

NFBPWC Magazine

APRIL 2023 ISSUE

April 22, 2023

**HAPPY  
EARTH DAY**

REDUCE, REUSE, RECYCLE

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**Submission Deadline for the May Magazine is Sunday, April 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

#### April 4, 2023

Join NFBPWC's Fight Against Period Poverty!  
4:00 pm PST / 7:00 pm EST  
Advocacy, Health and Young BPW Meeting (Open to the Public)  
<https://www.nfbpwc.org/event-5221642>

#### April 11, 2023

**2<sup>nd</sup> Tuesday of the Month**  
4:00 pm PST / 7:00 pm EST  
Young BPW Committee Meeting (Young BPW Members Only)  
<https://nfbpwc.org/event-5200492>

#### April 12, 2023

**2<sup>nd</sup> Wednesdays of the Month**  
4:00 pm PST / 7:00 pm EST  
NFBPWC Entrepreneur & Small Business Committee Meeting (BPW Members Only)  
<https://nfbpwc.org/event-4962117>

#### April 13, 2023

**2<sup>nd</sup> Thursdays of the Month**  
4:00 pm PST / 7:00 pm EST  
Advocacy Committee Meeting (BPW Members Only)  
<https://nfbpwc.org/event-4973889>

#### April 18, 2023

"Earth Day 2023: Fireflies: Jewels of the Night"  
4:30 pm PST / 7:30 pm EST  
NFBPWC Environment & Sustainable Development Committee Meeting (Open to the Public)  
<https://nfbpwc.org/event-5182346>

#### April 19, 2023

**3<sup>rd</sup> Wednesdays of the Month**  
"Setting Goals for Personal and Professional Success," presented by L3 Committee Chair, Jane Taff  
5:00 pm PST / 8:00 pm EST  
Virtual Chapter Meeting  
<https://nfbpwc.org/event-5209756>

#### April 24, 2023

**4<sup>th</sup> Monday of the Month**  
4:30 pm PST / 7:30 pm EST  
NFBPWC Environment & Sustainable Development Committee Meeting (BPW Members Only)  
<https://nfbpwc.org/event-5149785>

#### April 25, 2023

NFBPWC National Board Meeting (BPW Members Only)  
5:00 pm PST / 8:00 pm EST  
<https://nfbpwc.org/event-5138334>

#### April 27, 2023

**Last Thursday of Every Other Month (April, June)**  
Connecting NFBPWC Committees  
2:00 pm PST / 5:00 pm EST  
Hosted by Young BPW Chair, Emily VanVleck  
<https://nfbpwc.org/event-5218372>

#### April 27, 2023

Webinar about Veterans Benefits  
5:00 pm PST / 8:00 pm EST  
NFBPWC Military Affiliated Women Committee  
Email for info: [MilitaryWomen@NFBPWC.org](mailto:MilitaryWomen@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)

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

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

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

8:30 am PST / 11:30 am EST  
L3 Committee Meeting  
Email for info: [L3Chair@NFBPWC.org](mailto:L3Chair@NFBPWC.org)

### Regional Events

#### April 20, 2023

5:00 pm PST / 8:00 pm EST  
NFBPWC / North Carolina Monthly Club Meeting (Open to All BPW Members)  
<https://nfbpwc.org/event-49738749>

## 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  
Acting Treasurer, Deborah Fischer  
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  
Rapid Response, Sue E. Oser, Michigan  
Small Business, Marsha Riibner-Cady, North Carolina  
Women on the Move, Nermin Ahmad, NYC

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  
rapidresponse@nfbpwc.org  
smallbusiness@nfbpwc.org  
womenonthemove@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  
United Nations, Susan O'Malley, NYC  
Website, Open

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



## President's Message



### Cultivate Connections, Create Community

What a great theme from the NFBPWC Executive Committee for this 2022-2024 term! So, how do we move this idea forward as an organization of members across such a large and diverse country?

Let's break it down. Cultivate, to nurture and help grow. Connections refer to networks and relationships. Create is a vibrant verb that reminds us of our ability to bring ideas to life.

Community can be defined as sharing common ideals, goals, and

interests. Our Executive Committee deliberated about each of these words in an effort to bring a theme forward that would inspire NFBPWC members at all levels to contribute to this organization in a way that was meaningful to each individual.

Our organization has the propensity to inspire, empower, and connect members as we work together for gender equity. We can nurture our connections by starting with compassion, grace, and active listening. Members of this organization motivate others by finding a path in BPW that makes this community a vibrant part of their lives. A simple spark of an idea can turn into an international project, a national initiative, or an influential local program. As business and professional women, we can nurture each other's ideas and potential while acknowledging our limitations. Our network connects us to phenomenal people and unique opportunities. We have a community of members on which we can rely for both expertise on subjects and ears to listen.

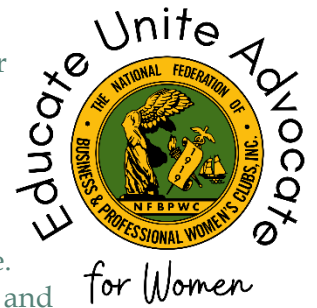
Let us take a moment as we celebrate Earth Day, and this beautiful world in which we live, to remember that all of the members of this organization do their part to make a difference. We offer a community to each other, one in which we can find solace and solutions. And let us not forget to be kind and accepting of each member's journey in this organization as we endure these extraordinary moments of history (and herstory).

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

NFBPWC is truly living our theme for this biennium: Cultivate Connections, Create Community. 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)

### WELCOME NEW MEMBERS!

Please reach out to welcome our new members joining in March:



Karla Kurrelmeyer, M.D.	Virtual (Texas)
Farah Chatilah	Virtual (Texas – Young BPW)
Sophia Yen, M.D.	Virtual
Gabriela Gjurekovec	Colorado
Amber Long	Heritage - Indiana
Tiffany Purifoy	Virtual - North Carolina
Julia Thomas	Virtual
Emily Moore	Colorado

Be sure to forward information on new or renewing members to [newmember@nfbpwc.org](mailto:newmember@nfbpwc.org).

### MEMBERSHIP RETENTION



Remember the Girl Scout song, “Make new friends, but keep the old. One is silver and the other is gold?”

The Membership Committee has spent the last few months on Membership Recruitment and Retention strategies. We want to thank President Bessie Hironimus and BPW California for their document, **“How to Start a New Club in 8 Weeks”** which has been circulating through BPW for decades.

The Membership Committee recently updated the document, and it is available for you to use at the local level. Learn the top reasons why a member will join NFBPWC. Get tips on target audiences for new member recruitment. Access outreach templates to the Chamber of Commerce, radio announcements and social media. There is also a timeline for our BPW Heritage sisters to initiate their NFBPWC Affiliate chapter. In addition, we’ve provided telephone scripts and other ideas in **“Membership Retention Tools.”**

How to access? Log into the NFBPWC website, click **Members Only** section, **Resources Library**, then scroll down to **Documentation**. Be sure to check out the many other membership tools available there.

Looking for some fresh ideas and membership tools? **Join us at our bi-weekly Membership Committee meetings on Zoom.** First and Third Mondays (one hour), 5 PM Pacific, 6 PM Mountain, 7 PM Central, 8 PM Eastern.

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

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



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

Greetings NFBPWC friends and family! This month I'm happy to "pass the mic" over to the YBPW Chair Emily VanVleck for the April magazine submission that we are working on with the Health Committee.

Emily is working on an inspiring and important initiative and I hope you all take a moment to learn more about it below ([Join NFBPWC's Fight Against Period Poverty!](#)) and of course, as always, please also be sure to read the supplemental pieces from Sue Oser and Nancy Werner.

### REMINDER:

**Share our new initiative with your colleagues, friends, and family members. Our stories are our power.**

### "Without Roe: Our Stories"

[Click here](#) or scan the QR code below to learn more about our efforts to curate personal experiences, truths, and stories that remind us of the importance of the protections that the Roe v Wade decision provided.

Injustice thrives in silence and our stories have power.



### JOIN NFBPWC's "WITHOUT ROE: OUR STORIES" PROJECT

As always, please check the magazine for supplemental submissions from Sue Oser (LGBTQIA+) and Nancy Werner (ERA)

Thank you for all you do!

All the best,

Daneene



## LGBTQ+ Team Report

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

Over the past year, we learned about the various communities and the flags that they represent. While there are many more to focus on, there are a lot of websites out there that can educate you on those flags that may have been missed. They include such websites as <https://www.hrc.org/resources/lgbtq-pride-flags> and <https://rcsgd.sa.ucsb.edu/education/flags>.

A major focus for this year will be various organizations around the country or even the world that help, support and advocate for the LGBTQ+ community. It's a great way to learn about these organizations and perhaps invite them to your next meeting or for special speaking engagements. The more we learn about these organizations the more we can network and offer the support they need via an ally or more.

(an additional note of awareness to highlight)

Recently, there has been an uptick in various state capitols and cities proposing as well as passing anti-LGBTQ+ legislation, especially focusing on the transgender community. They are the most vulnerable within the spectrum with transgender youth facing the most hatred and bullying currently. It is vitally important for our organization as well as other allies to listen, learn, and speak up for this community as well as all LGBTQ+ individuals. They need our voices more than effort as we begin to prepare for next year's presidential election season. Because of the impact these laws have and the inequality faced, going forward, this section of the LGBTQ+ advocacy column will be devoted to highlighting those bills and bring awareness to just what kind of situation the transgender community especially is facing. There will also be good news as well to share because there always needs to be a silver-lining among the clouds.

### Organization of the Month - The Trevor Project

#### Why highlight?

This organization has been around for decades helping LGBTQ+ youth. They offer discreet counseling either online, texting or over the phone. The mission of the organization is to help curb suicides among LGBTQ+ youth. To become a volunteer, you need to apply for training so you can help a young person going through a mental health crises.

Fact from the Trevor Project website: Suicide is the second leading cause of death among all young people in the U.S.. LGBTQ+ youth are four times more likely to attempt.

#### Source(s):

<https://www.thetrevorproject.org/>

#### This month's FYI:

The following is an overview of or anti-LGBTQ+ and anti-transgender legislation:

2023 wave of bills is fueling a political 'war against LGBTQ+ people,' new report shows - <https://19thnews.org/2023/02/2023-anti-trans-lgbtq-bills-record/>

2600 Leaked Anti-trans Lobbyist Emails Show Fundamentalism, Not Evidence, Is How First Anti-Trans Bills Were Drafted - [https://erininthemorn.substack.com/p/2600-leaked-anti-trans-lobbyist-emails?utm\\_campaign=post](https://erininthemorn.substack.com/p/2600-leaked-anti-trans-lobbyist-emails?utm_campaign=post)

Inside the Secret Working Group That Helped Push Anti-Trans Laws Across the Country - <https://www.motherjones.com/politics/2023/03/anti-trans-transgender-health-care-ban-legislation-bill-minors-children-lgbtq/>

March Anti-Trans Legislative Risk Map and other information:

[https://erininthemorn.substack.com/p/march-anti-trans-legislative-risk?utm\\_source=post-email-title&publication\\_id=994764&post\\_id=109270624&isFreemail=true&utm\\_medium=email](https://erininthemorn.substack.com/p/march-anti-trans-legislative-risk?utm_source=post-email-title&publication_id=994764&post_id=109270624&isFreemail=true&utm_medium=email)

### The following are some good LGBTQ+ news highlights:

‘Sashay Your Bigotry Away’: Love Louder Than Hate as Anti-Drag Protest Backfires in Royal Oak - <https://pridesource.com/article/sashayyourbigotryaway/>

HISTORIC: Michigan House Passes Civil Rights Law to Explicitly Prohibit Discrimination Against LGBTQ+ Michiganders - <https://equalitymi.org/historic-michigan-house-passes-civil-rights-law-to-explicitly-prohibit-discrimination-against-lgbtq-michiganders/>

If you have an idea of an organization that you would like to highlight or would like to help and become more involved as an LGBTQ+ advocate, please contact Sue Oser at [soser@nfbpwc.org](mailto:soser@nfbpwc.org) or [angelbpw1719@gmail.com](mailto:angelbpw1719@gmail.com).

## ERA Team Report

By: Nancy Werner, NFBPWC Advocacy Team ERA Lead

### EQUAL RIGHTS AMENDMENT-E.R.A. IN THE NEWS

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

**THE BIG EVENT HAPPENED.** “How Congress Can Recognize Ratification and Enshrine Equality in Our Constitution,” was the title. On February 28, the U.S. Judiciary Committee held a hearing on the Equal Rights Amendment. Senator Durbin D-IL presided.

Sen. Durbin presented a video that took us back to 1923 when Alice Paul presented her message on equality. We received a review of the 3 states that have just recently passed their ERA. Nevada -2018, Illinois-2019 and Virginia -2022. Gender Equality is who we are. The timeline needs to be revoked.

Sen. Graham-R-SC shared information on the opposing side. In 1978 to 1982 three more years were granted to the states to push the ERA. But we were 3 states short. During this time, we had 5 states rescind their vote. Actually, what disturbed him the most is that we really do NOT have 38 states in favor of this amendment. (Sidebar-Once a state has cast their vote, they may not rescind.)

Then we heard from 3 Senators to speak their opinions. Our first was Sen. Ben Cardin D-MD. A long-time proponent for the ERA amendment, he shared too many people believe that the ERA is in the Constitution. We are the only industrialized nation in the world that does not uphold the equality of women.

Our second Senator was Cindy Hyde-Smith R-MS. She expressed that we have many laws that do provide women’s rights protection. She felt the amendment would harm women. Using the message of the late Ruth Bader Ginsburg, maybe we should start all over again.

Last was Sen. Lisa Murkowski R-AK who has been a supporter of the ERA amendment forever. She shared the resolution bill is important to women and men. She shared that to date 25% of U.S. Senators are women. In the U.S. House 128 seats belong or 29% are women. We need the equal rights under the law.



A panel of 4 women were then allowed to present individually. There was a balance of two speaking for and two speaking against the Equal Rights Amendment. All I witnessed was that the information imparted to us was just the same as the hearings back in the 70's from both sides. I was a few years younger then, but the same statements were being shared as if time had stood still. I was dismayed but hopeful that this SJ Res 4 to remove the deadline on equality will finally come to the Senate floor for the much awaited debated.

I became full of hope when the last speaker, Sen. Alex Padilla D-CA, provided the final remarks at the hearing. The removal of the arbitrary deadline for ratification and recognizing the 38 states needs to be addressed. With passion and purpose, he shared that the equality of women needs to be placed in our U.S. Constitution as our 28<sup>th</sup> Amendment. We CANNOT let another 100 years pass!

So please go to our NFBPWC One Click System and use it. Share with your Senators what you are thinking. Make that noise. If and when the Senate Speaker, Chuck Schumer, brings the SJ Res 4 to the Senate floor, you will have shared your views.

## From the Desk of the Secretary



By: Sondra Nunez, NFBPWC Secretary 2022-2024

Hello Fellow NFBPWC Sisters!

March 3-5, 2023, I had the pleasure of attending the BPW Leaders' Summit hosted in New York City. As a first timer, I did not have any expectation of how the weekend would go. Upon reflection, I don't know if the words I write now will do the experience justice.

Attending the Leaders' Summit solidified for me why I chose NFBPWC. Having just joined the organization in 2021, especially in a year when the world was trying to figure out how to come out of COVID, it had been a struggle for me to pinpoint exactly what I was hoping to gain from the organization, as well as decide what I was willing to give to it. Like many of you, I have been a life-long volunteer of non-profit organizations. I understand how to contribute to the team. I know how to do work. What I wasn't as sure of was how, after so many years as a volunteer, I could find a reignited passion for service.

When the opportunity to join the national executive committee presented itself, I was shocked. How could the possibility of joining the executive committee be sitting there just waiting for someone to say yes? I believe the world works in mysterious ways, and what we need will always be available to us, even if it seems impossible. Saying yes to national secretary is the best decision I have made in a long time.







Serving in this position has opened my eyes and mind to what is possible. It is through my service as the national secretary, I was able to gain information about the Leaders' Summit. Ninety-seven women from around the globe coming together to discuss projects, initiatives, and opportunities to serve the world in meaningful way. Spending time with women from other countries, learning about their passions and challenges, engaging with the Young BPW, being filled with joy at what they are accomplishing, this was something I didn't know was missing from my life. Now, it will forever be the standard I weigh all my service against.

Participating in the Leaders' Summit afforded me the opportunity to be a global citizen. It offered me the possibility of working on projects

with women never before available to me. It has changed my mind and heart for the better. The BPW Leaders' Summit is an event I hope you and I will have the opportunity to attend together for years to come.

Sincerely,

Sondra Nunez

2022-2024 NFBPWC Secretary



## NFBPWC National Board Meeting

**Date:** April 25, 2023  
**Time:** 5PM Pacific, 6PM Mountain, 7PM Central, 8PM Eastern  
**Time zone tool:** [Convert Time Zone Instantly](#) | [Time Difference Calculator](#)

**Main Topic:** TBD

We will be sending an email requesting a written report from each officer, committee chair, and affiliate president.

**Please be prepared to submit your written report by April 15, 2023 to [secretary@nfbpwc.org](mailto:secretary@nfbpwc.org).**

All members are welcome and guests are encouraged for this Board of Directors meeting. We look forward to ushering in the new year by focusing on our theme: *"Cultivate Connections, Create Community"* with the focus issue of Women on the Move.

Please register at: <https://www.nfbpwc.org/event-5138334>

Zoom details will be sent after registration is received.

## NFBPWC Young BPW

By: Emily VanVleck  
 Young BPW Chair, NFBPWC 2022-2024

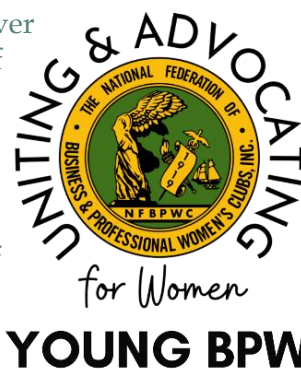
March was quite the whirlwind of excitement here in NYC! I was fortunate to meet fellow BPW members from around the world in NYC during the Leader's Summit and Clare Fulcher dinner. YBPW member Djenabou Bah (NYC) and I hosted Young BPW Night Out at Moxxy Rooftop Bar and followed it up with slices of Joe's famous pizza and a quick photo op in Time Square. It was a joy to show our YBPW friends from around the world what a night out in NYC is all about! I hope next year more YBPW members from the US can attend.



There are funds to help cover expenses for these types of events – please reach out to me if you are interested.

I was privileged to be selected as a delegate for the 67th Commission on the Status of Women for BPW International.

I spent two weeks at the United Nations hearing from industry professionals and country representatives about technology and innovation and its effects on women and girls. Much of the information was upsetting – gender divides already threaten to turn tech into a patriarchal-dominated industry. If any YBPWs are involved in tech, please reach out to me so we can share with others how to include more women in this field!



### YBPW CSW Parallel Event Panel

During CSW, Djenabou Bah and I represented BPW-USA on the YBPW parallel event, with me as a panelist and Djenabou as the moderator. It was a great intergenerational panel on how BPW members are creating an enabling environment for women to thrive during changing times.

*Pictured Left to Right: Djenabou Bah (NYC), Johanna Futen (Germany), Larissa De Luca (Brazil), Chika Offor (Nigeria), Emily VanVleck (NYC), Kelly Tallon Franklin (Canada), Chularat Toyting Israngkool (Thailand), Tomi Odunsi Fadina (Nigeria)*



## YBPW Night Out – Times Square

The YBPW-led period poverty initiative is going very well, attracting members from across the country and even a few international members. Keep a look out on the national website for our next meeting times and see how you can help us End Period Poverty.



In personal news, I have been selected for the 2023-2024 cohort of the United Nations Department of Global Communications Civil Society Youth Representative Steering Committee as a representative of BPW. I am incredibly honored to be selected for this position and am excited to see how I can use this position to get more YBPW involved with the UN. I do not doubt that my work with BPW has helped lead me to this appointment. It is my dream that each of you uses your participation

with BPW to help you make big career moves - I am proof that it is attainable.

See you all at our next meeting on April 11!

### Share With Us!

Are you a YBPW with something exciting to share? Are you working on a cool project or get a promotion? Maybe you are studying abroad! Send me your great news so we can all celebrate your success.

### What is Young BPW?

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

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

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

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



@YoungBPWUSA



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

## Environment & Sustainable Development Committee

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

### Simple Acts: From Your Table to Your Community

Growing up in Florida, my mother would take me to the local farmer stands to purchase vegetables. “They taste much better because they are fresh”, she would say. And how true that still rings today. Our supermarkets advertise their “fresh produce”, but the food is often grown thousands of miles away or in another country, picked well before it has ripened, stored in warehouses, shipped over miles, and placed on your grocery store shelves. By the time this “fresh produce” hits your table, it is typically days if not a week or more old.



**Farmers Markets** provide fruits & vegetables that are grown seasonally and grown near to where you live, therefore keeping your food money in your community and providing you with real fresh produce. When you **eat what is in season** food is at its most nutritious in addition to tasting delicious. Those fresh peas & spinach in the Spring, berries & tomatoes ripe in Summer, and crisp apples in the Fall are loaded with vitamins & minerals. Feast on butternut squash soups to keep yourself nourished in the harsh winter months. You are cutting your ecological footprint by purchasing your food from local farmers (food miles count for 11% of your meal's carbon footprint.). Couple that with using reusable bags, not plastic packaging, voila. **Community Supported Agriculture (CSAs)** have become a user-friendly way to buy local, seasonal food directly from a farmer. The consumer purchases a share in a farmer's product & receives a box weekly of seasonal produce throughout the season.



**Opt for Organic!** Organic foods are healthier for you, providing more beneficial nutrients, lowering levels of chemicals in your food, and containing no genetically modified (GMOs) ingredients. "Organic" defines the methods & materials used by farmers to grow & process farm products including vegetables, fruits, grains, dairy products and meat. No synthetic or sewage sludge fertilizers are added to soil, no synthetic pesticides are used for pest control, no irradiation is used to preserve food or rid of pests, no genetic engineering of crops used for disease or pest control or to increase crop harvests, and no antibiotics or growth hormones are used for farm animals.



**"Organic" does not mean the same thing as "natural."** Natural on a food label means only that the product has no artificial flavors, colors or preservatives, having nothing to do with the way in which the food ingredients were grown. The labels "free-range" or "hormone-free" do not mean that these items were grown organically. Non organic foods are sprayed with extremely toxic chemicals which kill everything but the plant including beneficial insects and soil nutrients needed to grow the plant. Then, because the soil has no organisms or nutrients to provide plant growth, synthetic fertilizers are used. Millions of taxpayer dollars are handed out in subsidies for these extremely expensive, large scale, non-organic farming practices.

In purchasing **organic foods**, you are keeping toxins out of the air, out of the drinking water, and out of the soil. And remember, everything ends up in

the ocean, leaching through soil into aquifers, into nearby rivers & lakes, into our landfills, and into our air.

**Organic farming supports pollinators** and we need pollinators to support life on earth. We need to maintain a level of biodiversity in plants, animals, insects, & birds.

**Eat healthily.**

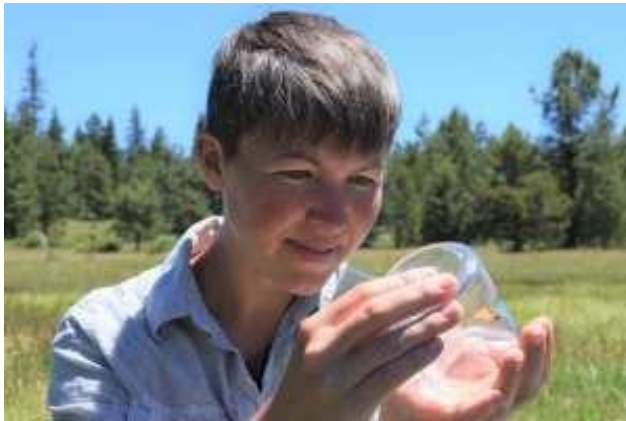
## Fireflies: Jewels of the Night

The Environment and Sustainable Development Committee Celebrates EARTH DAY with a special webinar event before Earth Day on **April 18, 2023** at 7:30 PM EST.

To register, go to: <https://www.nfbpwc.org/event-5182346>



Webinar presentation by Candace Fallon, Senior Conservation Biologist, Endangered Species Program Xerces Society.



Candace Fallon is a senior conservation biologist with the Xerces Society, where she works with researchers, land managers, and community scientists to study and protect at-risk invertebrates and their habitats. She has extensive experience with species inventories and monitoring, providing technical guidance to land managers, developing and managing community science projects, and conducting outreach. Much of her work has focused on conserving imperiled butterflies, beetles, mollusks, and aquatic macro-invertebrates on federal lands in the western U.S. As the Firefly Lead, she also manages Xerces' firefly conservation program and serves as co-chair of the North American section of the IUCN SSC Firefly Specialist Group.

## Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

98% of insects are NOT pests and “yet most of the chemicals now used kill all insects, our friends and enemies alike.” (Rachel Carson, Silent Spring)

Spring is springing and so are bugs. There is no need for pesticides as there are plenty of non-chemical tactics to battle the bugs: basil to keep flies away, dish soap to rid of ants, a spray bottle filled with water & lemon or lime juice for spiders, a cockroach trap from a wine bottle lined with maple syrup & rubbed with cooking oil, salt for a flea infestation, and Neem Oil for many types of pests.

The number & diversity of insects are declining at an alarming rate due to habitat loss, climate change & use of pesticides. By transforming part of your lawn into an insect friendly habitat, you can attract pollinators and provide habitat for native insects. Lawns are like deserts to insects. Simply leave a section of your yard untouched, allowing vegetation to grow & produce seeds & flowers. Fallen leaves & stems, sticks, and especially logs should be left for insects to use for habitation. Add native plants; they will thrive in your landscape, use less water and attract natural insect enemies to limit damage from those pest species.

Urban areas can exceed rural areas in providing diversity & abundance for pollinators including planting native species in containers on your balcony or on rooftops.

Limit your use of outdoor lighting which is one of the major causes of insect decline. Nocturnal insects are attracted to artificial lights, killing many of them. Amber or red colored lights, best to use outdoors when a large amount of light is necessary, produce wavelengths that are not as attracting to bugs thus killing fewer. Do NOT use “bug zappers” which purposely kill all insects, especially our friendly insects.

For those of us that left the leaves and native flower stalks all winter, leave the leaves which are providing shelter for insects & pollinators. New growth will pop through this bed of dead leaves. Trim stalks at uneven heights between 6-12 inches. Leave the stubble on the ground as some stem nesting bees might be living in

them. Ground nesting bees are 70% of our native bees. Leave some bare ground areas to provide for these ground nesters, especially sandy areas. Remember that a leaf being eaten is providing food for leafcutter bees, 30% of our native bees.

Bumble Bee Watch has put out a call for community collection of valuable data. “As you take your daily walk along your neighborhood trail, putter in your garden weeding and planting, or sip on your coffee on an outdoor patio, keep your eyes and ears open and your camera handy. If you spot a bumble bee foraging or crawling around on the ground, take a photo, a few photos. Then submit your photos to [bumblebeewatch.org](https://bumblebeewatch.org), along with the date and location of your sighting.” Bumble Bees, major pollinators for blueberries, tomatoes, & wildflowers, are nearing extinction.





## Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Boulder Member

### Celebrate 53<sup>rd</sup> Anniversary of Earth Day!

My simple action suggestion for the month of Earth Day (Earth Day is April 22nd) is to pick an Earth Day event to attend either in person or virtually. On Earth Day we celebrate this beautiful, magical, incredible planet and also we can get involved and learn something new on how to take care of our Mother Earth!



A friend made me aware of this event:

The Wonders of Our Planet Earth Day event in Collaboration with NASA and Crayola. April 20, 2023 at 2 pm Eastern Time.

Hear from astronauts, glaciologists, and visual storytellers as NASA shares how they use information they gather on Earth and in space to help us take care of our planet. \

Join on Facebook HERE (<https://www.facebook.com/events/230246986130743>)

Or through NASA's website HERE. (<https://www.jpl.nasa.gov/edu/events/2023/4/22/celebrate-earth-day-with-education-resources-from-nasa/>)

Or you can look for Earth Day events all over the world by visiting EarthDay.org. Go to the tab "Earth Day 2023" for all kinds of great information but be sure to scroll about halfway down for the map of the world. You can zoom in on any location and find events everywhere!

### 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

By: Keri Hess Laursen, NFBPWC Health Committee Chair, Downtown Sacramento Member

### Where We've Been, and Where We're Going

Last month we discussed lessons learned from the Heart of a Women conference including the impact of stress on the heart. Well, **April is Stress Awareness month**, how fitting!

A message from Health Committee member,  
Jacqueline Delibes:



[https://drive.google.com/file/d/1iGXuhe\\_GjofeKF7U7keKPPBoCTN2oAq-/view](https://drive.google.com/file/d/1iGXuhe_GjofeKF7U7keKPPBoCTN2oAq-/view)

### April 22, 2023 is **National Prescription Drug Take Back Day**

Learn more about proper disposal of unwanted drugs and find a collection site near you:

<https://www.dea.gov/takebackday>



### Join NFBPWC's Fight Against Period Poverty!

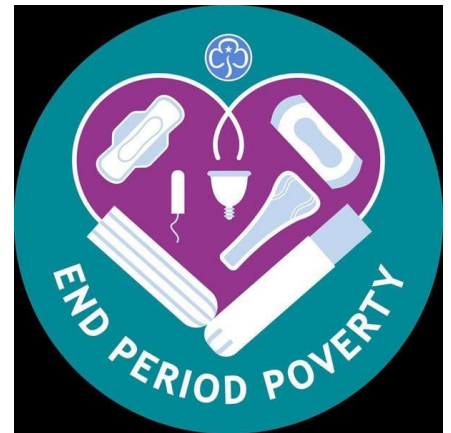
NFBPWC has started a new collaborative initiative between YBPW, Advocacy, and Health Committees, to tackle period poverty.

Did you know that 11 million menstruators couldn't afford period products in 2021? Or that in 2022, 22 states still imposed an additional tax on period products, ranging from 4.7% to 10%?

Come work with us to bring an end to period poverty and the stigma around a basic, life-sustaining bodily function.

April 4, 2023 from 7:00 pm to 8:00 pm Eastern Time. This event is open to the public.

Please register at: <https://www.nfbpwc.org/event-5221642>




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*Health Committee Meets the 2<sup>nd</sup> Monday (except December) at 5:00 pm to 6:00 pm Pacific Time.*

*Please email: [Health@NFBPWC.org](mailto:Health@NFBPWC.org) to receive a Zoom link.*

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## Rapid Response Committee Report

By: Susan E. Oser, NFBPWC Rapid Response Committee Chair

### What Rapid Response has already covered in the past?

When the Rapid Response Committee was first created in BPW, it covered quite a lot of topics that I hope we can continue to move forward with.

These are a few of them:

Condemning Violence at the January 6 insurrection in Washington D.C. in 2021

Focusing on the issues of migrant children from sample letters to Congress to sending a letter to have President Trump to send the Acting Secretary of Security. Speaking up on this issue also included sample news releases, tweets, etc.

An ERA focus with letters and postcards urging congress to pass HR Res 79 and SJ Res 6 to eliminate the deadline for passage of the Equal Rights Amendment.

A “Black Lives Matter” letter to the editor example that could be sent to local newspapers.

Some, if not all, of these issues are pretty timely and continue to still be issues that the organization needs to respond to as well as those currently coming to the forefront in the news and legislation around the country.

If you would like to be involved and help shape what defines the Rapid Response committee, please contact me at [rapidresponse@nfbpwc.org](mailto:rapidresponse@nfbpwc.org) and let me know what would be a good day and time for your as well as contact information so you can be added to a What’s App group for discussion as issues come forth in the news cycle.

## Small Business Committee Report

By: Barbara Bozeman and Marsha Riibner-Cady, NFBPWC Small Business Chairs

Do you open your email account(s) and feel overwhelmed?

Could you spend literally all day just responding to emails – and maybe still not get through it all?

Whether you are trying to tame your business emails, or just get your personal email account(s) under control, this program is for you.



On April 12<sup>th</sup>, at 7pm EST,

the Entrepreneur and Small Business Team will present the program:

*“Surviving the Email Avalanche – Digging Yourself Out and Keeping the Path Clear”*



This simple and straightforward method is just the shovel you need to get that avalanche of emails under control. You will come away with a manageable system, so you won't miss out on the messages and information that is important to you.

Blog Post - <https://nfbpwc.org/NFBPWC-Blog>

NFBPWC FB - <https://www.facebook.com/NatlFedBPWC>

NFBPWC Marketplace - <https://www.facebook.com/groups/nfbpwcmarketplace/>

Small Business email - [smallbusiness@nfbpwc.org](mailto:smallbusiness@nfbpwc.org)

## Women on the Move Committee Report

Nermin K Ahmad and Sher Singh, NFBPWC Women on the Move Committee Co-Chairs

Members: Sher Singh, Emily VanVleck, Veronica Sexton, Cathleen Jeanty

By: Nermin K. Ahmad

The Women on the Move (WOM) Committee is coming to realize that we need to define the scope of our approach more narrowly. CSW67 was intended to help us focus, instead it broadened the subject:

- Women move for their own reasons – jobs, marriage or love, retirement, adventure.
- Women move because of external forces – work, marriage, war, financial opportunities or duress, violence, loss, more.
- Women move as migrants seeking a better life for themselves and their families; because there is no hope in their home; because of abuse; by being trafficked; from fear, anger, loss.
- Women move because they cannot stay.

How do we approach the fact that women move but that many of the actions to facilitate global movement, integration and acceptance are not really geared for women, especially women who are educated, have work experience, and can contribute at a high level within their new communities, or who are willing to take on much needed skills-based jobs in their new communities, but are unsure of their rights, the questions they need to ask, or how they can find a network to belong to.

There is also the remaining unconscious bias – women fearing the entry of new women in their community – that goes back to a less connected era.

If you are interested in helping shape this effort, please visit the Committee page:

<https://www.nfbpwc.org/Women-on-the-Move>.

Two projects fall under our committee – the Afghan Women Project, which just held an informative and practical Khahari Club meeting on how to prepare for the USCIS interview that many of the women are now being invited to. The advice shared was valuable, and very interesting to hear, as once again, most of the women were not informed of the special information they needed to add to their applications to avoid these sitting in inboxes for extended periods.

### Afghan Women Project:

We wish all our sisters Ramadan Mubarak.

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>.

### Let Us Learn! Project

An initiative from Afghan women for the Rights of Afghan women in Afghanistan.

At the end of 2022, the Taliban closed the door of education, especially the university, school, even private classes for women. The believe that women do not need to go outside and study, but they should stay home and be housewives as their Main Duty. From their perspective education is not a women's right, although it is prized according to the Holy Q'uran. Our project to deploy education to them continues.



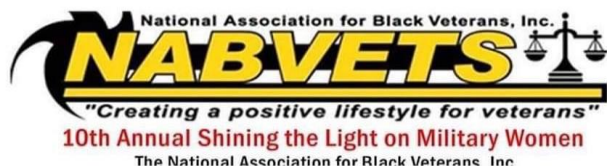
## Military Affiliated Women Committee Report

By: Alice Gallop West, NFBPWC Military Affiliated Women Committee Chair

Greetings! Salutations and Happy Spring....



I am trusting that all of you are having a wonderful beginning to the Spring of 2023. As for me, I've been traveling, just a bit.... I spent time in Kentucky as was honored to speak at the 10<sup>th</sup> Annual Shinning the Light on Military Women, hosted by NABVETS, the initial event was scheduled for March 4<sup>th</sup>, 2023. Unfortunately, there was severe weather and many in the local and surrounding areas had no power. The event was rescheduled for Saturday, March 13<sup>th</sup>. If you live near Fort Knox, KY, I encourage all Women Veterans to mark your calendar for next year's event. The gala is free for all Women Veterans to attend, a great meal is provided, awesome vendors and a nice way to connect with other Women Veterans all while enjoying an opportunity to be applauded for the great service



NABVETS 10th Annual Shining the Light on Military Women at New Hope Missionary Baptist Church Brown Gymnasium, Radcliff, KY... Honorees MSG Dorothy Malone, US Army Retired, LTC Pamela Stevenson, US Army Retired, SFC Pam Orr, US Army Retired, Alice Gallop West, Best-Selling Author, Speaker and Advocate was the guest speaker.

so many of us have rendered to this nation. I also had the pleasure of visiting a local transitional housing facility located 20 minutes east of Lexington, Kentucky. Anna's House, of Lady Veterans Connect is in the serene countryside of Winchester, Kentucky. The facility was originally an elementary school that was purchased and converted into a comfortable residential facility solely for homeless women veterans, who are in need of safe

*Anna's House* visit March 17, 2023 (left to right) Ms Toshie Murrell, City Council, Radcliff Kentucky, Ms Phyllis Abbott, **Phyllis Abbott**, Founder & Executive Director of the Board **Lady Veterans Connect** .Ms. Alice Gallop West, Chair Military Affiliated Women (MAW), National Federation of Business and Professional Women's Clubs and Kentucky State Representative, District – 27, Ms. Nancy Tate visit Anna's House located in Winchester KY.



housing. Residents are provided life counseling, skills-based assistance, access to Veterans Health Care, Veterans Benefits counseling and so much more. I was truly impressed with all the great support programming that the facility provides their residents. I was equally excited to tour the facility and spend time with the programs Founder and Executive Director, Ms. Phyllis Abbot. Ms Abbott had a wonderful vision to help support Women Veterans in a meaningful way. Her vision came to fruition with this program. Lady Veterans Connect is a 501(C) 3 designated charity that currently operates solely on donations. If you would like to learn more about Lady Veterans Connect, how you can assist their mission or perhaps would like to send a tax-deductible donation, you can contact them via the website listed below. [Home - Lady Veterans Connect \(lv-connect.org\)](http://lv-connect.org)

Last, but certainly not least....I wanted to take this opportunity to thank all of those that attended our last committee webinar held in February 2023. Our webinar was power packed with information and resources from the Veterans Administration, Women's Veterans Coordinator – Hampton, Virginia, Mrs. Catherine McDonald. If you missed this opportunity and would like to review the video, send me an email to: [womenveteran@nfbpwc.org](mailto:womenveteran@nfbpwc.org) and I'll send it out to you.

Our next meeting will be held, **Thursday, April 27, 2023, beginning at 8:00 pm**. We will have a great informational webinar session on **Veterans Benefits**. If you would like to attend, stay tuned for the link to sign-up. Also, if you have a specific question about VA Benefits, send me an email with your question. Our great panel will be able to answer the questions or provide you with guidance to your answer. Locate my email address below...

Have a happy spring – flowers will be in bloom soon and the weather will begin to warm.... Take some time to enjoy the spring weather..... and I look forward to seeing you on **Thursday, April 27<sup>th</sup> 2023 at 8:00 pm (EST)**.

**Reminder: Military Affiliated Women (MAW) Committee is open to all members of NFBPWC. We are a committee of individuals that are connected to military women; are you a spouse of a military women, a parent, a sibling, a cousin or just a friend..... we have a space for you! Our Committee will meet every even month this year, contact the Committee Chair to find out how you can support this emerging NFBPWC program. Send your email to: [MilitaryWomen@NFBPWC.org](mailto:MilitaryWomen@NFBPWC.org)**



## 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/)

### April Highlights in US Women's History

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

- April 2, 1931 – 17-year-old Jackie Mitchell, the second woman to play baseball in the all-male minor leagues, pitches an exhibition game against the N.Y. Yankees and strikes out both Babe Ruth and Lou Gehrig. The next day, the Baseball Commissioner voided her contract, claiming baseball was too strenuous for women. The ban was not overturned until 1992
- April 5, 1911 – 100,000 to 500,000 people march in New York City to attend the funeral of seven unidentified victims of the Triangle Shirtwaist Company fire in late March
- April 7, 1805 – Sacagawea begins helping the Lewis and Clark Expedition as an interpreter
- April 7, 1987 – Opening of the National Museum of Women in the Arts in Washington, D.C., the first museum devoted to women artists
- April 9, 1939 – Marian Anderson sings an Easter Sunday concert for more than 75,000 at Lincoln Memorial
- April 13, 1933 – Ruth Bryan Owen is the first woman to represent the U.S. as a foreign minister when she is appointed as envoy to Denmark
- April 16, 1912 – Harriet Quimby becomes the first woman to fly an airplane across the English Channel
- April 19, 1977 – Fifteen women in the House of Representatives form the Congressional Caucus for Women's Issues
- April 22 – Earth Day, honor Rachel Carson today, a woman who changed America and greatly influenced the environmental movement with her revolutionary book, *Silent Spring*
- April 26, 1777 – American Revolution heroine Sybil Ludington, 16 years old, rides 40 miles on horseback in the middle of the night to warn the American militia that the British were invading

- April 28, 1993 – First “Take Our Daughters to Work” Day, sponsored by the Ms. Foundation, in 2003 it became “Take Our Daughters and Sons to Work” Day

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

## United Nations Report



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



### UN Women Sponsors UN Symphony Orchestra Concert on International Women's Day during CSW67

Susan O'Malley, UN Representative IFBPW, NGO CSW/NY, Chair ex officio, Cellist, UN Symphony Orchestra

To celebrate International Women's Day on 8 March 2023, UN Women sponsored a concert entitled “Global Women for Peace” featuring the UN Symphony Orchestra at the Tribeca Music Center. The orchestra, made up of 75 musicians, played 10 pieces by 10 women from 10 different countries. Anoa Green from the Baltimore School of the Arts was the extraordinary conductor. The concert was an historic Side Event of the two-week 67th UN Commission on the Status of Women.

The concert began with a fiery talk by Executive Director of UN Women, Sima Sami Bahous, elaborating how women's human rights, including reproductive rights, are being eroded. Maestro Predrag Vasic, the resident conductor of the UN Symphony Orchestra, explained that the percentage of compositions by women played by orchestras in the US is less than 5.1 percent and that this concert

aims to increase that number and may become an annual event.

The program included:

- Louise Farrenc, Premiere Overture, France
- Souad Bushnaq, Ghaden (Tomorrow), Syria
- Bora Yoon, The Wind of Two Koreas, South Korea
- Masha Brodskaya, To Ukraine, Ukraine
- Lucia Caruso, Light and Wind Piano Concerto, Argentina
- Jeanne Zaidel-Rudolf, At the End of the Rainbow, South Africa
- Sussan Deyhim, Meditation, Iran
- Hainui Zhang, A Journey to the West, China
- Angelica Negron, What Keeps Me Awake, Puerto Rico
- Florence Price, The Oak, US

The music was challenging but playable. It had unfamiliar rhythmic passages, surprising musical directions such as “molto crunch” (draw your bow below the bridge and make a terrible scratching sound), humor? (“North Korean patriotism vs South Korean modernity - Declaratively disjunct”), yearning “To Ukraine”, and surprising instrumentation (orchestra with solo guitar and cello “Meditation”). The audience was wildly appreciative.



### Member States Pass the CSW67 Agreed Conclusions at 3:14 AM on Saturday, 11 March 2023

Susan O'Malley, UN Representative, IFBPW and Widows for Peace Through Democracy

Each year the Commission on the Status of Women attempts to pass by consensus the Agreed Conclusions (Outcome Document) based on the Priority Theme of that year. The Priority theme for 2023 was "Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls." The Zero Draft is written by UN Women based on Expert Group Papers on the Priority Theme and the UN Secretary General's Report in December and the Commission on the Status of Women. Next Member States add their concerns to the next Document called Rev.1. Rev. 2 combines and reorganizes language. After much discussion and some disruption, the Agreed Conclusions is reached. We are told that the Chief Negotiator often tells countries who disagree to meet together for 10 minutes and come up with acceptable language. All Member States must agree to the document although they may list their reservations. In recent years only NGOCSW56 on Rural Women did not reach Agreed Conclusions.

The CSW Agreed Conclusions is not legally binding. Neither is the Beijing Platform for Action. Only CEDAW (Convention on the Elimination of Discrimination against Women) is legally binding. Yet why are the CSW negotiations so contentious? It is important that the CSW Agreed Conclusions do not go backward by reducing the rights of women and girls and that some progress is made. Several Member States and the Holy See (observer status) are not supportive of the rights of women and girls, particularly reproductive rights. Some Member States believe that development is more important than human rights. And some Member States are not supportive of NGOs. Some have what we call GONGOs = government-controlled NGOs.

That said the CSW67 Agreed Conclusions was a compromise document described by Sima Bahous, Executive Director, Executive Director of UN Women, as a "game-changing Agreed Conclusions for a more equal and connected world for women and girls." This is optimistic, but I was pleased with para. 20 noting "the potential of digital technologies to strengthen birth registration systems for the realization of human rights, including the right to education, as well as access to social protection systems, and for participation and decision-making in public life" and para. 83, the first time that an Agreed Conclusions has had a paragraph on widows thanks to the Global Fund for Widows and the African Union:

"The Commission recognizes the need to ensure the economic independence and full participation and empowerment of widows, including in the context of innovation and technological change and education in the



digital age, inter alia by enabling their access to digital technologies and promoting the control, ownership and management of their own businesses and entrepreneurship including through the incorporation of financial instruments such as bonds and credit lines, mobilization of sufficient financial resources and capacity building.”

Next month a discussion of how to try to get involved with the process of the Agreed Conclusions.

## CSW67 Parallel Event Report by Teresa Gehrke

By: Teresa Gehrke, Keynote Speaker



CSW 67

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### Cybersecurity Promotes Gender Equality

Advocacy, Courage, and Skill Development

By Teresa Gehrke on Mar 27, 2023



'Twas the night before Christmas when all through the house, not an email was checked, nor a scroll with a mouse. When, what to my wondering eyes should appear, but a notification to speak at CSW, my dear! Then quicker than Santa appearing at night, I was off to the Big Apple for my very own adventure.

I spent 12 days in New York learning from accomplished, brilliant women who seek to educate, inform, and empower women to have their hearts and minds changed, but also learning about how far we are from true gender equality. It is my intention to bring awareness to women and girls how something like choices in your life can affect the outcome of and improve your financial status. This is why my presentation on how cybersecurity promotes gender equality is important. It gives girls and women insight into this industry, including a work-life balance, transformative employment that makes the world a better place, and a lucrative salary. I've already had a few women reach out to me about how they can get started in the field. That's exactly what I set out to do.

I'm grateful to BPW Canada in welcoming me to their delegation, providing details about the event, and invitations. I was able to connect with other like-minded women all over the world. I've never been part of a networking organization that has been this supportive of me. Thank you.



[Watch the Presentation](#)

## International Relations Chair Report



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

BPW United Kingdom held their Annual General Meeting in Belfast, Northern Ireland in March.

BPW United Kingdom President, Jo Kinsey and European Regional Coordinator Anu Viks at the Stormont Building at the House of Parliament where they held their meeting. (Pictured Right)



Past International President, Sylvia Perry attending the meeting in Belfast (Pictured Left)

Sylvia and Jo on the way home (Pictured Right)



I understand that they had a most successful conference.

See the International newsletter for more international information.



## BPW International's Development, Training and Employment Standing Committee

Submission by: Francesca Burack, BPW International Standing Committee Chair (2021-2024), BPW NYC-USA

### Standing Committee Development, Training and Employment 2021-2024

#### Committee Chair



Francesca Burack  
BPW NYC - USA

#### Committee Members



Rana Abweh  
BPW AMMAN - Jordan



Yazmeen Anshary  
BPW Malaysia



Nani Arriaza  
BPW MADRID - Spain



Francesca Cassar  
BPW VALLETA - Malta



Anna Rita Ciarcia  
BPW Italy



Edita Dolfini  
BPW Croatia



Faith Gabona Kadondi  
BPW Uganda



Kathia Magdeleine  
BPW CONCORDIA ST. MARTIN



Mona Naffa Nazzal  
BPW AMMAN - Jordan



Jehan Shanableh  
BPW AMMAN - Jordan



Gladys Tokpo  
BPW Benin



Judi Kilachand  
BPW NYC - USA



Angela Tomazos  
BPW DARWIN - Australia

### The Future of Work for Women in the 21<sup>st</sup> Century

These are the topics that our distinguished panel will answer and discuss:

- How does the business world look today and what is shaping the businesses of the future?
- Where are the opportunities for women in the business world and how can women prepare themselves for the future workplace?
- What does diversity, equity and inclusion (DEI) really mean in the workplace and why are they important?
- What are the implications of technology and how to prepare for its constant change which greatly influences how we will work in the future? These are the topics that our distinguished panel will answer and discuss. Join us April 19<sup>th</sup> for this exciting, informative panel presentation followed by your ability to get your questions answered."

Join us April 19<sup>th</sup> at 8:00 a.m. EST for this exciting, informative panel presentation followed by your ability to get your questions answered.

You will find the link for registration on [bpw-international.org](https://bpw-international.org)

If you missed our previous webinar on "COLLABORATION: THE PATHWAY TO STRENGTH, SUCCESS AND SISTERHOOD," go to [bpw-international.org/webinars](https://bpw-international.org/webinars)

We look forward to you joining us on April 19<sup>th</sup>.

## BPW International's Young BPW Standing Committee



2021-2024

## YOUNG BPW STANDING COMMITTEE

**Al-Jafari Rouaa**, Jordan, Asia Pacific

**Bishakka Tripathi**, Nepal, Asia Pacific

**Delli Veneri Lucrezia**, Italy, Europe

**Dilokpat Pinjida**, Thailand, Asia Pacific

**Maisarah Binti Mohd Razi, Siti (Sara Razza)**, Malaysia, Asia Pacific

**Maria Ashley**, USA, North America & the Caribbean

**Mehta Sapana**, Nepal, Asia Pacific

**Panayi Stephanie**, Cyprus, Europe

For more information about the Young BPW Standing Committee, visit: <https://www.bpw-international.org/standing-committees/standing-committee-young-bpw-news/>

## BPW International Experts



### Experts

Find here BPW experts from all over the world who offer their expertise, be it in a project or as a speaker.

Would you like to offer your expertise?

You are welcome to register yourself as an expert. Read more about this BPW International tool.

[BPW International Experts Information & Registration](#)

## BPW International Help for Turkey - Project Container Village

### Project Container Village

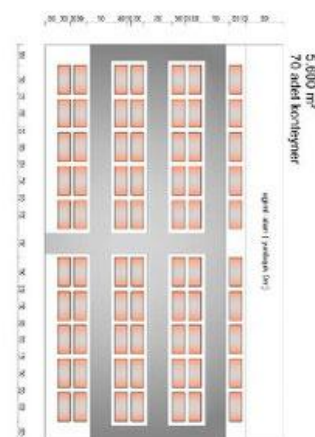


BPW International - BPW Adana - Rotary Turkey

The container village will provide living space for about 800 people on 11,397m<sup>2</sup>.

On this area, 100 living containers, two social facilities, laundry and infirmary will be built.

Volunteer psychologists, doctors and educators from all over Turkey will be on site on a rotating basis. Sports and social activities will be organised for children and young people.





A catastrophic disaster strikes the human beings, the earthquake in Turkey and Syria. The images of destruction are horrific and do not let one rest. Our thoughts are with the people in the disaster area who survived the earthquake, but now have to live on in great hardship and severely traumatized.

BPW International has 6 clubs in Turkey and 1 club in Syria. BPW Club Adana is in the region of the earthquake. We are in contact with the Club representatives and working with them on the **Project Container Village**. Read more here and help us to realize these container houses for those directly affected in rapid emergency relief.

Please donate to our Donations Account "BPW International Donation for Earthquake" which is open since 10 February 2023. Thank you all for your generosity.

*Dr. Catherine Bosshart, BPW International President 2021-2024*

DONATE NOW - <https://bpwpayment.aplusready.com/bpw-International-donation>

You can find the presentation of the project and updates/photos of the construction at: <https://www.bpw-international.org/project-containervillage/>

# 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/>

By: Bessie Hironimus, California Federation President

Article prepared by Linda Wilson

CFBPW Winter Board and Public Policy Meeting was February 24th and 25th in Sacramento and available via Zoom. Co-Chairs for Public Policy Rosemary Enzer and Linda J. Lucas provided a wonderful Conference. We heard from Jane Taff, who ran a very successful campaign for Citrus Heights City Council, as well as from Carol Moon Goldberg, President of the California League of Women Voters, and Candelaria Vargas, Director of Public Affairs of Planned Parenthood of Mar Monte on "Challenges to our Democracy: How Women Can Fight Back." CFBPW L3 Chair Barbara J Davis presented the L3 module on "Advocacy" and also updated us on various bills that had passed in California, which affect working people. The Bill Screening Committee demonstrated how they review bills. NFBPWC 2nd Vice President for Advocacy Daneene Rusnak updated the attendees on NFBPWC advocacy efforts. We also honored a "Legislator of the Year" – State Senator Toni Atkins. Senator Atkins sponsored the bill which became Proposition 1 enshrining abortion rights in the California Constitution.

*Pictured Right: California State Senator Toni Atkins*



Northern and Bay Capital District are working on the bylaws to combine the two Districts. They will have a joint meeting on April 22nd in Sacramento to complete the work on the bylaws and the name for the new District.

Berkeley BPW was 100 years old in 2022. They have a monthly newsletter to keep the members updated. Monique Lee is the editor. The newsletter is available on their page on the State BPW website (bpwcal.org).

Downtown Sacramento continues to meet monthly on the second Tuesday of the month via Zoom. February 14th Co-Chair for CFBPW Public Policy Rosemary Enzer and Bill Screening Committee member Elaine Sierra gave a presentation on the upcoming Public Policy Conference. Their March meeting was the election of officers and a presentation from their member Patricia Parra, Project Director with the Health Education Council, on local programs that build paid workforce development in underserved neighborhoods in Sacramento County. The Club will also be celebrating their 104th anniversary.

Sierra Mar District BPW's Winter Conference was Saturday, January 28th at St. Paul's Lutheran Church in Monterey Park. One of our members knew a January 21st shooting victim in Monterey Park so the meeting started with silence in remembrance of the eleven people who were killed and the nine who were wounded. NFBPWC President Megan had sent a condolence letter which was appreciated. Immediate Past NFBPWC President Sandy Thompson presented the L3 module "BPW 100 Years in One Hour," which was well received. The afternoon speaker was State Senator Susan Rubio, who reviewed legislation she has sponsored regarding domestic violence.



*Pictured Left:* California State Senator Susan Rubio

Sierra Mar District's Annual Conference will be April 15th starting at 9:00 A.M. at St. Paul's Lutheran Church in Monterey Park, CA. East Los Angeles-Montebello BPW is planning the meeting. The State Representative is Rosemary Enzer, President of the California BPW Education Fund and a past President of CFBPW. The morning speaker is Josué Arias, who is in charge of the "Kindness Program" at the Boys and Girls Club of West San Gabriel and Eastside. The luncheon speaker will be Monique Rodriguez, who is East Los Angeles-Montebello BPW's Young Careerist for 2023. The afternoon speaker is Ivette Aragon, Field Deputy for Congressman Jimmy Gomez, who will speak on legislation affecting women and families. The meeting will also see the election of District officers, approval of the budget, and setting the meeting dates for 2023-24.



Josué Arias



Monique Rodriguez



Ivette Aragon

East Los Angeles-Montebello BPW continues to meet on the 4th Tuesday of the month at 4:30/5:00 P.M. at Marie Callender's Restaurant in Monterey Park or via Zoom. The speaker for the March 28th Women's History Month program on Zoom was Martha Wheelock from "Wild Women Films." The April 25th meeting's speaker will be Bernice LaScala, who works at Lanterman Regional Center and formerly MERCI's Associate Director of Programs, speaking on Autism.





*Pictured Left: Martha Wheelock*

El Monte BPW continues to meet on the first Monday of the month at Norm's Restaurant in El Monte.

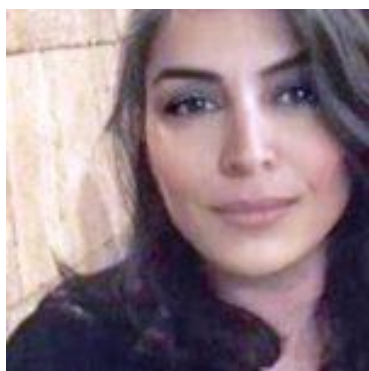
Valley Sunset District BPW's Winter Conference was February 4th at the Palm Garden Hotel in Thousand Oaks. Attendees learned about the upcoming Public Policy Conference in Sacramento, the "Heart of a Woman" conference in Houston and the BPW Regional Conference in St. Kitts. The late morning speaker was Andrea Gallagher from Senior Concerns, who updated attendees on surveys about aging. She talked about myths of aging, beauty and mental health.

Valley Sunset District BPW's Annual Conference will be April 29th at the Palm Garden Hotel in Thousand Oak starting at 9:00 A.M. for registration with the meeting starting at 9:30 A.M. Burbank BPW is in charge of the program. The morning speaker will be LaKenya Jordon, who is the Deputy Secretary of State for California. She will be speaking on voting rights.

*Pictured Right: LaKenya Jordon*



Burbank BPW meets on the 2nd Wednesday of the month. Their February 8th meeting featured Alia Ismael, Burbank member and member of the NFBPWC JDEI Committee, giving her presentation on "Women and Resilience: A Conflict Resolution, Financial Security and Life Necessity." The March 8th meeting was on planning for the Valley Sunset District Conference. They are not planning to meet in April due to the Valley Sunset District Conference.



*Pictured Left: Alia Ismael*

Hollywood BPW will celebrate their 102nd anniversary with the recognition of their "Susan B. Anthony Award" winner Lynn Brandstater, Past CFBPW President. This celebration has been postponed until later in the year.

*Pictured Right: Lynn Brandstater*



## NFBPWC Colorado Federation

### Executive Committee 2022-2023:

Evie Hudak  
Linda Sue Shirkey, BPW Cherry Creek  
Angie Layton, BPW Northwest Metro  
Sharon Simmons, BPW Boulder  
Cynthia Wieme, BPW Denver

President  
1<sup>st</sup> Vice President  
2<sup>nd</sup> Vice President  
Secretary  
Treasurer



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

By: Evie Hudak, BPW Colorado - President

The BPW Colorado Board of Directors will meet on **Monday, April 3, 6:30 p.m.** The main purpose of the meeting is to plan for our Annual Convention in June. We will determine a date and a place (for the entire event or for the social part of it), as well as to consider whether any changes to the Bylaws are necessary. Also at the meeting, Evie Hudak, President, will present a summary of the evaluations of Midyear Convention.

One of the key activities at Annual Convention in Jun is the election of officers. All 5 officer positions are up for election this year. Anyone interested in serving or having a suggestion should contact Cynthia Wieme, chair of the Nominations Committee. We will also be looking for volunteers to serve as committee chairs.

Deb Fischer reported to the BPW Colorado Executive Committee that in her role as chair of the Information Technology Committee, she reached out to Joyce Feustel, who presented a workshop at Midyear Convention on the use of social media. Joyce had some helpful suggestions for BPW.

BPW Colorado was happy to be able to partner with CWF (Colorado Women's Education Foundation), our sister organization, for a booth at the annual Women Powering Change expo on March 2. We very much appreciate the help from Deb Fischer, CWF president and past BPW/CO president, to set up the booth, and from Angie Layton, BPW/CO 2<sup>nd</sup> Vice President, for "working the room" at the event! (Women Powering Change was initiative by activist/philanthropist Cynda Collins Arsenault to recognize the skills and passion of women who are leading change for/by/about women in Colorado, to help them become better connected with their own community, and be more aware of the work being done to address the issues that all women face socially, politically, culturally, etc. The first event was held in 2013, and it has grown substantially, with hundreds of attendees every year. BPW/CO is an active participant.)



*Pictured Left:* Karen McGee and Deb Fischer at the BPW/CWF table.

*Pictured Right:* Karen & Deb with Natela Manuntseva & Michelle Rogers (BPW Denver/Virtual & CWF).



## NFBPWC South Florida

### Executive Committee 2021-2023:

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

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

By: Liz Benham, President, NFBPWC South Florida Affiliate Chapter

Business and Professional Women South Florida Presents  
**An EQUAL PAY DAY Awareness Event**  
**Un Happy Hour**

#EqualPayDay  
 Women only make 83 cents for every dollar earned by men.  
 Join us to raise awareness on the ongoing issue of pay disparity and the wage gap between men and women.

Our Guest Speakers will present their experience with the ERA.  
 We will also have a Silent Auction : Funds will be donated to Women In Distress

**5:30 - 7 pm, Wed.  
 March 15th**  
 at  
**26° BREWING CO.** 2600 E Atlantic Blvd,  
 Pompano Beach, FL

**\$15 Admission**  
 Pre-Registration required.

Scan the QR to Register.  
 Admission includes 1 Free Pint  
 & Entry to Raffle

Equal Pay Day is the symbolic day dedicated to raising awareness of the gender pay gap. In the United States, this date represents how far into the year the average median women must work in order to have earned what the average median men that earned the entire previous year. The exact day differs year by year.

**Benefiting**  
**WOMEN IN DISTRESS**

**Wear RED to show we're still IN THE RED regarding our pay.**

On March 15th 2023, the South Florida Club hosted an "Un Happy Hour" event for Equal Pay Day raising the awareness of the Pay Gap that still exists for women.

The event was a great success with speakers, silent auction, and networking. The owner of the 26 degrees Brewery was given a Certificate of Appreciation for his support of women and providing the venue. The funds raised by the club at the event will be donated to Women In Distress

The club continues to strive for an increase in membership and a new member was gained by the event.





*Pictured Left:*  
Marianne Miccoli,  
VP of Advocacy



*Pictured Right:*  
Members and  
Executive  
Committee of  
South Florida Club

## NFBPWC Michigan

### Executive Committee 2022-2023:

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

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

## NFBPWC New York City

### Executive Committee:

Nermin K. Ahmad	President
Vanessa Awa	1st VP Membership
Veronica Sexton	2nd VP Advocacy
Emily VanVleck	3rd VP Programs
Voyka Soto	Secretary
Anne Sebestyen	Treasurer
Francesca Burack	Immediate Past President
Djenabou Bah	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 Affiliate Chapter

March has fled, leaving our New Yorkers exhausted. We had an amazing CSW 67 – with BPW members from different parts of the world presenting, and our Young BPW shining in various capacities at different venues across the UN and New York. I gather the Leaders' Summit was as always a highlight event. President Emerita Burack hosted dinner in Harlem, as before COVID. Instead of a welcome to NY, the NYC Chapter hosted a post event get together, which we used to identify what was done well, what could be done better, and how to prepare individuals for CSW 68. The discussion was strong, and we are receiving comments that suggest a series of conversations will make our contributions to CSW and UN Women both stronger and more meaningful.

Personal highlights – being able to bring Dr. Bosshart to the Harvard Club of New York (with her spouse and Emily VanVleck) to hear a conversation with Madam the President of Georgia. I was proud to have a blog I wrote on migration and xenophobia accepted for publication by UNNM, and to be invited to develop a second blog on the specific challenges faced by migrant women – women on the move. An undercurrent I followed during the mad March weeks focused on recovery from the disaster in Turkey – and an event at the Turkish Mission to the UN called on women around the world to be there for Turkish women and those impacted by the terrible earthquakes.

For Women's month, we highlighted 31 amazing women, from around the world and across history – starting in Vietnam in around 50 BC. Our daily focus on women was plastered across our social media.

We are in the process of planning our second Financial Freedom: Managing your Money event, and are also planning a major talk in April on Human Trafficking – where we will have a panel discussion with a representative on the subject from the Mayor's Office in NYC, the lead author of the US Human Trafficking Institute's report on the state of trafficking in the US, and BPW Canada member, Kelly Tallon Franklin, CEO of Canadian Courage for Freedom. Our aim is to understand the problems and issues, identify the key players and needs, and encourage action-oriented links among organizations focused on the topic. For our April focus on Sexual Awareness Day and Violence Against Women, we are in contact with Amy Ziering, Director of the movie *The Hunting Ground*, and will be focused on screening the film as a contribution to Denim Day.

The sixty-seventh session of the Commission on the Status of Women took place from 6 to 17 March 2023 with the priority theme of, "Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls". Most of the panelists from different countries shared the same message that women have less access to technology than men and that should change because it is holding them back. For instance, in Africa among the causes of the technology gap is due to lack of access to digital devices, not being able to learn the hard skills required at early age, lack of women representation in tech for other women and girls to look up to. Some of the policy and recommendations were to sustain the implementation of digital learning, promote education in the stem field for women, introduce girls to technology at early age which will provide more opportunity in their upcoming age, retain girls in school and give the tools needed to advance, support local led organizations working in that area and find out what are their needs and challenges to address them. One other highlight is that while technology has grown hugely, the government has failed to regulate it. Hence, the importance of education for women so that they can protect themselves from cyber security and stalking.

As always, if you have any questions – [NYC@nfbpwc.org](mailto:NYC@nfbpwc.org).

## 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 on 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)

Our March 16, 2023, meeting focused on our members sharing, our own brand of happy hour, and of course the wearing of the green.

### What are our NC members doing?

Elaine was present even though she was in charge of her husband who was recovering from a trip to the dentist. Some of you might know Elaine is a retired RN and lover of nature volunteering at our local aquarium. We hope she and Steve enjoy their upcoming adventures!

We missed our member Dr. Jo Naylor at our March meeting, unfortunately her work schedule got in the way of her attending the meeting! Mother's Day is coming, let's not forget that Jo is offering a discount to all BPW members. Please use this link:

<https://www.etsy.com/shop/Ioniquas?coupon=BPW22>

Jo has a \$2 off coupon for every order over \$10. The code is BPW22 December 15, 2022, through April 4, 2023.

Alice had a wonderful Military Affiliated Women's meet and greet on February 22. Contact Alice at [militarywomen@nfbpwc.org](mailto:militarywomen@nfbpwc.org) for more information. We missed Alice at our March meeting, too. She ditched us for the ability to join some out-of-town guests for dinner. We hope to see Jo, Gail, and Alice in April. We miss you!

Mary Lou joined us for some cheer. We wish she and her husband Stan speedy recoveries! It's time to get back to cruising!



Barbara went to the dogs, literally! She was able to show her brother's dog, Brittany Spaniel "Charlie," in Raleigh. Charlie and Barbara did very well in the ring!



NFBWPC/NC member Lea-Ann W. Berst & NFBPWC/CA member Ashley Maria continue to use their impact film, *Pioneers in Skirts*, to push for gender parity in our culture. With groups feeling more comfortable to screen the film in-person, they are ramping up for a BIG 2023 of screenings and in-person events. Below is a list of a few upcoming events you might be interested in. Take a look and see if you can attend! [www.PioneersinSkirts.com](http://www.PioneersinSkirts.com)

In the meantime, please consider supporting their impact efforts by visiting their GoFundMe Impact Fund: <https://www.gofundme.com/f/pioneers-in-skirts-impact-fund>. This impact fund is used to raise the money they need to create Screeners with multiple translations, audience engagement tools, educational materials, travel to key events, and more!

Varnell is working hard on some crafts she is selling for the Edgecombe County Relay for Life. The event is on June 10 at the local high school. If you would like to contribute to Varnell's team, please contact her at [varnellk@hotmail.com](mailto:varnellk@hotmail.com)

Marsha is somewhere either visiting friends and family, teaching CPR [www.cadycprolutions.com](http://www.cadycprolutions.com) or going through the storage room she calls a home in NC. Does anyone have any use for old textbooks? She is willing to ship them instead of depositing them in the landfill.

## North Carolina is getting CRAFTY for Earth Day 2023

In recognition of Earth Day (April 22, 2023) North Carolina's monthly meeting will be a paper crafting demonstration / instruction in fun and beautiful ways to keep magazines and books out of the landfills.

Multiple items will be demonstrated, and an instructional handout will be shared with attendees for future use.

## Did you know?

Join NFBPWC-NC for their next meeting, Thursday, April 20<sup>th</sup> at 8pm EST.

Registration is now open on the website.

**Recycled paper production  
creates 43% less waste water.**

**RECYCLED  
PAPER  
SAVES  
WATER**

If the magazine industry moved one million tons of virgin fiber paper to 100% recycled, it would save enough water to fill over 15,000 swimming pools.



## Pennsylvania Affiliate Chapter

### Executive Committee 2023:

Catherine (Cathy) Collins	President
Laura Whetstone	Vice-President
Nancy Werner	Recording Secretary
Denice Robinson	Treasurer
Teresa Miller, Esq.	Parliamentarian
Lilly Gioia	Legislation/Advocacy
Nancy Werner	Immediate Past President and Membership

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

By: Cathy Collins, President

## THE MYSTERY OF THE PENNSYLVANIA BPW PAST STATE PRESIDENT'S PIN

Past PA Affiliate Chapter President Nancy Werner recently received an email from a woman in Altoona, PA, named Grace Kennedy. Grace advised Nancy that she found a Pennsylvania Past State President's (PSP) pin lodged under the lid of a small white jewelry box which she purchased at a thrift shop in Altoona. She did not know anyone in BPW but googled the initials NFBPWC on the pin. As a result of her research Grace found Nancy's email address listed as part of the PA Affiliate Chapter's Information on the NFBPWC website. Grace provided an email address and telephone number.

BPW/PA, the Pennsylvania heritage organization still has a District structure and Altoona. BPW is a member of District 5. My BPW Local is also a member of District 5. Nancy forwarded Grace's Information to us in District 5 which included a picture of the pin. District 5 has had 5 PA PSPs in its history. Two of them have been deceased for many years. Three of us have served more recently. Patricia Gildea (no longer a BPW member) served as State PSP in 1968. I served as PA PSP in 1997-98, and Emily Holgash served as PA PSP in 2015-16. I contacted Patricia Gildea to see if she still had her PA PSP pin. She checked to find that she no longer had her pin. She indicated that she has been donating items to the local thrift shop where Grace purchased the jewelry box. Patricia said it was not her intention to donate the pin and was not aware it was lodged under the lid of the jewelry box. Although Patricia is no longer a member of BPW, she has fond memories of BPW and would be so happy to have her pin returned.

In speaking with Grace Kennedy she told me she was a freshman biology student at Villanova University and was home on Spring break. She said she would be happy to send the pin to me so I could return it to its rightful owner. What was so impressive about this young woman was that she knew nothing about BPW or our members, but took the time to try to find the owner of the pin and was able to do so through our NFBPWC Website. I just received the pin in the mail and will return it to Patricia Gildea. I spoke to Grace about Membership and about scholarships offered through our PA BPW Foundation. She said she may consider Membership in BPW in the future, but was focusing on her studies at this time. I will keep her on my follow up list. It shows that BPW is still alive and our NFBPWC Website presence brought the lost PSP pin back to us. What a MOMENT IN TIME!

In other PA Affiliate Chapter news one of our members Katie Fink was named one of the Most Newsworthy People of Bedford County, PA. Ms. Fink is employed as the Executive Director of the United Way in Bedford County. She has been employed in her field for six years. Ms. Fink has a BA in Communications from California University of PA. Ms. Fink is the recipient of the following awards: Paul Harris Award Bedford Sunrise Rotary, Bedford Gazette's Most Newsworthy 2021, and Top Influential People of 2018. She volunteers and serves on numerous committees in the Bedford, PA area to include President of the local Bedford BPW

PA affiliate Chapter members Nancy Werner and Cathy Collins attend NFBPWC Membership Meetings via Zoom with Kathy Kelly, Vice President (Membership) and the Membership Committee twice per month.

Lilly Gioia, PA Affiliate Chapter Legislation/Advocacy Chair continues to provide the members with the latest legislation issues affecting women and Pennsylvania happenings affecting women. Lilly attends monthly NFBPWC Advocacy Meetings as part of the NFBPWC Advocacy Team. We are grateful for all her research and in-depth analysis. Her Advocacy Report follows this report.

The PA Affiliate Chapter is sponsoring a vendor table at the BPW/PA State Convention in June 2023. Pamphlets, book markers, Membership Applications, and other information will be available with members on hand to promote membership recruitment. Seven of our members attended the BPW/PA Board Meeting on March 4, 2023, and promoted membership for the PA Affiliate Chapter. We continue to promote our Affiliate Chapter through increased visibility and have placed an ad in the 2023 National Women's History Alliance publication - soon to be available.

We continue to provide information on our Facebook page thanks to members Ginny Bailey and Emily Holgash, who continue to research and place information on this page.



Members have been encouraged to continue to review the NFBPWC Website and monthly newsletter and to take advantage of the great programs that are offered. For example, two members, (Cathy Collins and Lilly Gioia) attended the CSW67 Parallel Event from Second Grade to Second Act: Cybersecurity Promotes Gender Security. What an interesting and informative program.

PA Affiliate Chapter member Amanda Owen, Executive Director, Justice Bell.org has received approval for us to work together with her organization to provide a Zoom program in August around Women's Equality Day. Stay tuned. More to come!

The next meeting of the PA Affiliate Chapter is scheduled for April 16, 2023, at 7:00 pm.

## Pennsylvania Advocacy Report

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

### FIRST EQUAL RIGHTS AMENDMENT SENATE HEARING in 40 YEARS!

On February 28, 2023, despite the fact that five states (Idaho, Kentucky, Nebraska, South Dakota and Tennessee) already voted to take back their earlier ratification of the Equal Rights Amendment, the Senate Judiciary Committee held its first hearing on the E.R.A. since 1984. Legal challenges to the ratification over both the original deadline and whether the states' rescinding previous ratifications have merit, remain. Also, on 2/28/23 the District of Columbia Circuit Court ruled that the E.R.A. backers failed to prove indisputably that the Congressional deadline set for the states to ratify it isn't legally valid or binding. Linda Caberly, Chair of the E.R.A. Coalition's Legal Task Force, said the D.C. Circuit decision does not resolve whether the time limit is effective or enforceable. What it does do is send the issue back to Congress, Businessweek Law reported. The decision "leaves Congress with the ability to act to remove the time limit and recognize the Amendment as valid." That is what the hearing in the Senate Judiciary Committee was about, Caberly said.

The goal of the Senate hearing was to determine whether the deadline could be separated from the Amendment thus allowing it to be added to the U.S. Constitution. More than 50 years after Congress set the E.R.A.'s ratification in motion, a reinvigorated women's movement is fighting for equality propelled by the 2017 "MeToo" scandals and the 2022 Supreme Court decision eliminating the constitutional right to abortion. The U.S. House voted to remove the E.R.A.'s expired ratification deadline in 2020 and 2021, but the Justice Department under former president Trump claimed this wasn't possible because the deadline had expired. Senator Lisa Murkowski (R/AK), who introduced the resolution to remove the expired deadline, said she does not feel there's been enough Senate attention on the amendment. "Quite frankly, most Americans think this is already in our Constitution, but Congress needs to complete the job," said Senator Ben Cardin (D/MD), co-sponsor of the resolution.

Mississippi Republican Senator Cindy Hyde-Smith testified to her opposition, insisting women's rights have advanced "by leaps and bounds" since the E.R.A. was introduced. Women are already protected through the 14<sup>th</sup> Amendment and other legislation. U.S.A. Today quoted Hyde-Smith saying adoption of the E.R.A. would undo "many of these great achievements." To the contrary, Supreme Court Justice Antonin Scalia stated years ago that women's rights are not protected under the 14<sup>th</sup> Amendment. Conservatives insist that the E.R.A. has "just one purpose left," as the Heritage Foundation put it: "Abortion."

Additionally, Catholic Bishops wrote Senators to express "alarm" at the E.R.A., warning it would have "far-reaching consequences" with "negative impacts to the common good and to religious freedom." The Bishops claim that the E.R.A. would require federal funding for abortions and would prohibit "discrimination based on 'sexual orientation,' 'gender identity'" and other categories. "We strongly urge you to oppose it and any resolution attempting to declare it ratified."

Heather Cox Richardson wrote on 3/2/23 that the E.R.A. fight highlights an attempt to stop government protection of individuals. This is "really about imposing the will of a minority," she stressed. According to Ms.

Magazine, 83% of Americans support the E.R.A. Among 18-24 year olds, it is favored by 90%. A Senate vote to remove the deadline is expected in March or April.

#### SMITHSONIAN AMERICAN WOMEN'S HISTORY MUSEUM FINALLY HAS A DIRECTOR:

The institution took a major step on 3/13/23 naming Nancy Yao as its founding director. Yao is the president of the Museum of Chinese in America. More than two years after Congress approved its creation, the Women's History Museum has yet to decide on an architect, a location or its collection, the New York Times reported. But it already has more than \$55 million in pledged donations from philanthropists, including Melinda French Gates, fashion designer Tory Burch and Wal-Mart billionaire Alice Walton. Yao will lead the museum as it prepares to finalize a location on the National Mall. "Someone might describe this as a history of 167.5 million people in this country--and their ancestors," Yao said. Secretary of the Smithsonian, Lonnie G. Bunch III, said in a statement that "Nancy's previous experience, skill and leadership will be crucial in bringing this project to life and "enabling it to creatively tell a more robust and complete story about who we are as a nation." Before entering the museum world, Yao worked for the Council on Foreign Relations and Goldman Sachs.

#### WOMEN-OWNED SMALL BUSINESSES NEED BETTER SUPPORT:

A new survey conducted by Goldman Sachs' 10,000 Small Business Voices program collected data from nearly 900 women small-business owners across 47 states and Puerto Rico. As many as 89% said they feel they are not on a level playing field with men who own businesses. 72 % said that if they had to grade the federal government on the effectiveness of its programs, services and resources, they would give it a "C" or below. Getting certified as a women-owned small business through the Small Business Administration (SBA) is the central problem. Certification is a path to compete for more federal contracts, particularly in industries where women are underrepresented, The 19<sup>th</sup> reported. The cumbersome and time-consuming process causes many women to conclude it's not worth the struggle. The problem is not getting better. From fiscal year 2020 to 2021 the overall number of small businesses that were primary contractors with the federal government shrank by 6%. Women-owned small businesses accounted for a quarter of that decline, said Dane Strangler, director of strategic initiatives at the Bipartisan Policy Center, a nonpartisan think tank. "They represent a small minority of the total number, but we know for sure that they are bearing an outsized impact of this continued trend," Strangler said. The system has been plagued with challenges since its inception. Gathering all the necessary paperwork to even apply could take hours and days. Then small businesses have to recertify every three years to remain eligible for federal dollars. A National Bureau of Economic Research report found in April 2020 alone, the number of working women business owners dropped by 25%, an unprecedented figure.

SBA Administrator Isabella Guzman said in a statement the agency is committed to making SBA a more customer-friendly organization. The number of certified women-owned firms has increased from 1,000 to more than 8,000 since 2021. The SBA has expanded the industries eligible for set-aside awards from 444 to more than 700, but the agency has limited enforcement ability. A central solution might be in reauthorizing SBA. Congress has the authority to make changes to government agencies through a process known as reauthorization. Most agencies go through that modernization process every couple of years. The SBA is an outlier. The agency as a whole has not been reauthorized since 2000. This would allow it to update its programs, goals and technology to better serve business owners. Advocates say that the pandemic has provided an opportunity to better structure the agency to reach women-owned businesses and address pressure points, particularly since the long-standing problems accessing capital hinder economic recovery. A reauthorization process could be a mechanism to restructure the SBA. The issue has bipartisan support and several lawmakers in both chambers of Congress have expressed interest.

#### THE BATTLE OVER ABORTION MEDICATIONS:

SOUTH CAROLINA: A 3/14/23 LawandCrime.com report announced that Republican lawmakers sponsored H.3549 as the South Carolina Prenatal Equal Protection Act of 2023 in mid-February. It proposes changes to the state's homicide statute. The bill redefines "person" under state criminal law to include a fertilized egg. A pregnant person who undergoes an abortion could be subject to all applicable punishments including the death penalty. The bill treats fertilized embryos on par with individuals born alive under the law. There is no exception made for a pregnancy resulting from rape or incest. Nancy Mace, a South Carolina Republican

Congresswoman, spoke on the U.S. House floor about H.3549 calling it “deeply disturbing to [her] as a woman, as a female legislator, as a mom and as a victim of rape.” The issue of whether a fetus can be considered a “person” for legal purposes is one that the Supreme Court has declined to answer to date. On 3/20/23 the New Republic reported that after a death penalty backlash, the bill lost co-sponsors. Considering abortion as homicide or punishable by a minimum 30 year prison sentence became “too hot for even some of its supporters to handle,” according to the New Republic. Nine of the original 24 co-sponsors yanked their support following a massive outcry on social media according to a 3/19/23 Columbia Post & Courier report. The bill is going nowhere the paper said.

WYOMING: St. Patrick’s Day in Wyoming Republican Gov. Mark Gordon, signed that state’s abortion pill ban, the “Life is a Human Right Act.” Additionally, he said he would allow another more sweeping measure banning abortion to become law without his signature. That law, which took effect on 3/19/23, bans abortion under almost all circumstances, making it a felony to provide an abortion punishable by up to five years in prison. Doctors would have their licenses revoked. Narrow exceptions are for rape, incest and dire risks to the pregnant patient’s life or health. “I have acted without bias and after extensive prayer, to allow these bills to become law,” Gov. Gordon stated, according to a NY Times report. The new law stipulates that abortion is NOT health care because under the Wyoming Constitution, residents have the right to make their own health care decisions.

TEXAS: The Alliance Defending Freedom, organized just months after the Supreme Court’s Dobbs decision, intentionally filed a 113 page suit in U.S. District Court for the North District of Texas in Amarillo where there is a 100% chance of drawing Judge Matthew Kacsmaryk, a far-right Trump appointee. This lawsuit, Alliance for Hippocratic Medicine v. FDA, was filed in November 2022. It argues that the FDA “exceeded its regulatory authority” by fast-tracking mifepristone’s approval in 2000. Anti-abortion advocates are asking the court to disregard decades of scientific and clinical evidence showing that the drug is safe and effective, urging mifepristone be withdrawn from the market. The FDA does not comment on ongoing litigation.

A coalition of a dozen Democratic state attorneys general filed a brief supporting the FDA’s approval of mifepristone. Advocates for reproductive choice fear if this lawsuit is successful, it could be the final nail in the coffin for abortion rights in much of the United States. Without access to abortion pills, the only legal options left would be in-person procedural abortions at the few clinics remaining in states that allow it. The Guttmacher Institute found a substantial increase in medication abortion from 2017 when 39% of pregnancy terminations utilized pills up to 2022 when 54% were medication abortions. People with wanted and unwanted pregnancies will be impacted since up to 20% of known pregnancies in the U.S. end in miscarriage. Care for a miscarriage is the same as for an abortion. In 19 states mostly in the south and Midwest, tele-medicine visits for medication abortion are banned. In a June letter to the FDA the American Medical Association and the American College of Obstetricians and Gynecologists wrote mifepristone is a “safe, effective and important component of treatment and management for early pregnancy loss...and abortion.” When used together, mifepristone and misoprostol are more than 95% effective and safer than Tylenol. The HuffPost reported that Kimberly Inez McGuire, executive director of U.R.G.E. (United for Reproductive & Gender Equality), expressed serious concern about a legal precedent being set. A ruling against the FDA’s drug approval authority would create a precedent should Judge Kacsmaryk find in favor of the Alliance Defending Freedom. Such a ruling apart from science embroils the agency in politics, McGuire maintained. Allowing abortion pill opponents to undercut the FDA’s judgment with “cursory and baseless allegations of harm” could spark challenges to other approved drugs and fuel public distrust of the process, Justice Department lawyers argued in a filing in the case.

Judge Kacsmaryk could restrict access to abortion medication also by citing the Comstock Act, originally passed in the 1800’s to outlaw anything then deemed obscene (like contraception, abortion). The Comstock Act has never been repealed. It was never enforced, according to the American Civil Liberties Union (ACLU). An ACLU lawsuit filed in February opposes reinstituting archaic prohibitions of the Comstock Act. The ACLU expects an immediate appeal of any ruling halting access to abortion pills. The dispute could ultimately end up at the U.S. Supreme Court.

Since the Dobbs decision ended the national right to an abortion, more than 500 bills in states across the country have been proposed that are related to abortion.



Five Women Sue Texas Over the State's Abortion Ban: Denied abortions despite grave risks to their lives or their fetuses, five women took legal action against the bans that have shut down access to abortion. Their 91-page complaint, backed by the Center for Reproductive Rights, claims their harrowing experiences cause “catastrophic harms” to women. Texas, like most states with bans, allows exceptions when a physician determines there is risk of “substantial” harm to the mother or if the fetus has a fatal diagnosis. Yet the potential for prison sentences of up to 99 years, \$100,000 fines and the loss of medical licenses has scared doctors into not providing abortions even in cases where the law would seem to allow them. The suit asks the court to affirm that physicians can make exceptions, and to clarify under what conditions. Two of the women bringing this suit discovered that their fetuses had no chance of survival – two had no skulls, and two others were threatening the lives of their twins. Though they feared risk of hemorrhage or life-threatening infection from carrying these fetuses, the women were told they could not have abortions. The women found themselves forced to cross state borders to seek medical treatment, worrying that family and neighbors might report them to state authorities. In some cases the women became so ill that they were hospitalized. One plaintiff, Amanda Zurawski, was told she was not yet sick enough to receive an abortion, then twice became septic and was left with so much scar tissue that one of her fallopian tubes is permanently closed. Even before the Supreme Court overturned Roe, Texas passed a law allowing civilians to sue anyone who provided or aided and abetted an abortion with rewards of at least \$10,000 for successful suits, the NY Times reported 3/7/23.

Texas Man Uses New Law to Sue 3 for Securing Abortion Pills: In a first test of a Texas law that bans nearly all abortions, Marcus Silva is suing three women he says helped his ex-wife obtain abortion pills, Barrons reported 3/11/23. Relying on a 2022 law, Silva's civil lawsuit permits wrongful death complaints to be brought against anyone helping someone obtain an abortion. Silva alleges that while they were still married, his wife became pregnant in July 2022, but kept it secret. The Silvas divorced recently. Silva plans to sue the manufacturer of the mifepristone pill that was allegedly used. Anyone who manufactures or distributes abortion pills, including major drugstores like CVS and Walgreens, “will be sued into oblivion,” one of Silva's lawyers said. Silva's suit comes days after five Texas women sued the state, saying they had been denied abortions despite having dangerous or unviable pregnancies.

WASHINGTON: On 2/24/23 the attorneys general of a dozen Democratic-controlled states sued the FDA asking a judge to remove special restrictions the agency applies to mifepristone. Washington state Attorney General Bob Ferguson filed suit seeking to lift additional layers of regulation above and beyond those for typical prescription drugs. Only a few dozen high-risk prescription drugs (such as fentanyl and other opioids) are subject to additional FDA regulation called REMS (Risk Evaluation and Mitigation Strategy). The Washington case asks the court to declare that the FDA's approval of mifepristone is lawful and valid and enjoin the FDA “from taking any action to remove mifepristone from the market or reduce its availability.” The timing and content of the lawsuit were strategic, according to Ameet Sarpatwari, assistant professor of medicine at Harvard Medical School and an attorney. “It is a legally and politically savvy move to file this complaint now. If you have a federal judge in one jurisdiction saying the approval was lawful, and actually enjoining FDA from taking action to restrict access, that would stand in exact conflict with what many presume the Texas judge may do, which is actually rescind the approval of the drug. If two federal rulings were to conflict,” said Dr. Sarpatwari, an expert on FDA regulations, “that gives ground for the federal government to say, ‘Look, I've got two courts saying two fundamentally different things, and the best we can do right now is to not do anything.’” That could result in both cases landing before the Supreme Court and in preserved access to mifepristone until a high court decision.

Kristen Beneski, first assistant Washington State Attorney General, said “It's not right for one judge in Texas to decide for all Americans whether they can access the gold standard of care for early pregnancy termination.” Led by the attorneys general of Washington and Oregon, their counterparts in Arizona, Colorado, Connecticut, Delaware, Illinois, Michigan, Nevada, New Mexico, Rhode Island and Vermont joined the filing. “We are not arguing that the FDA should not have approval authority over mifepristone, only that the REMS system is unnecessary for this drug and poses unnecessary risks to providers and patients in the current legal landscape,” Ms. Beneski said. “Those risks are real, and need to be addressed.” Drexel University law professor Dr. David S. Cohen called the new lawsuit a “great strategy” adding that “removing the needless

restrictions the FDA has imposed on the drug—restrictions not backed by any science—is one of the highest priorities, according to a New York Times report.

ILLINOIS: Politico first reported that 20 Republican state attorneys general wrote Walgreens and several other pharmacies including CVS, Wal-Mart and Costco, pointing out laws that could be violated if the companies provided abortion pills through the mail. Walgreens stated that it will only sell abortion medication “in those jurisdictions where it is legal and operationally feasible.” Illinois Governor J.B. Pritzker, the highest level elected official in the state where Walgreens is headquartered, said “Walgreens must rethink this policy. To all the other pharmacy providers, we’ll stand with you so you can provide this lifesaving care.” Illinois Senator Tammy Duckworth called Walgreens’ decision “absolutely awful. This willful corporate choice will prevent so many women from choosing the health care they need and have a legal right to.” Hundreds of Twitter users in response to Walgreens’ announcement wrote, “Never step foot in a Walgreens again,” or “no longer be spending any money at Walgreens.”

WEST VIRGINIA & NORTH CAROLINA: GenBioPro, a generic mifepristone manufacturer and a physician, have challenged restrictions on the drug in both states.

CALIFORNIA: Governor Gavin Newsom cut ties with Walgreens over abortion pill access, according to a 3/6/23 L.A. Times report. In an attempt to counter G.O.P. efforts to limit reproductive rights, Gov. Newsom said California will cut ties with Walgreens over the company’s decision to stop selling abortion medication in 20 Republican-led states.

“California won’t be doing business with Walgreens—or any company that cowers to the extremists and puts women’s lives at risk.” Using the force of the California economy, Newsom is attempting to push back on the pressure G.O.P. leaders are putting on retailers to cut off access to abortion medication in their states. Walgreens shares fell 1.8% after Newsom’s announcement. A group of U.S. Senators sent letters to seven pharmacies urging them to ensure customers have access to abortion medication. Senators Patty Murray (D/WA) and Debbie Stabenow (D/MI), led 16 other Democrats who wrote to Walgreens, Albertsons, Costco, Kroger, Wal-Mart, CVS and Rite Aid. Their letter asks for details about their plans and policies toward providing mifepristone. The Senators said that Walgreens has done a “disservice” in adding to confusion about abortion access and insisted on clarification about the company’s plans. On 3/4/23 The Hill reported that Albertsons, Costco, Kroger and Wal-Mart have not announced any plans.

MISSOURI: In the sanctuary of Christ Church Episcopal Cathedral in St. Louis, an interfaith clergy group announced a lawsuit challenging Missouri’s strict abortion ban. They argued this statute violates the state constitution prohibiting the establishment of religion and separation of church and state provision. Plaintiffs argue that some lawmakers openly invoked religious rhetoric and theology while promoting the bill. The law refers to “Almighty God” as the “author of life” and “the life of an individual human being begins at conception.” The lawsuit reads, “State officials have weaponized their religious beliefs to control the bodies and deny the autonomy of women.” Plaintiffs include clergy from United Methodist, Reform Judaism, United Church of Christ, Unitarian Universalist and an Episcopal Bishop. Plaintiffs are backed by Americans United for Separation of Church & State and the National Women’s Law Center. Suits based on Religious Freedom have also been filed in Florida, Kentucky and Indiana.

#### DEMOCRATIC GOVERNOR’S ALLIANCE ON ABORTION RIGHTS:

Democratic Governors in 20 states are launching a network intended to strengthen abortion access in the wake of the U.S. Supreme Court decision nixing a woman’s constitutional right to end pregnancy and instead shift regulatory powers over the procedure to state governments. California Gov. Gavin Newsom described the Reproductive Freedom Alliance as a way governors and their staffs will share their best practices and affirm abortion rights for the approximately 170 million Americans who live in the consortium’s footprint and even ensure services for the remainder of U.S. residents who live in states with more restrictive laws. According to a 2/21/23 AP report, New Mexico Governor Michelle Lujan Grisham said “We can coalesce as governors to act. This is leveraging our strengths...to have more of a national voice.” That includes sharing statutory language and Executive Orders protecting abortion access, ways to protect abortion providers from prosecution, strategies to maximize federal financing for reproductive health care such as birth control and support

manufacturers of abortion medication and contraceptives that face potential new restrictions from conservatives. Lujan Grisham noted the launch comes as a federal court in Texas considers a challenge to the nationwide availability of medication abortion. Newsom called the effort he and his staff spent months organizing “a moral obligation” and “fire wall” to protect “fundamental rights.” The group includes every presidential battleground state led by a Democrat: Gov. Gretchen Whitmer of Michigan, Gov. Roy Cooper of North Carolina, Gov. Josh Shapiro of Pennsylvania and Gov. Tony Evers of Wisconsin. The 20 states in the Reproductive Freedom Alliance are:

California, Colorado, Connecticut, Delaware, Hawaii, Illinois, Maine, Maryland, Massachusetts, Michigan, Minnesota, New Jersey, New Mexico, New York, North Carolina, Oregon, Pennsylvania, Rhode Island, Washington and Wisconsin.

## 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:

Barbara Bozeman	President
Valentina Solarin	Secretary
Leona Phillips	Treasurer
Daneene Monroe-Rusnak	Immediate Past President

For more information, you can visit the website at: <https://www.nfbpwc.org/Virtual>

Or email: [virtual@nfbpwc.org](mailto:virtual@nfbpwc.org)

### VIRTUAL CHAPTER BRIEF

The Virtual Chapter would like to express its gratitude to Sandy Thompson for leading a lively program for the Virtual Chapter and guests.

The March meeting was held on the 15th, via Zoom and Sandy Thompson was our facilitator and guide for the L3 program:

“Parliamentary Procedure – Ensuring Inclusiveness and Fairness.”





In April, (April 19th - 8 pm EST) the program will be:

***“Setting Goals for Personal and Professional Success”***

**SETTING GOALS FOR PERSONAL AND PROFESSIONAL SUCCESS**

Learn how to establish and create strategies to develop and break down a goal into executable steps.

Length: 1 hour



Jane Taff – Chair of the L3 Committee has agreed to facilitate this program and we look forward to her joining us.

Registration for all Virtual Chapter programs and meetings is available on the NFBPWC website. <https://www.nfbpwc.org/>



Our members who will be celebrating their special day in April:  
Sue Oser \* Nikela Kelley \* Angelica Ross \* Kathleen Chamberlain

## 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!



NFBPWC is looking for your submissions for the next Magazine.

Send your submissions to Michele Guarino at: [Michele@ASecondOffice.com](mailto:Michele@ASecondOffice.com)

**Submission Deadline for the May Magazine is Sunday, April 23<sup>rd</sup> at 5:00 pm Mountain Time**

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

@VestaBlueStudio

## Advertising Opportunities with NFBPWC

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

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

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

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

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

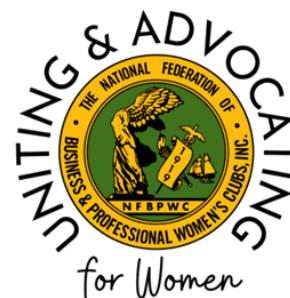
- Access to pay equity and retirement equity
- Access to education, training, and promotional opportunities
- Access to equal opportunities in the workplace and corporate boards
- Access to women business enterprise procurement process
- Access to quality, affordable dependent care (child, elderly or 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

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

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

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



