One of the breakout sessions on Saturday was led by Linda Wilson, CA, on our favorite topic of the Equal Rights Amendment. Although I was unable to attend, I was delighted to hear all the positive reviews of her presentation. We were told that the breakout sessions were recorded, and we could review online. Linda and I both checked, they are not there yet but soon. I learned how to provide a video zoom on the Amicus Brief that I wrote on behalf of the NFBPWC. It was used in the case of “Commonwealth of Virginia, et.al. vs. Ferriero.”

The law firm of Winston and Strawn, Chicago, Illinois, was handling the case and was asking for any organization who supported the ERA to provide a “short” description. It should include your organization’s background and how it supports the ERA. With many years of history behind us, it was quite the lesson in conciseness.

Latest on the Equal Rights Amendment is little I am sad to report. I have searched our many affiliates that share all their ERA news, and it is quiet. I do know that the Generation Ratify did sit 3 days on the steps of the Senate. They did everything that they promised to do with activities and getting the Senators to hear them. They made the nightly news in D.C. and held interviews. They were on Facebook, Instagram, Twitter, they were everywhere sharing their ERA stand. Now they made a “splash.”

But we should never give up. Remember to go to our [www.nfbpwc.org](http://www.nfbpwc.org) site and under advocacy, please use the “one click.” Notify your US Senator to vote against the time element restriction on the ERA. Every time I think it can’t get worse, I remember our foremothers who fought for over 70 years to achieve the right to vote for all WOMEN. I enjoy reading their stories. They were women just like us who saw a cause and kept their hopes alive that someday it would happen. Celebrating our August 26 Equality Day means so much more when you think of their determination. Well, we are now hitting 100 years for the ERA to be placed in the Constitution. Think 2023. We have to keep working as a united group.

One more item- Elections. US Senators have 6 years in office and now we see primaries determining the candidates of both parties for the November 8 election. I have been watching who supports the ERA and is in the upcoming election. We need to pay attention. We don’t wish to lose the Senators who shared they would support us. And look ahead if you have a Senatorial election in your state. Make sure you find out the position of both candidates. But please VOTE on November 8.

In the U.S. House of Representatives which are 2-year terms, there was a primary election in New York on August 23. We saw how gerrymandering works and not always to the benefit of the ERA. Two excellent Congress representatives were pitted against each other. Rep. Gerry Adler and Rep. Carolyn Maloney, Chair of the House of Oversight and Reform. Rep. Carolyn Maloney was defeated. She has been a strong supporter in our ERA efforts. Her conducting a hearing last fall on the ERA was truly appreciated and viewed by many of us. Experts testified that the ERA was ratified and should be in the Constitution. Hoping that she continues to help us.



## From the Desk of the Secretary

By: Sondra Nunez, NFBPWC Secretary 2022-2024

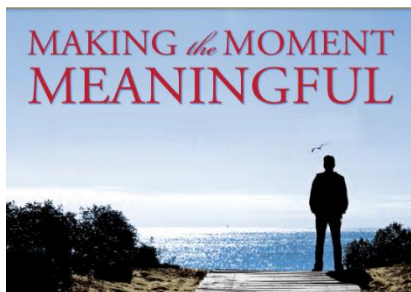
### Hello national BPW sisters near and far! It is an honor and privilege to step into the role of secretary!

In 2015 I attended an education session facilitated by Dana LaMon. In his presentation he said, "say yes now, figure out how later." If you have never come across the work from Dana, the following few paragraphs were taken directly from his website, [www.danalamon.com](http://www.danalamon.com):

*You have a purpose. When you feel that you want to do something more satisfying, that you want to make a difference, you are simply experiencing the yearning to fulfill your purpose.*

*When I was four years old, an event occurred that dramatically changed the direction of my life. I became blind. When I did, I could have adopted a life of self-pity; of questioning "why me;" of limitations imposed by others with their repeated refrain, "You're blind; you can't." I chose instead to use the abilities I have to live a full, complete, and purposeful life. This life is my only opportunity to do so.*

*You can choose to let circumstances and events dictate the course of your life but doing so you miss a golden opportunity to make a difference. This life is your opportunity to shape the world. You can shape it knowingly or unconsciously; you can shape it with positive action or passive acquiescence. I recommend knowing, positive actions as you shape the world. What you do at home shapes the world; what you do on the job shapes the world; what you do in your community shapes the world. My mission is to help you ensure that what you do will be meaningful.*



*I provide keynotes, workshops, and other resources to motivate and inspire meaningful living. Life is meaningful when what you do showcases your talents and abilities, serves the good of humanity, shares love, and satisfies your soul.*

*Your life is too valuable to lose it on insignificance. Now is the moment to act. The speeches, books, and articles available here are developed to help you make choices and remove the clutter to create a path for making the moment meaningful--that is, a path to purpose and fulfillment.*

This one, simple phrase, "say yes now, figure out how later", totally changed how I think about living life. This simple phrase is why I chose to take advantage of the incredible opportunity to serve on the national executive committee.

In case you didn't click on his website yet, Dana is a blind African-American retired judge, who has been speaking professionally since 1991. He earned the title of World Champion of Public Speaking from Toastmasters International in 1992 and has inspired thousands of people like me, all over the world. If he can do it, so can you.

**SAY YES NOW, FIGURE OUT HOW LATER-Dana LaMon**



## Biography of Sondra Nunez

Sondra Nunez, a member of Downtown Sacramento BPW, is a 20+-year co-owner of her family-owned business, Mountain Valley Petroleum, Inc., currently serving as the company chief financial officer.

Founded in 1998, Mountain Valley Petroleum, Inc. continues to be a family owned and operated fuel transportation company, serving a wide variety of customers throughout Northern California and Western Nevada. Our Mission is to provide the highest quality service possible, ensuring safe deliveries, on time, every time.

While managing her company is her main priority, Sondra's real passion lies in volunteering with organizations that align with her personal value of service to others. Guided by the motto: "present circumstance does not dictate future success," Sondra believes true success in life comes from working with others to help them understand and develop their own self-worth and potential.

A long-time resident of Northern California, Sondra currently resides in Yuba City, CA

## Treasurer's Report



By: Tahmina Herawie

Treasurer, NFBPWC 2022-2024 [treasurer@nfbpwc.org](mailto:treasurer@nfbpwc.org)

## Biography of Tahmina Herawie

Tahmina Herawie completed her Bachelor's degree in Finance and Accounting at Kabul University of Afghanistan in May 2021. With this background and experience, she always had a plan of establishing a business of her own someday.

Through a turn of events, Tahmina arrived in the United States just a few months after graduating, holding tight to her dreams. She joined NFBPWC on a student scholarship and has since risen as a leader on the Afghan Women's Project (now the Khahari Committee). She qualified to attend the NFBPWC General Assembly and took advantage of the mentoring and networking opportunities offered by many of BPW's successful entrepreneurs. Tahmina was impressed with the extraordinary success of our members and how NFBPWC builds leaders by developing strong, sustainable business skills.

Wanting to become an integral part of this "phenomenal organization", Tahmina offered her services as Treasurer of NFBPWC and was appointed to that position by the Executive Committee.

Tahmina's personal belief is that the success of any worthwhile endeavor in life requires a combination of ambition and mentorship. She is happy to have found that combination with NFBPWC and looks forward to growing with the organization.

## Past Treasurer's Report



By: Deborah Fischer

Past Treasurer, NFBPWC 2020-2022 [treasurer@nfbpwc.org](mailto:treasurer@nfbpwc.org)

Congratulations Tahmina Herawie on your appointment to NFBPWC Treasurer. This is a wonderful opportunity to become part of BPW and the future of the organization.

I am continuing for a few months to close out the activities of the General Assembly. I know that once I turn the books over to Tahmina, everyone will help her reach her goals, including me.

May love and friendship keep your days bright!

Deb Fischer [dfischer@bpwcolorado.org](mailto:dfischer@bpwcolorado.org) 720-280-3513

### Legacy Fund Committee

The Board of Directors voted to approve the Legacy Fund Committee becoming a standing committee available to handle all incoming funds from heritage clubs.

The Policies and Procedures addition for this committee states the following:

#### Legacy Funds Committee

- Oversees the Legacy funds' investments and disbursements.
- Ensures that the funds are properly invested for the use of the Federation.
- Develops guidelines for how the funds are to be used.
- Determine the amount of the funds that can be used annually.
- Committee Membership:
  - Minimum of 5 = 3 from EC (current or past)
  - Treasurer and Finance Chair on the Committee
  - The Chair will be selected by committee members
  - President is an Ex Officio Member

#### Application process – Members to be approved by the EC

- Mixed membership - not from same affiliate or federation
- Demonstrated experience in financial management
- Membership - min 5 years
- Has held a leadership position in NFBPWC (EC, Board, Standing Committee Chairs)
- Term - 2 years - reappointed to consecutive terms
- Cannot benefit financially from serving on committee

Members who would like to apply, please send an application to Deb Fischer, [dfischer@bpwcolorado.org](mailto:dfischer@bpwcolorado.org) indicating the membership requirements met and contributions you can make to this committee.



## NFBPWC Young BPW

By: Emily VanVleck  
Young BPW Chair, NFBPWC

Greetings from your new Young BPW Chair! I am delighted to be serving as the Young BPW representative for 2022-2024. I want to take a moment to thank my predecessor, Ashley Maria. Before her, this role did not exist, and I am grateful to her for forging this path for YBPW and ensuring we are represented on the national executive committee.



DJENABOU BAH, EMILY VANVLECK,  
RAFATH GNABODE

I joined the NYC chapter of NFBPWC as a student intern for summer 2021. After my internship, I decided to stay on as a student member to help found the Afghan Women Project. Since joining NFBPWC, I have progressively taken on more leadership roles, including helping found and lead the Afghan Women Project, the

subsequent Women on the Move committee, and being appointed the YBPW Representative for NYC. Now I take on my most exciting role as part of the National Executive Committee! I am proof that you can do pretty incredible things with your NFBPWC membership.

I owe much of my professional growth to this organization and am grateful for the opportunities I have been afforded. That is why I am happy to take on the role of YBPW Chair and help our young members realize the potential their membership can offer. My goals for this term are to increase engagement of YBPW on committees and in leadership roles, increase our YBPW and student members, and see more active projects throughout the organization. This organization helped pass the Equal Pay Act prohibiting pay discrimination based on sex and ensuring equal pay for equal work – I am determined to see NFBPWC restored to that level of notoriety!

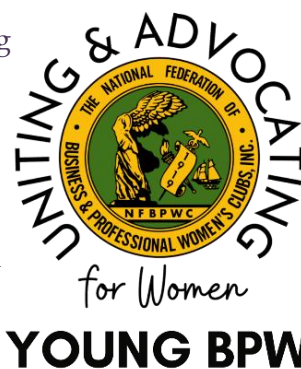
My first weekend after being elected YBPW Chair, I attended the 27th annual Youth Assembly with two YBPW members from our NYC chapter. It was an incredible experience, and we all walked away more inspired and motivated to be catalysts for change. It was an honor representing our organization and the Afghan Women Project, which had been selected as a finalist for the AFS Young Global Citizens award. A lot of people were interested in our organization and the work we are doing. Next year I plan to attend again with an entire delegation of YBPW.

I have a lot of ambitious plans for YBPW and NFBPWC as a whole. I look forward to working together to create a more engaged, thriving organization that makes a real difference for business and professional women!

### 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!



DJENABOU BAH & EMILY VANVLECK

Email [youngbpw@nfbpwc.org](mailto:youngbpw@nfbpwc.org) to get involved as a Young BPW or Student today!

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



@YoungBPWUSA



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

## Biography of Emily VanVleck



Emily VanVleck holds a B.A. from City College of New York majoring in International Studies with a double minor in Public Policy and Human Rights. She has experience working with elected officials on public policy and constituent services. Emily's love for traveling and learning about other cultures led her to her career as a flight attendant which she has been doing for eight years.

Emily joined the NYC chapter of NFBPWC as their Advocacy/UN intern for the summer of 2021. Having a passion to advance human rights and create a more equitable world for all, she was interested in joining an organization that fought for women's rights and had consultative status with the UN. Since joining, Emily has taken an active role in the organization, helping to create and lead the Afghan Women Project, representing the organization on the NGO Committee on Migration, and being elected the YBPW Representative for the NYC chapter. Emily recently established a project to create mini training videos.

An Oregon native, Emily now lives in New York. When she is not traveling, she can be found taking care of her plants, checking out museums, or reading.

## Immediate Past President's Report



By: Sandra Thompson, NFBPWC's Immediate Past President

I am continuing in my position as Immediate Past President since Megan was re-elected President. I feel that the federation made some great strides these past two years and I am looking forward to working with the new executive to continue this forward motion.

There is still much to be done to protect women's rights to make their own choices. We need to be active with our elected officials at all levels to ensure we do not lose any more rights and freedoms. We need to make more use of our OneClickPolitics at both the state and national level to let our officials know how we feel. I would also like us to participate again in the United Nations CSW in March. Hopefully we can come up with another great program.

I would like to share a story with you that I saw on Facebook that I think explains why we must keep fighting.

### Rebecca Hains, Author

A women's rights history moment: Helen Hulick was called to court as a burglary witness in November 1938. The 29-year-old kindergarten teacher arrived in her usual attire of a top and slacks.

But seeing slacks on a woman so greatly offended Judge Arthur S. Guerin that he would not allow Hulick to testify. Instead, he rescheduled her testimony and ordered her to wear a dress at her next appearance.

She refused. As the Nov. 10, 1938 issue of the L.A. Times reported, she stated: "You tell the judge I will stand on my rights. If he orders me to change into a dress, I won't do it. I like slacks. They're comfortable."

When she appeared in slacks once more, the judge chastised her for both attire and what he perceived as problems with her demeanor. "The last time you were in this court dressed as you are now and reclining on your neck on the back of your chair, you drew more attention from spectators, prisoners and court attaches than the legal business at hand," Guerin said. "You were requested to return in garb acceptable to courtroom procedure. Today you come back dressed in pants and openly defying the court (...)"

"The court hereby orders and directs you to return tomorrow in accepted dress. If you insist on wearing slacks again you will be prevented from testifying (...) But be prepared to be punished according to law for contempt of court."

The Times quoted her response as follows: "Listen, I've worn slacks since I was 15. I don't own a dress except a formal. If he wants me to appear in a formal gown that's okay with me. I'll come back in slacks and if he puts me in jail, I hope it will help to free women forever of anti-slackism."

Hulick returned wearing slacks, but this time, she also brought with her Attorney William Katz. Katz was armed with citations supporting her argument that she had the right to appear in the attire of her choice.

Judge Guerin held her in contempt of court, nevertheless, sentencing her to five days in jail. There, she was forced to wear a denim prisoners' dress. She was quickly released on her own recognizance, however, after her attorney declared they would be appealing the sentence.

As Hulick's story garnered attention, hundreds of supporters sent letters of protest to the courthouse.

Finally, the Appellate Division overturned Judge Guerin's contempt citation.

By taking this stand, Helen launched a national discussion that helped to free women of "anti-slackism."

Thankfully there are women like Helen who stand up for what they think is right.



## Biography of Sandra Thompson

Sandra Thompson (Sandy) is a native Californian and still resides in her family home with her cat Lily. She has been a member of the NFBPWC/Burbank club for 40 years and has held every position on the E.C. She is a Past State President of the California Federation. Sandy has also served on International Committees.

Sandy graduated from San Diego State University with a BA in Social Science and a MA in Special Education and has a Lifetime Teaching Credential. She was employed by Amtrak for 35 years where she held a variety of positions, including being a Train Manager responsible for the on-board services of three trains, Manager of Union Station in Los Angeles, and Director of Operations Management dealing with finances.

Since her retirement she has been volunteering at the Library bookstore, assisted in writing the history of her church, and serves as the Chair of the Church Council. She currently represents BPW at the Burbank Coordinating Council. She is active with Home Again LA where she was one of the founding members and was recognized with their Hands On Hearts In Award in 2019. Sandy is also a member of the National Association of Parliamentarians.



## Environment & Sustainable Development Committee

By: Marikay Shellman, NFBPWC Virtual  
Chair, NFBPWC Environment and Sustainable Development Committee (2022-2024)

Thank you to Laurie Dameron who had a major contribution in putting together this article.

Thanks to the successful 7<sup>th</sup> General Assembly and Biennial Conference of NFBPWC, we are officially the Environmental & Sustainable Development Committee (ESD, formerly Environment Committee).

The ESD Committee would like to invite NFBPWC members to join our committee and are changing our meeting time so that it does not conflict with other affiliates' meeting times. Our next meeting will remain the 3<sup>rd</sup> Thursday, this month September 15<sup>th</sup> at 5:30 PM MST, until schedules are adjusted for the new 2022-2024 NFBPWC committee times. We will notify you when we have locked into a new time slot.

Our goal for 2022-2024 is to build upon Simple Acts by focusing on and going into depth about one topic each month that will help each one of us take action for our environmental sustainability. This month we are zeroing in on PLASTICS, one of the most adversely significant issues affecting our environment.



Because plastic is cheap to produce & commonly used in most items, everyday millions of tons of plastic waste - about 380 million tons per year - is generated creating giant plastic islands and dumping grounds. Try to imagine 95 tons of plastic spread over every square mile of United States. <https://myecopanda.com/how-does-plastic-harm-the-environment/>

Food & other items in plastic packaging, plastic beverage bottles, plastic grocery bags, all critically contribute to our entire ecosystem affecting

human health, natural habitats, food-grade quality, groundwater, ocean health, & air quality. **Plastics harm the environment.**

Here are **easy solutions** to reduce the devastating effects of plastic pollution:

- 1) **Use cloth bags** when shopping. Store them in your car, on your bike, foldable ones in your purse. Reuse plastic bags. Plastic bags jam the processing equipment in re cycling facilities costing these facilities up to \$1000 per day so **ONLY** recycle clean, dry empty plastic bags in designated recycling bins for plastic bags.



- 2) **Use refillable water bottles**- metal, glass or terracotta. Refillable water & ice stations prevent approximately 500 million bottles a year from contributing to plastic pollution.

<https://www.twicetheice.com/5-ways-plastic-harms-the-the-enviroment/>

- 3) Use ceramic plates, metal utensils, reusable straws or biodegradable plastic containers, spoons, lids. Wrapping food items in foil instead of plastic wrapping is much better for preventing plastic pollution.



We, as consumers, have been led to believe that plastic can be effectively recycled, when in reality, 90% of plastic waste is burned or ends up in landfills as it is too expensive to recycle most plastic. **The best option is not to use plastic that will end up as trash.**

## Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, NFBPWC ESD Chair

Planting native Milkweed & not using pesticides in one's yard can help save the Monarch butterfly. This photograph, taken by my grandson, Dylan Rickard, of a Monarch caterpillar munching on native Milkweed planted in a raised bed in my front yard is proof that simple acts can make a difference.



## Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Boulder Member

### Take Action in Five Minutes a Day!

I recently downloaded the Climate Action Now app on my phone. It offers a simple and quick way for you to take action in only five minutes a day. So far this year, this app has facilitated 635,567 actions being taken; it has a goal of ONE MILLION!

Everyone, including environmental organizations, is talking about this app. Al Gore mentioned it on his webinar on August 15, 2022. (By the way, his webinar was featured in our victory celebration of the Inflation Reduction Act, which passed Congress this August. Mr. Gore said there's a lot more we need to do, but that this is the largest legislation ever passed regarding climate change! The IRA includes \$369 billion towards reducing carbon emissions.)



# 635,567

Planet-saving actions taken by our community with the Climate Action Now app -- up **17,450** from last week.

Please download the Climate Action Now app. This organization does everything to make it simple for you to know what to do. It provides content and has legislators' email addresses and phone numbers, plus contact information for the Environmental Protection Agency, green organizations, and petroleum and other companies that are doing harm to us and the planet!

The app will notify you every day with a few suggested actions to do in ONLY 5 MINUTES! The more folks taking action, the more effective the results. Please be part of the solution!

### YOU ARE A PART OF THE SOLUTION!

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

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

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women



## Health Committee Report

**Article by:** Kathy Clevenger-Burdell, NFBPWC Health Committee Member and Member of BPW Virtual

**Submitted by:** Keri Hess Laursen, NFBPWC Health Committee Chair, CFBPW - Downtown Sacramento Member

### CLEAN WATER IS IMPORTANT TO YOUR HEALTH-

#### WHAT YOU SHOULD KNOW ABOUT LEAD IN YOUR DRINKING WATER

Not only is Water necessary for life, but we all enjoy and appreciate "Crystal Clear" water. This article will help give you information to learn more about the water you drink, use in your home, and in your community. One can find minerals and other hazardous materials in the water in your home and in places you might visit in your community. Healthy and Safe water is the goal of "Clean, Crystal Clear" water.

Lead in your drinking water is harmful to your health especially harmful to children. Both the Environmental Protection Agency (EPA) and The Center for Disease Control (CDC) agree that there is no known safe level of lead in a child's blood.

As stated from the Center for Disease Control, "The most common sources of lead in drinking water are lead pipes, faucets, and plumbing fixtures. Certain pipes that carry drinking water from the water source to the home may contain lead. Household plumbing fixtures, welding solder, and pipe fittings made prior to 1986 may also contain lead." "Steps taken during the last two decades have reduced exposures to lead in tap water. These steps include actions taken under requirements of the 1986 and 1996 amendments to the [Safe Drinking Water Act](#)<sup>external icon</sup> and the U.S. Environmental Protection Agency's (EPA's) [Lead and Copper Rule](#)<sup>external icon</sup>."

The EPA has stated, "The Safe Drinking Water Act (SDWA) has reduced the maximum allowable lead content -- that is, content that is considered "lead-free" -- to be a weighted average of 0.25 percent calculated across the wetted surfaces of pipes, pipe fittings, plumbing fittings, and fixtures and 0.2 percent for solder and flux."

On Sept. 1, 2020, Environmental Protection Agency (EPA) published the final regulation "Use of Lead Free Pipes, Fittings, Fixtures, Solder, and Flux for Drinking Water." In the final rule, EPA makes conforming changes to existing regulations based on the Reduction of Lead in Drinking Water Act (RLDWA) and the Community Fire Safety Act enacted by Congress. The final rule also requires that manufacturers or importers certify that their products meet the requirements using a consistent verification process within 3 years of the final rule publication date in the Federal Register. As a result, this new rule will reduce lead in drinking water and assure that states, manufacturers, inspectors and consumers have a common understanding of "Lead Free" plumbing".

As stated from the EPA's website, there is no known safe level of lead in a child's blood.

In thinking about you and your family's exposure to lead in drinking water, it is important to try to identify the sources of possible lead.

1. Lead can enter your drinking water by corrosion of pipes or plumbing fixtures that contain lead.
2. This reaction is more severe when water has high acidity or low mineral content in your community.
3. Lead can come into the home where lead is present to municipal water pipes leading to your home's plumbing.

To learn more about lead levels in your drinking water, you can

From the CDC website, "Your local water authority is always your first source for testing and identifying lead contamination in your tap water. Ask your water provider if you have a lead service line providing water to your home. If you have a lead service line, ask if there are any programs to assist with removal of the lead service line going to your home."

- Contact your State or Local Public Health Department regarding testing of your water.
- From CDC, "There are also laboratories that are certified to test for lead in water. Understand that water sampling results can vary depending

on the time of day, season, method of sampling, flow of water and other factors.”

- If you live in a rural area, you can also have your well water tested. Your local Public Health Department will be able to direct you to a facility or laboratory that is certified to test for lead in water.

**The following is information in my community:**

City of Scottsdale, Arizona, AZ  
 Scottsdale Water PO Box 25089  
 8787 E Hualapai Drive , Scottsdale, AZ 85255  
 ScottsdaleAZ.gov/Water ; Phone: 480-312-5650  
 Water Quality: 480-312-8732

“When your water has been sitting for several hours, you can minimize the potential for lead exposure by flushing your tap for 30 seconds to 2 minutes before using water for drinking or cooking. If you are concerned about lead in your water, you may wish to have your water tested. Information on lead in drinking water, testing methods, and steps you can

take to minimize exposure is available from the **Safe Drinking Water Hotline (800-426-4791) or at [epa.gov/safewater/lead](https://epa.gov/safewater/lead)**.”

“The most recent testing for lead and copper was performed in 2020. Lead and copper levels reported in the table are from water faucets inside 57 Scottsdale homes that were built before the lead ban. All residents participating in the lead and copper program are notified of their home’s results. If the lead concentration in a home’s water exceeds 15 ppb, the home is retested and the homeowner is contacted for follow-up guidance on ways to lessen the risk of exposure to lead from drinking water.”

**BOTTLED WATER:**

If you have questions about the safety of drinking “Bottled Water,” you may visit the following CDC website:

**[www.cdc.gov/healthywater/drinking/bottled/index.html](https://www.cdc.gov/healthywater/drinking/bottled/index.html)**

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***Health Committee Meets on the 2<sup>nd</sup> Monday of every Month from 5:00 pm to 6:00 pm Pacific Time. For more information email: [Health@NFBPWC.org](mailto:Health@NFBPWC.org)***

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## Lifelong Leadership& Learning (L3) Report

By: Jane Taff, NFBPWC L3 Chair



### Happy New (Fiscal) Year!

Do you look forward to a new year as one of “possibilities” or do you look at it with dread or “problems to solve”? Your mindset matters!

A mindset of “possibilities” and excitement opens us up to opportunities, options and creativity.

On the other hand...if my mindset were on dread or “problems to solve”, I would limit my focus to the problems and not leave much room for a way to resolving the problems.

Does a positive mindset take away the fact that you might have obstacles and issues? Of course not! I truly believe that it makes you see the whole picture much more

clearly – warts and all – and when we see things more objectively, we tend to come up with ways to overcome them.

To me, a new year means a clean slate, a chance to evaluate and potentially shift things. With the start of a new fiscal year, the Lifelong Learning and Leadership Committee is considering an exciting year ahead! We have shifted our leadership and are in the process of choosing our focus areas for the next year.

In the next month, I challenge you to take a “New Year” approach to a challenge you might be facing – whether it be personal or professional – determine that you will look at it with a positive mindset and see what happens!

Want to dive deeper into this topic? Check out one of my favorite resources:

“Mindset” by Carol S. Dweck, PhD

### We would love for you to join us!

Have a background in training or want to learn more about L3? We meet every 2<sup>nd</sup> and 4<sup>th</sup> Friday at 8am PST via zoom. Contact us at [L3chair@NFBPWC.org](mailto:L3chair@NFBPWC.org) for more information.

## Small Business Committee Report

# NFBPWC SMALL BUSINESS COMMITTEE 2022-2024

### CHAIR:

Marsha Riibner-Cady



Owner:

Cady CPR Solutions

2020-present

[www.cadycprpsolutions.com](http://www.cadycprpsolutions.com)



### VICE CHAIR:

Barbara Bozeman



Owner:

Sights & Hounds Photography

2012 - Present

[www.sightsnhounds.com](http://www.sightsnhounds.com)

*Sights & Hounds Photography*



We look forward to seeing you at our first  
Check out our NFBPWC.ORG website page  
[https://nfbpwc.org/entrepreneur-  
program](https://nfbpwc.org/entrepreneur-program)

meeting.  
at:  
[business-](https://nfbpwc.org/entrepreneur-program)

**Small Business Committee meets:**

**2<sup>nd</sup> Wednesday of the month, 7:00pm EST**

**Upcoming Events:**

**First Committee Meeting: Sept 14, 2022 via Zoom**

**National Business Women's Week: October 16-22, 2022**



## United Nations Report



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



1. IFBPW signs a letter sent by many NGOs that persuades UN Women not to sign a Memorandum of Understanding with BlackRock

After consulting with President Catherine Bosshart, I, with hundreds of NGOs, signed a letter to UN Women Executive Director, Simi Bahous, UN Women Executive Director, asking that they end a Memorandum of Understanding with BlackRock, Inc. **We were successful.** The following is an excerpt from the letter.

Dear Ms Bahous,

We write to you on behalf of the undersigned feminist organizations, networks, constituencies and individuals, all of whom are committed to ensuring that the United Nations delivers on international agreements on gender equality, SDG 5 and women's human rights. We are dismayed to hear that on May 25th, 2022, UN Women announced that it signed a Memorandum of Understanding with BlackRock, Inc. "to cooperate in promoting the growth of gender lens investing". The declaration is dissonant, in view of BlackRock's well-known record of prioritizing profits over human rights or environmental integrity, to a degree that meets precisely the Secretary-General's characterisation of 'morally bankrupt' global finance institutions as being amongst the chief threats to human equality and planetary integrity. Gendered historical and structural inequalities ensure that women and people who face multiple and intersecting forms of discrimination are the ones who suffer the harshest consequences of the social, economic, ecological and political impact of the work of asset management firms that concentrate the world's wealth into investments in fossil fuels, military and civilian weapons, and sovereign debt. In a time of climate, environmental, health, political and economic crises, a partnership with an entity that is actively undermining

international commitments to advance sustainable

development, is a serious aberration. It departs from the human rights principles of the UN, from the SDGs priorities of building equality, peace, and sustainable development, and from UN Women's mandate to promote gender equality. Civil society watchdog groups consistently identify BlackRock as among the worst performers on corporate accountability. Its climate and socially-destructive investments – particularly significant in impact because of the massive component they represent of BlackRock's portfolio – have been called out by activists, including Indigenous leaders. Aware of the optics, BlackRock has attempted to 'greenwash' itself by acknowledging the seriousness of climate change – in a move that the New York Times has condemned as 'climate hypocrisy' that is intentionally misleading; worse than climate denial. The recently-announced partnership with UN Women suggests that UN Women has been recruited to BlackRock's image-cleansing efforts-this time to 'pinkwash' itself. It is hard to reach any other conclusion from the May 25 press release.

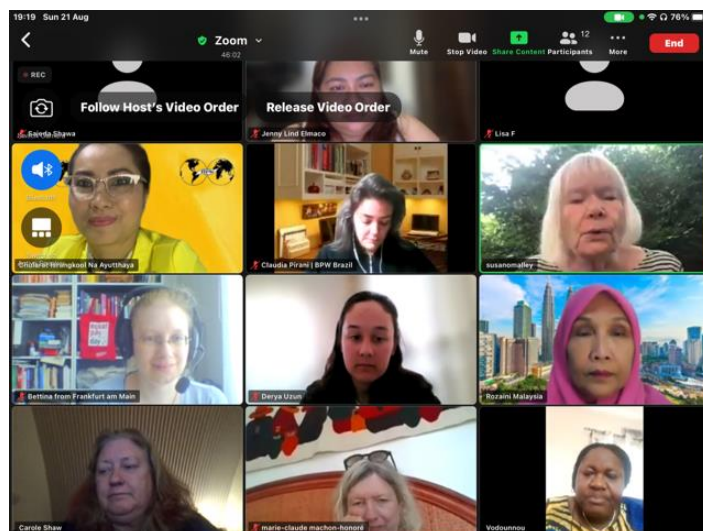
2. The BPW-International UN Committee invited me to speak to them on "CSW v NGOCSW" on August 21.

The BPW-International UN Committee is an impressive committee made up of members from the 5 regions of the UN. Chairing the Committee is UN BPW-International Chair Chularat Israngkool Na Ayutthaya (Toyting) from Thailand; members are Carole Shaw (Australia), Marie Claude Mahon-Honore (France), Claudia Pirani (Brazil), Jenny Lind Elmaco (Canada), Vodounnou (Cotonou), Betina (Germany), Rozaini (Malaysia), Mena Karma, Derya Uzun, Lisa F, Sajeda Shawa and Dawn Nason.



I spoke about the Commission on the Status of Women (CSW) made up of Member States, NGO CSW/NY (the NGO that works with UN Women to organize the NGO part of CSW), UN Women (the Secretariat that organizes the events), and the 7 Global NGO CSWs that work together on advocacy and how I longed for IFBPW to work more closely with other NGOs and the UN. The General Assembly made up of all UN Member States makes the decisions, but NGOs have an important role in advocating for policy, educating Member States and providing expertise particularly from grassroots women. NGOs often have more

freedom to speak their collective minds than Member States who must consult their capitals and than UN entities like UN Women who must pay attention to their budgets. NGOs organized together hold power within the UN. In the future I hope to work closely with this Committee to increase the work of IFBPW with the UN and other NGOs.





## August 2022 General Assembly in Sacramento



*Pictured Left:*

Breakout Workshop with  
Crystal Guillory on "Gender  
Based Violence"

*Pictured Right:*

RC Dawne and Kathy Kelly  
(NFBPWC VP of Membership)



*Pictured Above:* Candle light Ceremony

*Pictured Right:* Young BPW Members with Dr. Catherine  
Bosshart, President of BPW International











ATEFA, ALICE AND DJENABOU



KHAHARI DIPPING TOES IN PACIFIC OCEAN



SHAHEDA MUJADDIDI AND KHATERA



KHAHARI COMMITTEE SIDE TRIP TO SAN FRANCISCO

## Special Committee Report for Afghan Women

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

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

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

Thank you to the amazing leadership shown by the women participating in the steering of this project. Over the past year you have dedicated not only time every Monday and Friday to make the project a success, but several of you have gone beyond the call of duty to make presentations, to mentor women, to share concepts and ideas. Voyka Soto and Nermin Ahmad were co-chairs, Emily VanVleck and Djenabou Bah were co-founders, but without the support of National Executives – President Shellman-Rickard, Vice-Presidents Kelly and Monroe Rusnak, and Committee Chair Singh, as well as input from Veronica Sexton and Rafath Gnabode, it would have been a tougher reach.



We will be formally turning this project over to Afghan Women who have become members of NFBPWC, and who understand how this project can be further shaped to benefit others. The transition will occur in late August, early September. Since this project comes under the new Standing Committee: Women on the Move, it is expected that close mentorship and leadership will be provided to the new leaders for the foreseeable future. Let Us Learn, a project initiated by NYC member Zohal Wali will also fall under this Standing Committee. She is working to ensure that girls over 12 have access to education in Afghanistan. Currently only the relatives of Taliban members enjoy such access.

This is the last submission to the newsletter under this name. In the future look for Women on the Move!

### Highlights

With great thanks to VP Kathy Kelly, who fought for the opportunity, five Afghan women were able to join us at the GA in Sacramento. NYC members Shaheda Mujaddedi and Zohal Wali, were joined by Atefa Tavasoli, Tahmina and Khatera Herawie. Not only did these members help enrich our discussion, but Tahmina stepped up to become the new national treasurer – congratulations!

Emily VanVleck, as our newly elected YBW Lead on the National Executive Committee, hosted a presentation which showed how important our organization is and can be for future members. She gave time to NYC member Djenabou Bah to speak about her struggles to adapt in the US, and the benefits she perceived through joining us, and Zohal Wali spoke passionately about her Let Us Learn initiative.

Nermin Ahmad spoke on the transition from the Afghan Women project to the Women on the Move initiative, and was very pleased when it became a Standing Committee. She welcomes members who would like to join the leadership of the Committee.

International President Bosshart discussed modalities with NYC President Ahmad on sharing knowledge and information, to better prepare the entire organization to support all working women on the move.

Ann Beck has drafted a financial chapter for the Guidebook, which will be translated into Dari very soon.

Donations continue to be made to the project. Thank you to those who support us. All of the donations go in direct support of the Afghan women who are helping us support the many more we need to reach.

If you are interested in welcoming these new Americans, and answering their questions of offering the hand of friendship please contact us at [Afghanwomen@nfbpwc.org](mailto:Afghanwomen@nfbpwc.org), visit our home page at <https://www.nfbpwc.org/Afghan-Women-Project>, and if interested in the women on the move committee please email us at [Afghanwomen@nfbpwc.org](mailto:Afghanwomen@nfbpwc.org).

## Digital Training Committee Report

Submission By: Marsha Riibner-Cady  
[DigitalTraining@NFBPWC.org](mailto:DigitalTraining@NFBPWC.org)

I'm not the digital trainer anymore; however, this came from my local credit union, and I thought I would share the information with you. I'm still happy to help anyone who would needs assistance getting into or updating their profile on the NFBPWC.ORG website. Just reach out to me.

Thank you,

Marsha Riibner-Cady  
 252-423-0819 (text)  
[romarsci@gmail.com](mailto:romarsci@gmail.com)

### What is Smishing Information?

Smishing is like phishing, but it uses texting or direct messaging services to contact potential victims on their personal devices, like your cell phone. Like Phishing, these folks are trying to get you to give personal information via text.

Some examples might be:

- Looks like the message is coming from someone you trust
- Fake surveys (don't do the surveys on FACEBOOK or other social media)
- Fraudulent requests for money or donations
- Phony prize notifications with prompts to act quickly

These folks just want to look like they are real so they can get your personal information from you.

What should you do?

Be skeptical of any requests for personal information via text or any other method. Verify these are real by contacting a reliable source to check up on these folks. Remember that banks and credit card companies won't ask you for your personal information via text message. If it doesn't feel right, check it out before giving any information.

## Social Media Committee Report



By: Suzette Cotto, NFBPWC Public Relations Chair



## Engage with NFBPWC on Social Media



Organization Page:

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



[https://www.youtube.com/channel/UC2l\\_ciXLyvbu1dbBOsV9Tg](https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg)



Group Page

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



<https://twitter.com/nfbpwc>



Organization Page

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



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

## September Highlights in US Women's History

### Celebrate Anniversary of the Signing of the Constitution – Constitution Day September 17th

#### Celebrating Women & Democracy Kit

#### Celebrating Women & Democracy Speech/Powerpoint

- **September 12, 1910** – Alice Stebbins Wells, a former social worker, becomes the first woman police officer with arrest powers in the U.S. (Los Angeles, CA)
- **September 14, 1964** – Helen Keller receives the Presidential Medal of Freedom along with 4 other women: Dr. Lena Edwards, Lynn Fontaine, Dr. Helen Taussig, and Leontyne Price
- **September 14, 1975** – Elizabeth Ann Seton is canonized and becomes the first American-born saint, founded the first U.S. Order of the Sisters of Charity of St. Joseph
- **September 20, 1973** – Billie Jean King defeats Bobby “No-Broad-Can-Beat-Me” Riggs in the battle of the sexes tennis match
- **September 25, 1981** – Sandra Day O’Connor is sworn in as the first woman U.S. Supreme Court Justice
- **September 26, 1971** – Rep. Shirley Chisholm (D-New York) announces she will enter the Democratic presidential primaries
- **September 26, 1973** – Capt. Lorraine Potter, an American Baptist minister, becomes the first woman U.S. Air Force chaplain
- **September 29, 1988** – Stacy Allison becomes first American woman to reach the summit of Mt. Everest

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



## Website Committee Report

By: Lea-Ann W. Berst [website@NFBPWC.org](mailto:website@NFBPWC.org)  
Website Special Committee Chair, NFBPWC 2020-2022

### Hello BPW Members!

This will be my last month as your Website Chair. I've served a 2-year term that went by so so fast. Due to other commitments, I cannot stay on. But together we've built an amazing site where members, prospective members, and the press can visit to find useful and current information. I am very proud of that!

### I want to leave you with two things to contemplate:

1. Please consider taking on a website role! As of today, we do not have a replacement for me. Breaking up the role into segments will make it much easier to manage, so – here's what we need:
  - ✓ An **EVENT Manager** who will receive calendar requests from national and affiliate leaders, post them onto the national calendar, and email the bi-weekly Event Guide to our distribution list. This person can bring on members to help divide this responsibility
  - ✓ A **BLOG Manager** who will receive Member Spotlight and Committee Chair blog posts, edit them, and then post them to the website. This person can bring on members to help divide this responsibility
  - ✓ A **WEBSITE Chair** who will oversee the entire website, keep all pages current, and be the backup for the Event and Blog Managers.

I will personally train each person so that they feel comfortable with the role and understand the technology. Interested in learning about building an interactive and valued website? Let me know and we'll hit the ground running!

2. Please consider perusing the website! If something is confusing or bumps for you – let me know. And check out the back end of the site, too! You'll need to log in. When you do, you'll find a wealth of information and tools. **Like this one:**

### NFBPWC Resource Library

The National Federation of Business and Professional Women's Clubs is committed to providing our members with opportunities to learn, share knowledge, and stay connected with an active membership community. When you visit [this password-protected area of the website](#), you will find resources that can help you better understand your benefits, the processes the organization has put into place, and tools you can use to help you do your job.

### FOR EXAMPLE:

**If you're interested in submitting a blog article to the national site, here's how!**

- **National leaders:** submit blog articles to [the Website Chair via email](#). Please provide image files and text in a Word doc.
- **Affiliate leaders:** work with the relevant National committee chair to submit a blog post.

**Forms:** [Request L3 Training Form](#) | [Member Spotlight Submission Form](#) | [Calendar Submission Process](#) | [Business Directory Submission Form](#)

### PROCESS / FORMS:

FOR EXAMPLE:

## VIDEOS

Watch videos to learn about BPW, the issues we're focused on, and receive career tips and professional development training. To watch even more content, including past events and interviews, [visit the NFBPWC YouTube page.](#)



NFBPWC programs and events hosted by BPW committees, affiliates, and BPW International.



Training videos created and curated for NFBPWC members and affiliate Leaders.



NFBPWC L3 professional development on-demand videos.



Training and informative videos for NFBPWC members focused on BPW advocacy efforts.

It's been a pleasure to serve this great organization and work with such amazing and talented women. I am not going far! I plan to see you on Zoom or geez... in person?! :)



*Lea-Ann W. Berst*

Your past Chair of the Website

Now completely focused on filmmaking, and impact activation for Pioneers in Skirts!

[www.PioneersinSkirts.com](http://www.PioneersinSkirts.com)

## International Relations Chair Report



By: Sandra Thompson, NFBPWC's International Chair, [international@nfbpwc.org](mailto:international@nfbpwc.org)

The North American and Caribbean Region has had a busy month in August.

In addition to NFBPWC holding their Biennial and General Assembly, our Canadian sisters also held their biennial meeting the weekend following ours. Their theme was "Expanding the Possibilities Together". They had speakers from the Co-op Housing Federation of Canada, Canadian Labour Congress, and Public Service Alliance of Canada among others. Congratulations to new President Angela Godin and her executive committee.

At our meeting we were pleased to welcome International Executive Members, President, Dr. Catherine Bosshart, Regional Coordinator North America and the Caribbean, Dawne Williams and Regional Coordinator Latin America, Diana Barragan. We were pleased to have these three amazing officers join us.

Also, congratulations to RC Dawne whose son was appointed Senator and Attorney General in St. Kitts and Nevis's recently formed new Federal Government.

The registration for the Regional Conference in January to be held in St. Kitts will be open soon. Check out our website site for information. Click on the Events Calendar and the on the North American tab to see a great video from RC Dawne.

BPW International celebrated their 92 Anniversary on August 26. BPW International was founded by our own Dr. Lena Madesin Phillips. She served as the first President from 1930 to 1947. BPWI was founded in Geneva, Switzerland. There were six founding countries, the United States, Canada, Italy, Great Britain, Austria and France.

## BPW International News – President Dr. Catherine Bosshart



*(Source: BPW International August 21, 2022 Email)*

Dear Presidents of BPW

Dear Members

I hope that you all had a very nice summer or, in some cases, winter holiday.

Now we are ready to start work again with renewed energy! I wish all our members a wonderful 92nd Anniversary of our organization and sincerely hope that you all will be able to celebrate this day together with your Clubs.

At this time, I will be with our African Members at the Regional Conference in Arusha, Tanzania. We will toast all of you to wish you a wonderful day and we will certainly not forget all our sisters who are enduring difficult situations like our members in Ukraine, Syria, Lebanon, Ethiopia, Burkina Faso, Argentina etc. Instead of spending money on an expensive meal, please think of our Ukraine Fund. The International Executive

has just approved 4 projects to help refugees from Ukraine in Romania, Poland, Italy and Spain. I sincerely hope that we can create a change in the lives of these displaced persons. Thank you all who are thinking of our sisters!

Our International Board received the audited Financial Statement 2021 of our operational account at the end of June 2022. Below you will find an explanation from our Finance Officer regarding our financial policy and a further explanation from our Executive Secretary as to how the Executive has to handle the finances of our organization.

May I suggest that you give a birthday present 🎂 to our organization in preparing your BPW International Business Card in the [bpw.directory](http://bpw.directory)? It will be much appreciated and enhances the importance of our organization. Thank you all. Wishing all our BPW members a very Happy Birthday, I send you my warmest regards,

Dr. Catherine Bosshart  
BPW International President 2021-2024

## Biennial National Convention NFBPWC USA, Sacramento, CA USA



**August 5-7, 2022**

The Biennial National Convention of the National Federation of BPW Clubs has this year been held in Sacramento. The theme of the event was "Together, again".

Following the meeting of the Board of Directors on Friday was the Memorial Service for the members of the Federation who had passed away and a very insightful message from Congresswoman Judy Chu, Los Angeles, on the decision of the Supreme Court on Roe vs. Wade. She showed clearly that the decision

to hand back the legislation on abortion to the States will have a serious impact on the lives of many women and girls and is a backlash for the women's movement and the right of each woman over her own body.

The afternoon consisted of Breakout Sessions on "Sustain & Grow Your Business In a Digital World", on "Organization Change: Recruiting Members to Your NFBPWC Chapter", on "BPW and You It's not Your Mother's IDP", on "Business and Professional Women On the Move: Let US Thrive" as well as "Uniform Leadership: Partnering With Military-Affiliated Women for Mutually Assured Success". Saturday morning started with a breakfast for Young BPW with the International President, Dr. Catherine Bosshart-Pfluger, and the National President, Megan Shellman-Rickard. They had an animated discussion.

NFBPWC has a young group of Afghan refugees among its Young BPW members who show incredible resilience and have started projects to help their fellow citizens in Afghanistan to provide further education.

The General Assembly re-elected the current President and the two Vice Presidents and a new Young BPW from the New York Chapter as well as a new Treasurer and Secretary. During lunch time Young BPW Ashley Maria discussed with the International President the future of BPW. The successful Convention closed with Break-out sessions in the afternoon, the installation of the new Executive, a Gala Dinner and a Candle Lighting Ceremony. During breakfast on Sunday, RC Dawne Williams gave an invitation to the next Regional Meeting in St. Kitts and Nevis from January 9-15, 2023. After a Board of Directors and an Executive Meeting, the official part closed and was followed by a convivial tour to the Wine Country. [Fotos](#)



## BPW Regional Conference Africa, Arusha



BPW Regional Conference Africa, Arusha, Tanzania

25-27 August 2022

This is a last call for registration for the conference in Arusha, Tanzania. The costs for the pre-conference safari have been reduced (from 1'620 to 1'200 US \$); you can pay these costs on arrival in Arusha.

Find all information on the [Conference website](#).

BPW International Leaders' Summit at the Regional Conference of Africa A Leaders' Summit will also be offered at the Africa Conference in Arusha. BPW members who are involved in the boards of the Clubs and Federations and who are busy with offers and organizing events will be particularly interested in this. Thanks to the questionnaire that each participant should fill in, the Leaders' Summit can be individually designed for the participants and their concerns.

Register for the Leaders' Summit and [fill in the questionnaire here](#).



## BPW International 92<sup>nd</sup> Anniversary August 26, 2022



#bpwday 2022



We will be celebrating BPW International's 92nd anniversary in Arusha and posting photos of it on the website and social media.

Join us and post your yellow messages on social media, this year with the hashtags #bpwday -#professionalnetworking - #bpwdirectory.

Give a birthday present 🎁 to our organization in preparing your BPW International Business Card in the [bpw.directory](#)

**BPW International #BPWDay**

**92nd Anniversary 2022**

#professionalnetworking

proud to be part of BPW on #bpwday

proud to show it in the #bpwdirectory

[Facebook BPW International](#)

[Facebook IFBPW](#)

[Twitter](#)

[Instagram](#)

## bpw.directory - Pinboard



The directory has a new service – the Pinboard.

The bpw.directory Pinboard is for sharing experiences. You will find brief explanations of questions that come up again and again, eg. editing the Business Card, rotation of the portrait photo, etc. Enter your best practice and your good ideas for the directory here, we look forward to your contribution and thank you very much for your engagement.

## BPW International - Membership



### New Affiliate Club

**BPW Pristina, Kosovo, Europe**

President Jehona Lluka

April 2022

[Website News](#)



### New Affiliate Club

**BPW Almaty, Kazakhstan, Asia Pacific**

President Natalya Mukhamejanova

June 2022

[Website News](#)

# State Federation & Clubs News

## NFBPWC Arizona

### Executive Committee:

Theresa Dolan                      President

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

## NFBPWC California Federation

### Executive Committee 2022-2023:

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

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

Email submission by Katherine Winans, Secretary, California Business & Professional Women

**CALL:**                                      to 2022 Fall Board of Directors Meeting

**TO:**                                        CFBPW Board of Directors  
Special Chairs, Club President's & Members

**WHEN:**                                  Saturday – October 8, 2022                      **This meeting will be Virtual Only**

**DEADLINES:**                        Registration deadline September 26, 2022

*Please note the registration form is also on the California BPW website in the Members Section.*

## NFBPWC Colorado Federation

### Executive Committee 2022-2023:

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



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

BPW Colorado welcomes its **officers for 2022-2023** who were elected at the Annual Convention (note that the president, Evie Hudak, is in the middle of a 2-year term):

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

BPW Colorado is kicking off its new year slowly. Most of our chapters are having in-person meetings, given the decreasing number of COVID cases in the state. However, because some chapter members have caught the disease, a few events have been canceled or changed to virtual. It's still a tricky time for us. That is why our president has decided to continue the theme of "Renew and Refresh" for another year.

We are celebrating the implementation of a state bill we supported, [HB22-1055, Sales Tax Exemption for Essential Hygiene Products](#), to exempt period products, diapers, and incontinence products from state sales tax. Of note, the bill was initially intended to be implemented beginning on January 1, 2023, but our Governor had it amended to begin on August 10, 2022.

On the topic of advocacy, BPW Colorado has taken a position on a few measures that will be on the November ballot:

- [State Income Tax Reduction](#) – **OPPOSE** – This measure put on the ballot by petition reduces the state's flat income tax rate from 4.55% to 4.4%; while that might sound good right now when there is a large TABOR surplus, in leaner times (such as recessions, which happen every few years) it would mean that the state would not have sufficient funds to pay for all our needs. *BPW's Advocacy Platform supports adequate state funding for a variety of programs that might be cut in the next recession if this ballot issue passes.*
- [Homestead Exemption to Surviving Spouses of Armed Forces Members and Veterans](#) – **SUPPORT** – This Constitutional amendment referred to the ballot by the State Legislature extends the existing homestead tax exemption for qualifying seniors and disabled veterans to the surviving spouses of military personnel and certain veterans. *BPW's Advocacy Platform supports "the endeavors of and improvement of conditions for military-affiliated women."*
- [Healthy School Meals for All](#) – **SUPPORT** – This change to state statute referred to the ballot by the State Legislature tightens income tax deduction caps to pay for the reimbursement of participating public schools' food programs to provide free meals for all students. *BPW's Advocacy Platform supports adequate state funding for programs that improve girl's health, education, and well-being.*





## 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>

## 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>

## NFBPWC Michigan

### Executive Committee 2021-2022:

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

## NFBPWC New York City

### Executive Committee:

Nermin K. Ahmad	President
Devika Gopal Agge	1 <sup>st</sup> VP Membership
Nesli Cakiroglu	2 <sup>nd</sup> VP Advocacy
Djenabou Bah	3 <sup>rd</sup> VP Programs (3-months sabbatical)
Voyka Soto	Secretary
Francesca Burack	Immediate Past President
Emily VanVleck	Young BPW Board Member

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



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

An energized return to NYC after the GA in Sacramento. It was wonderful to see people, in person, for the first time after so long. NYC was very well represented, with our delegation including President Emerita Burack, President Ahmad, YBPW Lead VanVleck, Acting VP Programs Bah, and our student members Sexton, Mujaddedi and Wali.

Congratulations to the newly elected National Executive team, with many of the same faces carrying on. Our very own Emily VanVleck has been elected as National YBPW representative – so very proud of her! Tahmina Herawie, one of your young Afghan mentees was elected as National Treasurer – which allows her to continue in her own chosen field.

The GA launched the Women on the Move Standing Committee, and I accepted its chairmanship. This Committee will take all of the lessons learned on the Afghan Women Project and transform them to create a toolkit for all women on the move, regardless of origin and destination. Women no longer move as spouses, parents, or children. They also instigate moves for themselves and their families, within and across countries. Little structure exists to support them, and we plan to establish that. The Afghan Women Project and the Let Us Learn projects will fall under the supervision of this committee.

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

Our student members represented NFBPWC at the 27<sup>th</sup> annual Youth Assembly. Emily VanVleck, Djenabou Bah, and Rafath Ghabode attended this event through sponsorship from BPW International. There they connected with likeminded young changemakers from around the world. Emily was selected as a finalist for the AFS Young Global Citizens award, presenting the Afghan Women Project. Keep a look out for their written report on their experience!

We have incredible momentum and would like to invite all of you to participate and experience the joy we derive from making a difference!

## NFBPWC North Carolina

### Executive Committee:

Marsha Riibner-Cady	President <a href="mailto:nfbpwcnc@gmail.com">nfbpwcnc@gmail.com</a>
Barbara Bozeman	NFBPWC-EC Liaison
Lea-Ann Berst	NFBPWC-NC Webpage Master and Facebook
Varnell Kinnin	SDG/ Advocacy
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](mailto:nfbpwcnc@gmail.com)

At our August 18 meeting we discussed General Assembly in Sacramento. Some of the things Alice, Barbara, and Marsha got out to the event...From Marsha's perspective...

The Rio Grille has the best cheese bread! Only downfall is that it wasn't gluten free. And those Garlicky tatertots we had at the dive bar were almost as good as the ruben ones!

Afternoon beverages in the lobby that included watermelon were quite interesting

Meeting/seeing people you haven't been able to see in person in 4 years was priceless. Some were very much shorter than we thought, I guess they have been sitting on phone books during the Hollywood Squares meetings!



2022 GA GALA: MEGAN, MARSHA, KERRI, BARBARA, ALICE AND ASHLEY

President Bosshart's husband Louis was a delightful conversationalist.

The hotel had awesome tech support for our hybrid meetings, in fact everyone at the hotel was delightful

My postcards almost beat me home, unlike the ones from Nassau that took 18 months to be delivered.

It was a very nice hotel, and it was in walking distance of the CA Railroad Museum! I bought some nice souvenirs there.

There is never enough time at the events especially the Gala on Saturday night. Everyone looked awesome!

There is never enough time to discuss changes in the bylaws or to impress on some folks how important these things are...



Hats off to Bessie's husband who was the photographer for the event, great job!

Kudos to the folks who joined virtually who put up with some of the tech glitches, thank you for enduring my fumbling around, being the Digital Training Chair doesn't automatically make you the perfect person to help with technology. Thank you for your patience and understanding.

The presenters were awesome... meeting the women of the Afghan Women Project/Women on the Move was amazing. Keri did a great job at the women's health breakout session, Suzette's social media for business presentation was great. Those were just the sessions that I attended, I know everyone enjoyed learning about everything happening in NFBPWC land.

Really the best part was the people. It was so wonderful to see everyone in person.

We adopted Keri from CA as an official NC member, gave her a pin and everything!

Hats off to Deb Fischer for doing a fine job with the budget and we didn't spend hours looking for a penny, you balanced everything out!

I would be remiss if I didn't mention that my husband, the former NC First Dude (he didn't want to be the first gentleman when I was the legacy club president) would have preferred I brought him a T-shirt instead of COVID. He is such a party pooper.

NC would like to congratulate the incoming Executive Committee and our very own Alice who will be the Military Affiliated Women's Chair, Barbara will be co-chairing the small business committee with me!

Until we meet again, there is always Zoom!



MARSHA, BARBARA AND ALICE FROM NC



MARSHA, SHIRLEY (MI) AND KERI (CA)



SPARKLES WITH HER PA CREW REMOTELY

## 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>

What a difference a month can make. We are in August with an unbelievable story to share.

But first, congratulations to NFBPWC for their outstanding Biennial Conference that was held in early August in Sacramento, CA. We were proud to create an ad, supply a Liz Tech pin for the Opportunity Raffle, and purchase scarves to help the event. We were most proud of our Lilly Gioia who attended the Virtual two-day event. She shared an excellent report on the happenings at the General Assembly to our member and guests on our Zoom meeting on Sunday, August 14. (BPWPA was conducting their Summer Board that very weekend and so many of us in the PA Affiliate were in attendance during this time.)

I did get my ERA video about the Amicus Brief of June 2020 to Sandy Thompson and Linda Wilson. Linda was sharing the path of the ERA and where we are today. The Amicus Brief was for our NFBPWC history in supporting the ERA since 1937. I wrote it on behalf of our national organization. This writing was shared in the court case Commonwealth of Virginia, et.al vs. Ferriero (National Archivist) in the District of Columbia. I was thrilled to be asked but I don't see my career in video production taking off anytime soon. But I felt honored to attempt something I have never none done before. Hope you take time to view.

We were also proud of Lilly's National recognition for her Advocacy work of providing outstanding informative reports on the legislative issues that are happening in PA and across the nation. But I am modest too for I was also a recipient of an Advocacy certificate for my Equal Rights Amendment work. That was a fabulous surprise. Thank you, NFBPWC VP of Advocacy Daneene. We try to keep the information up to date as we support our monthly contributions to the E News Magazine.

But something happened at the BPWPA Board meeting that made us all stop and reflect. A resolution came to the floor brought by a group of forty plus members. It was entertained by the Chair and the 20 minutes of discussion was the most engaging. What was it? The reproductive rights of women. Now we do mention reproductive rights in our BPWPA Legislative platform under the health plank, but this group of members wished to have a more comprehensive resolution that could be sent to our PA Senators and Representatives plus our Governor Wolf. The vote was disappointing depending on what you believe in. It lost on the floor. Only Board members could vote.

Our PA Affiliate had planned a Zoom meeting for Sunday, August 14 at 7 and we had many guests who asked to join us. They wished to see what we were about. I always make sure there is an agenda, minutes and treasurer's report emailed prior to the meeting.

I also asked Amanda Owen, member, to share her new project, "Women Sharing Their Stories." She has partnered with Molly McGregor of the National Women's History Alliance and Martha Wheelock of the Wild West Women. I have written about Amanda in previous articles as the founder of the Justice Bell Foundation. The Justice Bell is our famous suffrage bell of 1915 that traveled all 67 counties of PA. Please visit our PA webpage and in the Spotlight box, click Amanda's name and read all about her accomplishments.

But back to more business. Lilly presented her report on the General Assembly. She shared the statements of the National Platform regarding reproductive rights. Then under New Business, we shared the Resolution on

the Reproductive Rights of Women. It was another positive discussion and we decided to endorse it from the PA Affiliate Chapter of NFBPWC. Along with this resolution, member and legislative advocate, Ginny Bailey had written another letter to accompany this piece. It was one that shared the latest statistics from across PA but it could be personalized with any story which we wished to share. Governor Wolf should be receiving my letter shortly.

But in one week, our PA Affiliate received 5 new members, and more are calling and emailing to learn about us. Sometimes a focus issue by a group will bring others. We are most happy to have Donna Weinstein, Jennifer Forrest, Linda Ramirez, Terry Miller, Esq., and Joyce Turner become members.

I am back on the job with the L3 (Lifelong Leadership and Learning), starting with August 12 with new chair Jane Taff and again on August 26 with the L3 Facilitators meeting.

Our Internet Connection to Facebook has been a great asset for others to read. Find the page and follow. (NFBPWC-Pennsylvania) It has a wealth of information that is being shared across Pennsylvania as well as on our national level. I can't thank Ginny Bailey and Emily Holgash, both members, for all their help.

Our PA Affiliate Chapter of NFBPWC has been quite busy!

Our next meeting will be Sunday, November 6, 2022 at 7:00 p.m. on Zoom.

## Pennsylvania Advocacy Report

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

### AUGUST 26, 2022 WOMEN'S EQUALITY DAY?

Just in case you thought a big celebration was in order for Women's Equality Day this year, please do check out the COVER of Bloomberg Businessweek 8/8/22: "**The BREAKING point...**Special Report: American women helped the country achieve 50 years of prosperity. Undoing *Roe* makes everything far more precarious." Columnist Claire Suddath wonders why the "only wealthy nation that doesn't guarantee new moms time off work after they have a baby," is the United States? With two-thirds of mothers of young children working, "this country has shunted onto women the responsibility of keeping its society and economy running."

The Senate declined to pass a law that would've granted 9 million working women breastfeeding protections at work. It's been "two years of the country reminding women again and again that it doesn't care about them." More women die in childbirth in the US than in any other wealthy country. As schools reopen, 89% of elementary school teachers are women, far too many underpaid and disrespected. Is this why 300,000 educators have left the profession over the last two years? Of the estimated 41 million American care-givers looking after elderly relatives, usually a parent, more than 60% are women. Suddath quite correctly assesses the situation of America's women as a "byproduct of a system that's working as intended: to allow for the employment and economic advancement of women without actually supporting them."

The two most common jobs held by women in the US are teacher and nurse, necessary roles in any functioning society. And yet a teacher with two young kids could have to fork over two-thirds of her paycheck for day care just to be able to work. Child-care workers, home health aides – again, two essential jobs held almost entirely by women – are so poorly paid that they often can't afford child care at all. American women lack the kind of economic and social support enjoyed by their peers in other countries. Here women are expected to go it alone. Since 2020 about 16,000 child-care centers closed. Nurses and teachers were so overworked during the pandemic that they've quit in droves. The US will be short about 450,000 nurses in the next three years according to estimates by McKinsey & Co. Schools are so short staffed that some districts turned to a four-day week. Hospitals turn away patients. Children learn less.

The absence of women has consequences for everyone. Indifference towards women in the US hurts the economy, many studies have shown. "This year another crop of mothers will return to work before their stitches or cesarean scars have healed. Child care costs will rise again." And now the Supreme Court's Dobbs decision



will allow states to decide who can be forced to become a parent. We're losing our privacy and our ability to make a living in the world's wealthiest economy, Suddath writes. The question is, "When will women reach a breaking point? For years now we've been telling ourselves, if we can just get hired, if we can just get paid fairly, if we just lean in—and then—through the pandemic, if we can just hold on until schools reopen, or vaccines become available, or this week's crisis has passed, things will be better. But it's not getting better. So women continue to continue to make more concessions. We surrender our careers, our autonomy, ourselves. We labor in hospital hallways, pump in broom closets. We try to keep going. We have to. Without us, everything falls apart."

#### SOCIAL SECURITY ON TRACK FOR MAJOR COST-OF-LIVING INCREASE – WOMEN & INFLATION:

Retirees could see a double-digit percentage increase in their Social Security benefits next year as inflation continues to run hot, according to several new estimates reported in late July by Yahoo Money. Based on new inflation data through June 2022, the Cost-of-Living adjusted could bring an increase of 10.5% next year. For working moms, though, nearly half with school-age children ages 6-12, they accrued more credit card debt during the pandemic. 56% reduced spending on every-day items such as groceries and transportation, according to an April survey by the Bi-Partisan Policy Center. Half of women with children age 6-12 reported scaling back their careers and struggling with financial insecurity due to care-giving needs compared to all working moms of school-age children.

#### THE GENDER DIVIDE AT THE JANUARY 6<sup>TH</sup> HEARINGS:

Gender dynamics have been a potent undercurrent throughout the weeks of Congressional hearings into the January 6, 2021 insurrection at the United States Capitol. All the attacks that have ensued against women who testified laid bare how women often still pay a higher price than men for speaking up, observed Annie Karni and Maggie Haberman in a 7/23/22 New York Times report. "An investigation that has revealed grave threats to democracy, plotted and carried out mostly by men, has a heavily female cast of narrators who have paid a public price for speaking out," reporters pointed out. Sarah Matthews, former Deputy White House Press Secretary, was attacked by the House Republican Conference on Twitter as a "liar" and a "pawn" of Democrats before she uttered one word to the Committee. The male former deputy who testified received no similar rebuke at the time. Most of the Republican women who testified wore white, identified with the Suffragists. Committee Co-chair Rep. Liz Cheney (R/WY) called the women who testified an "inspiration to American women and American girls." Witness Caroline Edwards, a Capitol Police Officer, testified about how she was attacked by rioters, sustained a concussion and continued to fight them off. Former White House Aide to Chief of Staff Mark Meadows, Cassidy Hutchinson, knew all along that she would be attacked by former President Trump, Rep. Cheney noted.

The room where the January 6<sup>th</sup> Committee meets has historic significance. "In this room in 1918 the Committee on Women's Suffrage convened to debate whether women should be granted the right to vote," Co-Chair Cheney said. "This room is full of history, and we on this Committee know we have a solemn obligation to not idly squander what so many Americans fought and died for." Wearing a symbolic white blazer, Cheney acknowledged the history of the room. She commended Cassidy Hutchinson and Sarah Matthews for their bravery in coming forward to testify about events in the White House before, during and after the 1/6 insurrection. "We have seen bravery and honor in these hearings. You will be remembered for that," Cheney told Hutchinson after she testified under oath that president Trump knew the crowd at his rally was armed. Cheney praised Hutchinson for testifying before millions. She also praised Caroline Edwards, Wandra "Shaye" Moss and Ruby Freeman for testifying. "We owe a debt to all those who have and will appear."

#### UNION ORGANIZING EXPLODES ACROSS THE COUNTRY:

Chipotle agreed to pay **\$20 million in compensation to 13,000 New York City workers** for violating rights around scheduling and paid sick leave, according to an 8/13/22 Portside report. The settlement is the largest worker protection settlement in New York City history. Chipotle will also pay \$1 million in civil penalties. 160 Chipotle employees and a Service Employees International Union (SEIU) filed complaints against the fast-food chain, spurring a city investigation.

The settlement highlights the continued poor working conditions in the US restaurant industry which became more visible during the pandemic when restaurant workers quit at record rates due to low pay, obnoxious customers, the lack of benefits and the risk of contracting COVID.

At Starbucks, the Barista's rebellion goes on despite management's improper labor practices and opposition to unionization efforts. Starbucks on 8/19/22, was ordered to reinstate seven Memphis employees who were fired earlier this year for leading an effort to unionize their store. The National Labor Relations Board (NLRB) asked the court to intervene in May. Starbucks must reinstate the employees within five days and post the court order in the Memphis store. Starbucks intends to appeal. The case has been among the most closely watched in the unionization effort at Starbucks. Since late last year more than 200 Starbucks stores, including the Memphis store, have voted to unionize. The Labor Board's General Counsel, Jennifer Abruzzo, said, "Starbucks and other employers should take note that the NLBB will continue to vigorously protect workers' rights to organize without interference from their employer." The court decision in Memphis "is a crucial step in ensuring that these workers, and all Starbucks workers, can freely exercise their right to join together to improve their working conditions and form a union."

In June by a nearly 2 – 1 vote, Apple Store employees in a Baltimore suburb voted to unionize, joining a growing move across U.S. retail, service and tech industries to organize for greater workplace protections. Organizers at Amazon, Starbucks, outdoor retailer REI, and Google are busy building unions. NPR reported that the pandemic and other factors spurred young people to unionize. In 2021 the Labor Department found union membership was highest among middle-aged workers [ages 45-54] and lowest among younger workers [ages 16-24]. But that is changing as unionizing successes at Starbucks and Amazon garner national attention. At both Amazon and Starbucks workers have cited the pandemic as a major impetus for organizing, saying employers did not do enough to protect them from the risks of COVID or reward them for carrying on with the work that has made their companies highly profitable over the past two years. As they seek to organize, the workers are finding a lot of support from the White House, from their peers and from the public. A Gallup survey found that 68% of Americans approve of labor unions, a number not seen since 1965. The NLRB reports that union election petitions were up 57% in the first half of 2022's fiscal year compared with the year before. The ease with which workers can connect with each other using cell phones and social media is a factor today along with a labor-friendly White House and a Democratic denominated NLRB.

#### PA ABORTION RIGHTS CONSTITUTIONAL AMENDMENT DEBATE RAGES:

On July 15, 2022 the Pennsylvania Legislature recessed until September after voting on a Constitutional Amendment package that would dramatically shift the balance of government power in Pennsylvania and call multiple rights into question, including the right to abortion healthcare. SB106, was soundly rejected the PA League of Women Voters. "The League strongly opposes this bill package and is disappointed at the misuse of legislative power. This amendment not only adds a funding ban to the state constitution, but removes the right to abortion altogether. The Pennsylvania Constitution is meant to grant rights, rather than explicitly remove them for over half the population," the League stressed. The passage of SB106 is emblematic of how broken the legislative process in Harrisburg is. Legislative leaders manipulated long-standing procedural rules to ram through a bill with multiple contentious topics AFTER 11 PM at night just before summer recess...[there was] little opportunity for the public to engage or even see what was taking place." These amendments could be on the PA ballot as early as May 2023 Primary.

On SB106, Senate Republican Leader Judy Ward wrote in 8/2/22 Penn Live that "policy-making on abortion will be taken out of the hands of the courts and placed exactly where it belongs, in the hands of the people, first through a ballot referendum, and then through their elected officials. Our job as elected representatives is to create public policy that represents the will of the people." Meanwhile, Ohio women now flood Pennsylvania abortion providers once their Legislature prohibited abortion after six weeks, or even earlier if doctors can detect fetal cardiac activity. Chief sponsor of the Ohio abortion ban, State Representative Jean Schmidt, argued in the event a child is raped, that the birth of a rapist's baby would be "an opportunity," according to an 8/6/22 New Yorker article. "If a baby is created, it is a human life...it is a shame that it happens. But there's an opportunity for that woman, no matter how young or old she is, to make a determination about what she's going to do to

help that life be a productive human being. The rapist's offspring, she suggested, could grow up to "cure cancer." A 2020 survey indicated that less than 14% of Ohioans support banning of abortions without exception for rape and incest as Ohio's law now does.

Lizbeth Rodriguez, PA Community Engagement Coordinator for The Women's Centers serving independent clinics in Delaware County and Philadelphia said, "In my work at Pennsylvania abortion clinics, I've seen how politicians' attacks on abortion are emboldening anti-abortion vigilantes to harass our clinics and threaten our patients." Contrary to popular belief, these anti-abortion protests aren't calm, respectful gatherings – they're targets, racist harassment by extremists who seek to control other individuals, Rodriguez maintained. Right-wing zealots, often with explicit ties to notorious white supremacist groups, do everything they can to intimidate our patients. These protesters, who are mostly white, sometimes go as far as to exploit imagery of slavery, lynching and the Holocaust to shame our patients about their health care decisions.

DIVESTING FROM ANTI-ABORTION FUNDERS was approved by Lehigh County Pennsylvania Commissioners, as reported by Bloomberg on 7/21/22. Officials began the divestiture process from Wells Fargo Bank, planning to pull a total of \$145 million in taxpayer dollars from the bank. Wells Fargo has donated large sums to groups that, in turn, back GOP candidates who support curbing abortion access. The tenth largest county in Pennsylvania may become the first entity to divest its assets from Wells Fargo & Co. because of the bank's support of politicians who oppose abortion rights. Despite publicly stating that it would cover the cost of employees' travel to get an abortion out of the state after Roe v Wade was overturned, Wells Fargo continues to donate to anti-abortion political groups, according to Mark Pinsley, Lehigh County Controller. "We can hit them in the balance sheets," Pinsley said in a statement. In the 2022 election cycle, Wells Fargo contributed over \$120,000 to the National Republican Senatorial and Congressional Committees, according to Open Secrets.org. Similar amounts were donated in 2020 and 2021. Wells Fargo has been dealing with a series of scandals and regulatory issues for years, and is operating under a growth cap imposed by the Federal Reserve, the PA Post reported on 7/25/22.

PHILADELPHIA BECOMES A "SANCTUARY CITY" for abortion access, according to a 7/21/22 Philadelphia Inquirer report. A Sanctuary City, in theory, would refuse to prosecute people for abortion and continue to help people get reproductive health care, said ACLU Senior Policy Analyst Julie Zaebst. Philadelphia is home to most of the state's abortion facilities. In 2020 41% of all abortions in the state took place in Philadelphia, state data shows. Thanks to a close-by airport with many direct flights, people have come from further away states because Philadelphia was the most affordable option. Local officials are making extra efforts to support reproductive rights, even for non-Pennsylvanians. Governor Tom Wolf's Executive Order states Pennsylvania will not cooperate with any demands by other states to arrest people for getting abortions, providing abortions or helping others get abortions. Religious undertones of the abortion issue are a factor in states across the country. Kansas voters resoundingly by 18 points (59% to 41%) defeated an amendment intended to end legal abortion protected by the state constitution. The Religion News Service reported that the Kansas City Catholic Archdiocese invested roughly \$245 million with other Catholic organizations also spending millions representing the single largest donor base for the pro-amendment umbrella group known as the "Value Them Both" campaign. Recent Kansas polling showed the percentage of Catholics who believe abortions should be legal in all or most cases jumped from 53% in October 2010 to 64% in June of 2022, according to an 8/4/22 Religion News Service report. As Pennsylvania's anti-abortion constitutional amendment reaches a ballot, similar efforts by religious entities may be anticipated.

#### ACCESS TO ABORTION MEDICATION IN JEOPARDY:

CVS has notified pharmacists to withhold certain prescriptions for methotrexate, a common auto-immune medication seen as the "gold standard" treatment for arthritis, lupus, Crohn's and other conditions. Methotrexate is also used in medication abortion. CVS headquarters notified "high risk" states (Alabama, Arkansas, Idaho, Montana, Oklahoma and Texas) where laws are being implemented creating potential criminal liability for any individual who "knowingly or recklessly dispenses an abortion-inducing drug and for purposes of an abortion." The memo, according to a 7/20/22 New Republic report, told pharmacists not to fill prescriptions until they confirm a diagnostic code with the prescribing doctor. If a pharmacist finds abortion is the intended use, they "must refuse to fill the prescription." An Alabama-based CVS pharmacist told the New



Republic that the new corporate guidance had nothing to do with insurance coverage; instead, it was a direct response by CVS to the Supreme Court decision. On 7/21/22 Pharmacy Practice News reported: "Refusing to Fill Some Prescriptions for Women Would Violate Civil Rights."

The Biden Administration on 7/13/22 issued a warning to pharmacists that refusing to fill orders for contraception or abortion medications, or discrimination filling prescriptions based on a person's pregnancy status, will put them in violation of federal Civil Rights law. "Under federal Civil Rights law, pregnancy discrimination includes discrimination based on current pregnancy, past pregnancy, potential or unintended pregnancy, and medical conditions related to pregnancy or child birth," according to new guidance sent by the Department of Health & Human Services (HHS) to more than 60,000 retail pharmacists. In announcing the Guidance, HHS Secretary Xavier Becerra said, "We are committed to ensuring that everyone can access health care, free of discrimination. This includes access to prescription medications for reproductive health and other types of care."

There have been multiple reports of pharmacies in states that have banned abortion refusing to fill lawful and medically appropriate prescriptions. These refusals are impermissible for pharmacies that receive federal funding based on provisions in the Affordable Care Act and Rehabilitation Act of 1973, the HHS memo said. Additionally the American Society of Health-System Pharmacists (ASHP) issued a policy asserting patients' rights to access comprehensive reproductive health care services, including care for pre-conception, conception, post conception and termination of pregnancies. The ASHP is concerned by the implementation of laws in at least 13 states that severely limit access to reproductive health services and impose criminal, monetary and professional penalties on clinicians including pharmacists, providing these services.

## Pennsylvania Conference for Women

Source: Facebook post from Ginny Bailey on NFBPWC – Pennsylvania page on 08/25/2022



### Find Work That Works

Join us October 4th and you could make your next great professional match! Join us October 4th for our next [FREE Virtual Career Fair!](#)

Meet directly with recruiters — and tap into our library of professional development resources while you're there.

Our sponsors have been supporting women in the workplace in many ways. They're now hiring for remote, in-person, and hybrid roles in:

Tech  
Healthcare  
Pharmaceutical  
Finance  
and more!

**REGISTER NOW**

What you need to know:

- Open to professionals at all levels
- Participating employers are committed to diversity, equity, and inclusion
- Opportunities for remote, hybrid, and in-person roles
- Expert live and on-demand advice and resources
- All resumes submitted with your registration will be shared with hiring employers

Featured employer: Bristol Myers Squibb / Community Sponsors: iRelaunch, Luminary, PowertoFly, ReachireRegistration is FREE. Learn more at <https://www.paconferenceforwomen.org/CareerFair/>

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

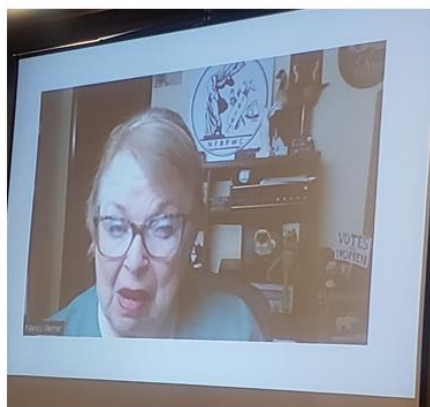
### Greetings from the Virtual Chapter!

I don't know about you, but I am still buzzing with inspiration and excitement after our amazing General Assembly. I am forever grateful for the community, collaboration, and compassion of this organization.

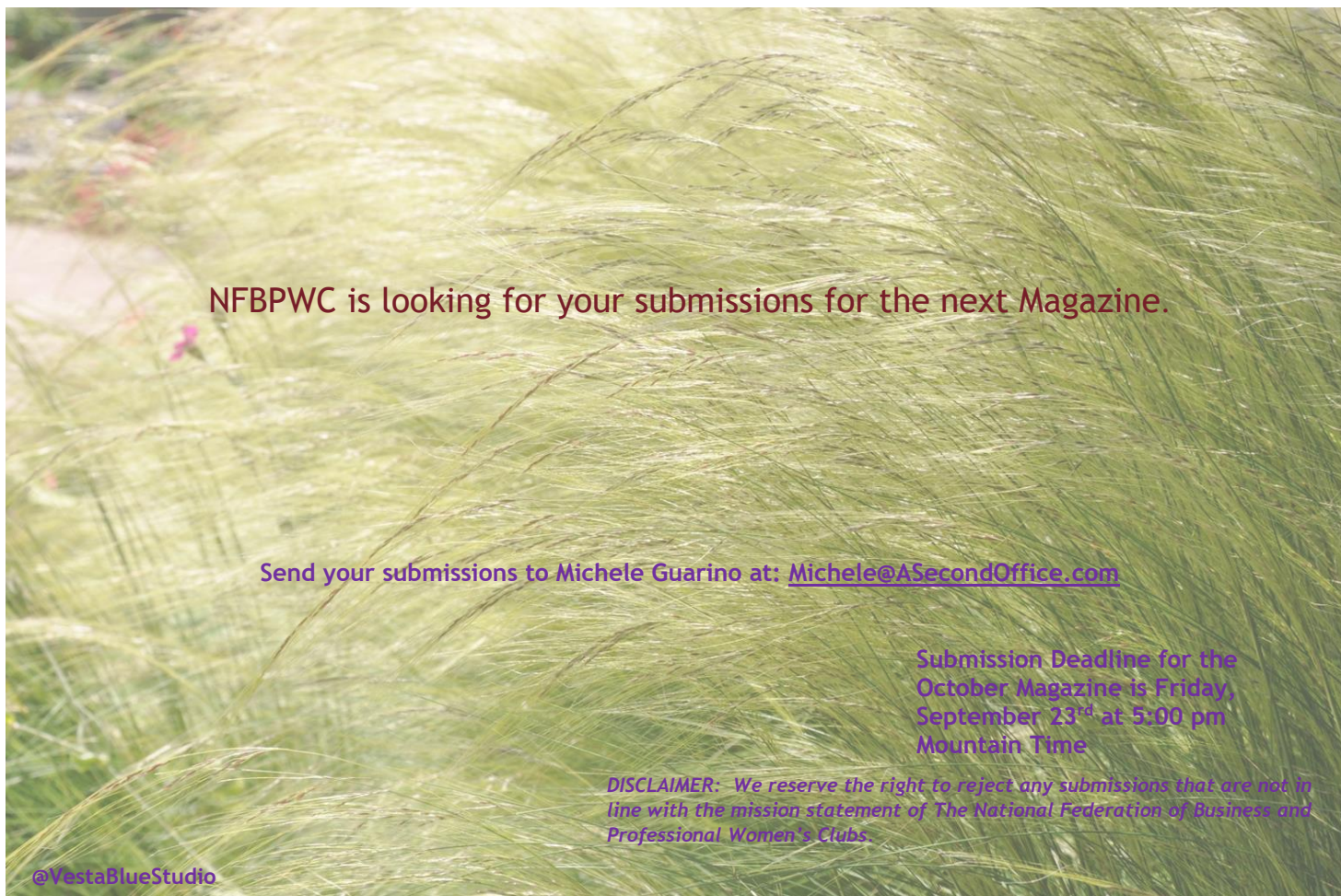
To start the new term off, Virtual Chapter will be holding a member planning session on Wednesday, September 21<sup>st</sup> where we'll renew and review our vision for the future and spend some time reflecting and sharing about our experiences thus far, including take aways and insights from General Assembly. If you were unable to participate in GA this year, this is your chance to "catch the wave!" If you're newer to the chapter, this would be an excellent opportunity to get to know your fellow members and introduce us to your wonderful self.

For the remainder of the calendar year, Virtual Chapter will hold either a chapter/planning meeting or an "open to all" event on the 3rd Wednesday of each month at 3pm Pacific / 6pm Eastern. Information and registration will be available on the website.

All the Best!







## 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](mailto:ec@nfbpwc.org)

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

# National Federation of Business and Professional Women's Club's (NFBPWC) Advocacy Platform 2022-2024

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
- Support repeal of Forced Arbitration as a sole means of dispute resolution

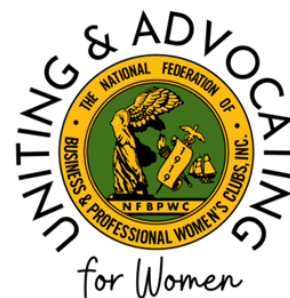
## **Health Equity and Justice**

- Access to affordable reproductive healthcare, including contraception and legal abortion 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~~ gun purchases
- Reinstate the Violence Against Women Act
- Oppose human trafficking, sexual exploitation and slavery
- Equal education opportunity including adequate funding of public education, preschool through postsecondary
- Support equal rights for LGBTQ+ persons
- Support equal treatment of and end discrimination against all women
- Support policies and practices that promote environmental sustainability
- Support the endeavors of and improve conditions for military-affiliated women
- Support our women in prisons
- Support protection of human rights and equitable treatment of all migrants, including refugees and asylum seekers





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](http://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

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