

NFBPWC Magazine

AUGUST 2023 ISSUE

**Happy Equality  
Day of Women**

*August 26th*

**#BPWDAY**



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**Submission Deadline for the September Magazine is Thursday, August 24<sup>th</sup> at 7:00 pm Eastern Time**

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

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## Events Calendar

### National Events

#### August 1, 2023

4:00 pm PST / 7:00 pm EST

Period Poverty Meeting hosted by Young BPW, Advocacy and Health Committees

<https://www.nfbpwc.org/event-5345519>

More Info at: [Health Committee Report](#)

#### August 8, 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://www.nfbpwc.org/event-5320872>

#### August 10, 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-4973893>

#### August 28, 2023

5:00 pm PST / 8:00 pm EST

"Looking at the 'D' in JDEI: The Pillars of Diversity," presented by the JDEI Committee (Open to the Public)

<https://nfbpwc.org/event-5353669>

#### 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)

#### 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) Not meeting in July!

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

#### Last Thursday of Every Other Month (Next one in August 2023)

Connecting NFBPWC Committees

2:00 pm PST / 5:00 pm EST

Hosted by Young BPW Chair, Emily VanVleck

#### 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)



#### September 13, 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-4962129>

#### September 30, 2023

Open Enrollment for the NFBPWC Mentoring Program (BPW Members Only)

<https://nfbpwc.org/event-4742968>

More Information: [Mentoring Report](#)

### Regional Events

#### August 13, 2023

4:00 pm PST / 7:00 pm EST

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

#### August 16, 2023

5:00 pm PST / 8:00 pm EST

"Women's Equity Day 2023," presented by NFBPWC Virtual Chapter (Open to the Public)

<https://nfbpwc.org/event-5263025>

#### August 17, 2023

5:00 pm PST / 8:00 pm EST

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

<https://nfbpwc.org/event-4973879>

### International Events

#### September 6, 2023

"Van for Chernihiv Ukraine Project," United Kingdom BPW Wednesday Talk (Open to All BPW Members)

More Information: [International Relations Chair Report](#)

## 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  
Kalee Carmel, Treasurer  
Emily VanVleck, Young BPW  
Sandy Thompson, Immediate Past President

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

#### Standing Committees:

Advocacy, Daneene Monroe Rusnak, Virtual  
Bylaw and Resolutions, Trudy Waldroop, California  
Environment & Sustainable Development, Marikay Shellman, Colorado  
Finance, Open  
Health, Keri Hess Laursen, California  
International Liaison, Sandy Thompson, California  
Justice, Equity, Diversity and Inclusion, Sher Singh, California  
Legacy Fund, Deborah Fischer, Colorado  
Lifelong, Leadership & Learning, Jane Taff, California  
Membership, Kathy Kelly, Colorado  
Mentoring, Valentina Solarin, 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  
legacyfundchair@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, Open  
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, Kemi Oyebade

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



### President's Letter

#### **The Continued Fight for Equality: Women's Equality Day and the Equal Rights Amendment**

August 26th is an important day in the history of women's rights and for members of BPW - it is Women's Equality Day and the day in 1930 that the International Federation of Business and Professional Women was officially founded (BPW Day, #BPWDay)! In the USA, this coincides with the commemoration

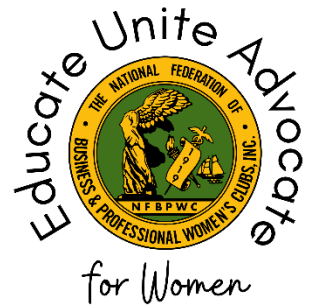
of the passage of the 19th Amendment, which granted women the right to vote in 1920. The day is significant as it serves as a reminder of the progress made in the fight for gender equality over the years and highlights the work that continues. It serves an opportunity to celebrate the achievements of women who have contributed immensely to the advancement of women's rights. On this day, we at NFBPWC honor the women who had the courage and conviction to be the founders of BPW. For over a century in the USA, and 93 years internationally, we at BPW continue to be a beacon of light for women around the world.

At the NFBPWC the Equal Rights Amendment stands "first and foremost above all other items of the advocacy platform until Equal Rights have been guaranteed in the United States Constitution" (<https://www.nfbpwc.org/Policy-Advocacy>). The ERA was first proposed in 1923, and it was a trailblazing move that sought to ensure that gender equality would be protected and recognized under the law. The passage of the ERA will have immense implications on women's rights protections, particularly in areas such as equal pay, workplace discrimination, reproductive rights, and domestic violence. It will be a powerful tool in promoting equitable policies and practices that ensure everyone, regardless of gender identity, is treated with fairness and dignity.

As we reflect on the significance of Women's Equality Day, BPW Day, and the importance of the ERA, we are reminded of how far we have come in the fight for gender equality. However, we must also acknowledge the work still to be done and commit ourselves to the fight for equal rights for all. It is imperative to honor the legacy of the powerful women who have paved the way for us and do our part to ensure that no one is left behind. As NFBPWC and individual members, we have a responsibility to uphold the principles of equality and non-discrimination. Whether through volunteering, advocacy, or simply speaking up against injustice, we all have a role to play in the fight for equality. The ERA, BPW Day, and Women's Equality Day are symbols of hope, progress, and determination in the face of adversity, and together, we can create a world where all women are empowered, valued, and respected.

At NFBPWC we continue to grow and thrive because we are working towards a more equitable world. We would like to take this moment to welcome our newest NFBPWC Affiliate, NFBPWC Washington State! The work that Washington State Business and Professional Women has done for over 100 years to empower women personally, professionally, and politically is phenomenal. The leadership at NFBPWC is thrilled to welcome the first 15 members from Washington State into the fold of national and international membership and look forward to your participation!

Please remember, you have an opportunity to provide constructive input and to find your own unique path in this organization. Here is a link to our online Advocacy Platform, <https://www.nfbpwc.org/Policy-Advocacy>, review it and find an issue resonates with you. 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  
NBPWC President  
2020-2024

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

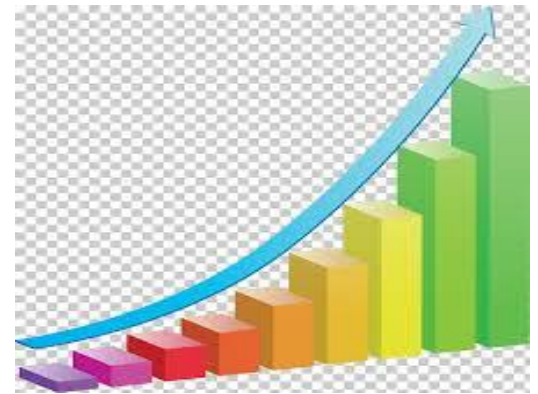


By: Kathy Kelly  
1<sup>st</sup> Vice President of Membership, NFBPWC (2021-2024)

### Membership Committee News

While other service organizations are declining, some decimated by social media and the pandemic, we should be very proud of our growth. NFBPWC stays relevant and continues to be a leader in the struggle to protect our basic

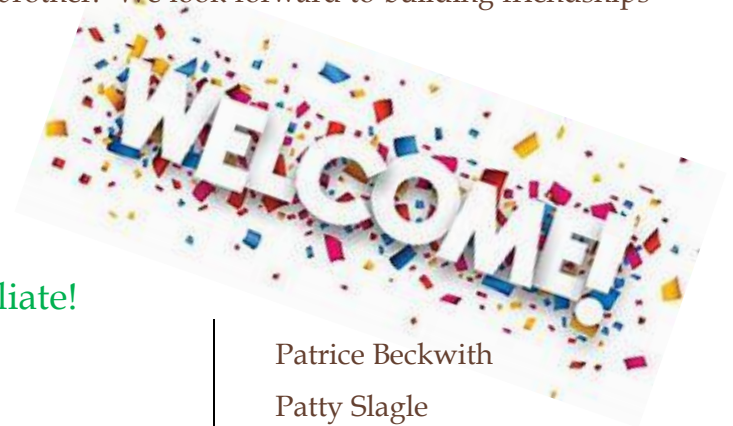
human rights as women. We still need the ERA passed. Equal Pay. Freedom to choose to live our life as individuals, to choose if and when we have children, and to participate in the workplace as equals, free from harassment and discrimination.



**What do they say? *If you're not angry, you're not paying attention!***

We can only achieve these goals through strength and solidarity. We warmly welcome our new sisters from Pennsylvania, Colorado and Michigan this month. And a very special welcome to the Founding Members of the BPW Washington State Affiliate, including an awesome brother. We look forward to building friendships while we fight the good fight for justice.

Kathy Kidd	Pennsylvania
Monique Claybone	Michigan
Vera Sebulsky	Colorado



### And the 15 Founding Members – BPW WA Affiliate!

President Rosalind Scott	Katherine Meade	Patrice Beckwith
Betty Buckley	Margaret Way	Patty Slagle
Diane Duranti	Mike Healy	Peggy Harris
Evelyn Hinken	Milly Lewendon	Sylvia Valine
Jayne Huston	Nancy Sorenson	

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



## Double or More by '24!



**Join our membership drive!** We are ON TARGET to double our membership by the end of the next term.

How can we do that? Simple! Each member pledges to bring in one new member. In fact, we challenge you to bring in one new member and one new member under the age of 35. As you meet with potential members, keep in mind that diversity, inclusion, and belonging are paramount to our success as an organization.

Be sure to keep track! We are working on some fabulous incentives and prizes, and every member brought in is another chance to win.

Need some help? We have outreach resources available, including updated **Benefits of Membership** pamphlets, **How to Start or Grow a Club in 8 Weeks Guidebook**, PowerPoint presentations and more.

Please consider joining a national membership committee meeting as a visitor – no commitment required. We promise a lively discussion with new ideas, strategies, tools, and resources. Also, please consider inviting your current membership chairs to check us out.

We (usually) meet on Zoom the First and Third Mondays (one hour), 5 PM Pacific | 8 PM Eastern.

Contact 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

**BPW members are invited to join the A-Team for the next NFBPWC Advocacy Committee Meeting**

We will discuss current and future issues, initiatives and goals.

**Time:** 7pm ET | 6pm CT | 5pm MT | 4pm PT

Meetings are held monthly on the second Thursday of the month.

**How:** Online via Zoom. Details will be provided upon registration.

**Who:** All interested members are welcome.

**Register:** <https://www.nfbpwc.org/event-4973893>

### Helpful Links:

- [Committee webpage](#)
- [Projects we are currently focused on](#)
- [View the 2022-2024 Advocacy Platform Flyer](#)

All the best, Daneene

## LGBTQ+ Team Report

By: Susan 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.

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 ever 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 - Pride Events featuring a few already featured organizations.

#### Why highlight?

Instead of focusing on introducing an organization, this month you are highly encouraged to attend a Pride event. June might have been Pride month in the community, but several cities are still having pride events throughout the rest of the summer. They are usually sponsored by local PFLAG groups or other local LGBTQ+ organizations. Please check any local LGBTQ+ publications you can find in your area or online for details.

These events, no matter how big or small, are a great way to learn what the community is about, connect to local businesses, and learn about organizations who are in support of the community. You can also get some free information, free gifts, and enjoy some great food. You might even see a few performances as well.

#### Source(s):

Top Library Resources for Celebrating Pride Month - <https://www.ebsco.com/blogs/ebscopost/2150305/top-library-resources-celebrating-pride-month>

International Pride Calendar - <https://www.iglta.org/events/pride-calendar/>

Learn more about PFLAG's 2023 Pride Partners at: <http://pflag.org/pridepartners>

### FYI Positive LGBTQ+ for August:

5 LGBTQ Nominees at the 2023 Emmys - <https://www.metroweekly.com/2023/07/5-lgbtq-nominees-at-the-2023-emmys/>

Trans model and actor is crowned Miss Netherlands and will compete for Miss Universe <https://www.nbcnews.com/nbc-out/nbc-out-proud/trans-model-actress-crowned-miss-netherlands-will-compete-miss-univers-rcna93554>



Top 5 States To Be Transgender In 2023 - [https://open.substack.com/pub/erininthemorn/p/top-5-states-to-be-transgender-in?r=k9hlj&utm\\_campaign=post&utm\\_medium=web](https://open.substack.com/pub/erininthemorn/p/top-5-states-to-be-transgender-in?r=k9hlj&utm_campaign=post&utm_medium=web)

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

Families, legal groups sue state over ban on gender-affirming care for minors - <https://www.keranews.org/texas-news/2023-07-13/aclu-sb14-transgender-children-gender-affirming-care-lawsuit>

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

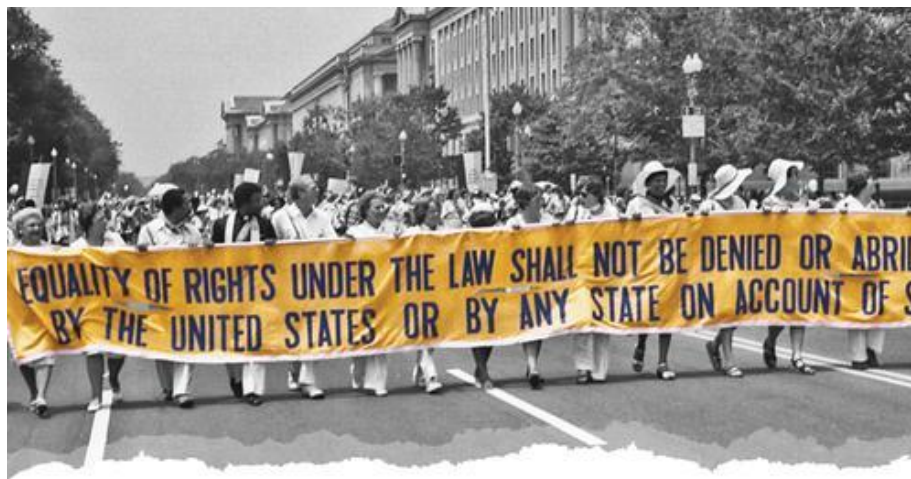
EQUAL RIGHTS AMENDMENT-E.R.A. IS BIG TIME in the News

**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.



**Support the Equal Rights Amendment!**

**Click on this Link to: [Sign the Petition](#)**



**I strongly support the Equal Rights Amendment to the United States Constitution as the 28th Amendment which reads:**

*Equality of Rights under the law shall not be denied or abridged by the United States or any state on account of sex.*

The ERA passed Congress with the needed 2/3rd vote of the United States House and Senate as well as the legislatures of the needed 38 states.

Congress must immediately recognize the Equal Rights Amendment and pass the following United States House and Senate resolutions:

*Resolved by the Senate and House of Representatives of the United States of America in Congress assembled, that notwithstanding any time limit contained in House Joint Resolution 208, 92nd Congress, as agreed to in the Senate on March 22, 1972, the article of amendment proposed to the States in that joint resolution is valid to all intents and purposes as part of the Constitution, having been ratified by the legislatures of three-fourths of the several States.*

[Learn more about the history of the ratification process, why the ERA must be recognized by Congress as ratified; and why the ERA is still needed to guarantee equal rights to all.](#)

(Source: Ginny Bailey Facebook Post of 7/22/2023 – [NFBPWC PA Facebook Page](#))

## From the Desk of the Secretary



By: Sondra Nunez, NFBPWC Secretary 2022-2024

As our family continues to navigate the foster care system in California, I continue to be made aware of how traumatizing the entire process is for children. It is difficult enough to be taken from their parents and placed with strangers, but once the kids grow out of the cute stage, many are left with no place to go during the teenage years.

The following is an article from KVC Kansas, *Why Foster Care Makes a Positive Impact for Older Teens*, August 2021.

Growing pains can be hard to handle sometimes, but teens don't outgrow the need for a loving family. There are thousands of older children who still need to be fostered or adopted by loving families nationwide. Foster care can make a major positive impact on these older teens. Let's look at why.

[More than 15,000 18-year-olds will age out](#) of foster care without finding an adoptive family. [Approximately one in five children](#) in U.S. foster care waiting to be adopted are teens, but [only 5% of all children](#) adopted in 2017 were 15-18 years old. These kids won't have anyone to call about a flat tire, job interviews, first dates, and so much more. Fostering and/or adopting these kids into a loving environment can impact their lives in a big, meaningful way. **They also impact *your* life—helping you grow as a person and a parent in unexpected ways.**

[Teens who age out of foster care without a permanent support system are at increased risk](#) of homelessness, young parenthood, low educational attainment, and other issues. Youth who age out of foster care are less likely to graduate high school and earn a college education too.

As a result, they often [face challenges in finding gainful employment](#). For example, [only half of youth who were once in foster care finish high school, and less than 3% graduate college](#). These devastating outcomes are often a result of emotional issues, difficulty achieving passing grades, and [mental health challenges](#). However, committed foster parenting can help mitigate their risk status.







Foster care provides a safe place that allows youth and their birth family an opportunity to resolve conflicts and learn healthy skills so the youth can safely return home. Some birth families need help learning effective parenting skills, overcoming substance abuse, or learning healthy ways to cope with the trauma. Foster care allows time for this while attending to the child's needs.

These adolescents, including teens, may have experienced abuse, neglect, or other family challenges. Foster families fill a void for these teens, providing care, support, love, and compassion kids need to heal and grow. And at the same time, foster parents themselves become enriched by the experience.

## NFBPWC Young BPW

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



Every once in a while, I'm reminded of the importance of the work each of us continues to do and what it means for the future. A few weeks ago marked a year since the overturning of *Roe v. Wade*, and I saw posts all over social media recounting what this has meant for women and healthcare professionals across the US. In May, the period poverty team scrambled to advocate against a Florida bill prohibiting sexual education before 6th grade, virtually stripping young menstruators of any formal education on puberty and menstruation before their first period. Unfortunately, support for the bill was too strong in the ultra-conservative state, and it was signed into law. The Global Gender Gap Report, published annually by the World Economic Forum, was also released in June, showing there's still much work to be done to achieve gender equality worldwide.

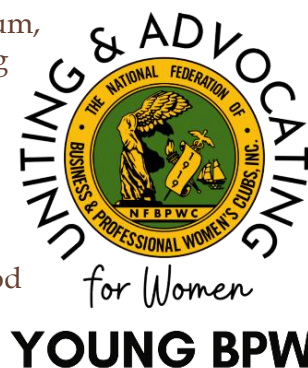
However, we have experienced exciting wins that deserve to be celebrated. Our period poverty initiative

continues to grow momentum, with BPW Burbank hosting their own period product drive in May, gathering products to donate to dozens of housing-insecure menstruators! This outreach inspired our team to create a Host Your Own Period Product guideline, so your local chapter can participate in the initiative! Our team is

also currently drafting a resolution addressing period poverty - look for that in the coming weeks. In legislative news, a bill was proposed to expand access to period products for low-income menstruators - progress is being made!

Women continue to have wins in media, with 'Are You There God It's Me, Margaret' getting its big screen debut 53 years after it was published. The Barbie movie was also released, breaking records as the largest opening weekend for 2023 and the largest-ever opening for a woman director. It turns out people are interested in seeing movies all about girls and women, after all!

Some days it feels like we are marching backward, or rather, we are marching ahead but being pushed backward. In times like these, I return to the work we are doing here with renewed passion. I am proud of all the work we do as NFBPWC members to secure a better future for all girls and women, and I am certain we can make a difference if we keep pushing ahead.



## BPW members are invited to join the next NFBPWC Young BPW Meeting

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

Join us on the second Tuesday of each month to exchange ideas, information, and support each other.

**Time Zones:** 4PM PST, 5PM MST, 6PM CST, 7PM EST

**How:** Online via Zoom. Details will be provided upon registration.

**Who:** All interested members are welcome.

**Register:** <https://nfbpwc.org/event-5320872>

### 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>

## Immediate Past President Report



By: Sandra Thompson, NFBPWC's Immediate Past President

August 26 has a double meaning for BPW members.

First it is BPW International day. In Geneva, Switzerland, on August 26, 1930 BPW International was founded. The founding was the initiative of Dr. Lena Madesin Phillips who as President of the National Federation of Business and Professional Women's Clubs of the United States of America organized several "Goodwill Tours" to Europe in 1928 and 1929.

American women participated in these tours with the purpose of meeting business and professional women in Europe and promoting affiliation with them. The founding member countries of the international federation were Austria,

Canada, France, Great Britain, Italy and the United States of America. Dr. Lena Madesin Phillips was elected as the first IFBPW President and served until 1947.

We celebrate this day by wearing yellow! So, get out those yellow tops and post your pictures on Facebook and wish International a Happy Birthday!

Second August 26 is Women's Equality Day.

This date was chosen to commemorate the day in 1920 when Secretary of State [Bainbridge Colby](#) signed the proclamation granting American women the constitutional right to vote.

Congresswoman Bella Abzug of New York introduced a resolution in 1971 and again in 1973 to designate August 26 as Women's Equality Day.



DR. LENA MADESIN PHILLIPS



In 1972, President [Richard Nixon](#) issued Proclamation 4147, which designated August 26, 1972, as "Women's Rights Day" and was the first official proclamation of Women's Equality Day. On August 16, 1973, Congress approved H.J. Res. 52, which stated that August 26 would be designated as Women's Equality Day and that "the President is authorized and requested to issue a proclamation in commemoration of that day in 1920 on which the women in America were first guaranteed the right to vote".

The same day, President Nixon issued Proclamation 4236 for Women's Equality Day, which began, in part: "The struggle for women's suffrage, however, was only the first step toward full and equal participation of women in our Nation's life. In recent years, we have made other giant strides by attacking sex discrimination through our laws and by paving new avenues to equal economic opportunity for women. Today, in virtually every sector of our society, women are making important contributions to the quality of American life. And yet, much still remains to be done".

Every president since Richard Nixon has issued a proclamation designating August 26 as Women's Equality Day. On August 25, 2016, President Obama's Proclamation read, in part: "Today, as we celebrate the anniversary of this hard-won achievement and pay tribute to the trailblazers and suffragists who moved us closer to a more just and prosperous future, we resolve to protect this constitutional right and pledge to continue fighting for equality for women and girls".

August 26 is truly a day to celebrate!

## Environment & Sustainable Development Committee

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



greensanity designs

@greensanitydesigns6929 14 subscribers 3 videos

greensanity designs (gsd)—the collections of a fashion designer-turned-pl... >

Excerpts from Dina Fesler's Earth Day 2023 video:

**"GREENSANITY DESIGNS:  
the collections of a fashion designer-  
turned-plastic-hater"**

<https://www.youtube.com/watch?v=7sjBbs3B0fY>

### QUICK QUIZ:

1. **True or False:** 1 million plastic bottles are [used around the world per minute](#).  
**Answer:** TRUE
2. **True or False:** 5 trillion plastic bags are [used worldwide per year](#).  
**Answer:** TRUE
3. **Multiple choice:** Microplastics have been found:
  - A. In our food.
  - B. In our blood.
  - C. In our lungs.
  - D. All of the above.**Answer:** D---all of the above

## SUNSET SMOG



The first dress in the collection is called “Sunset Smog” – which, if you’re gazing at a pink sunset is awesome, but if you’re in a big city, this color is actually being caused by the burning of fossil fuels. Yep, hydrocarbons, sulfuric acid, and traces of metals release sulfur dioxide gas into the air, which then turns into sulfuric acid aerosols, which suspend particles in the atmosphere and block the light

waves. Thus, the pink shade.

It’s made of plastic storage bags and Styrofoam packing peanuts—a non-biodegradable, non-recyclable material that the world produces over 14 million tons of each year. Styrofoam also takes 500 years to decompose and clogs up 30% of our landfills.

Luckily people can opt for biodegradable packing peanuts. Made from natural, nontoxic sources, such as wheat and corn starch, these peanuts dissolve in water and can be thrown into compost piles after a single use.



## PLASTICOSIS

The second dress in the collection is called “Plasticosis” – a seriously disturbing new disease caused by plastics in seabirds. Scientists actually gave it that name so there wouldn’t be any question about how it’s caused. Apparently, plastic pollution is becoming so prevalent that birds ingest small pieces of plastic. It inflames the digestive tract and causing tissues to become scarred, affecting digestion, growth, and survival.

It’s made from plastic-lined dog food bags, as well as hundreds of feet of plastic twine.... which leads me to more about why plastic twine is so dangerous.

## SEA TURTLE-TANGLE

“Sea Turtle Tangle” (Pictured Below) is also made from the same plastic twine that ends up in our oceans, affecting hundreds of marine turtles every year as they become entangled in plastic twine, fishing nets, fishing line, plastic balloon string, kite string, as well as plastic six pack rings. The rest of the dress is made of plastic horse feed bags and cereal bags.







## OTHER FACTS and RECs

**FACT #1:** Every year Americans use an estimated 1 billion plastic laundry jugs – which are made from fossil fuels and can last for hundreds of years – and only about 30 % are recycled. The rest go into landfills and the ocean. (Source: [www.fortune.com](http://www.fortune.com))

**REC: Tru Earth** provides an alternative to liquid or pod detergent with the latest: laundry strips. They're like little thin foam sheets that do an entire load of laundry. The ingredients are mostly plant-derived or biodegradable. Not only is the packaging [plastic-free](#), it comes in a cardboard envelope that's both recyclable and biodegradable, and its low weight makes it use less fossil fuels in freight/shipping.

**FACT #2:** Household cleaning products can present a variety of health and environmental concerns. Containing chemicals associated with eye, skin, respiratory, and other health issues, some are hazardous chemicals create potential handling, storage, and disposal issues. (Source: [www.epa.gov](http://www.epa.gov))

**REC: Norwex** products offer a great way to cut out some of the plastic and chemicals while cleaning house is through Norwex's microfiber cleaning rags.

These cleaning rags actually clean glass and surfaces without the need for harmful chemicals that can seep into the ground and waterways. And made from 50% - 91% recycled microfiber yarn – they are upcycled from plastic bottles!

Best of all, instead of throwing microfiber at the end of its life into landfills, they have a Microfiber Recycling Program as part of the "Norwex Movement" working to create a more sustainable, chemical-free environment. ([www.norwex.com](http://www.norwex.com))

**FACT #3:** "Due to poor product design and lack of political infrastructure, the majority of plastic waste is sent to landfills or disposed of into the environment. 9.2 billion tons of plastic have been produced, of which only 9 percent has been recycled properly. Because plastic isn't biodegradable, every piece of plastic ever made is still on this planet. Whether it breaks down into microplastics or not, plastic that is either dumped or washed into the oceans are consumed by marine animals." (Source: <https://supplychain.edf.org/>)

**REC: Grove** is a subscription-based shopping model where you can find quality, plastic free household products. Now Target is selling Grove products in their stores, making it even more convenient to go plastic free! ([www.grove.co](http://www.grove.co))

**REC:** There's a cool website called **[litterless.com](http://litterless.com)** with zero-waste grocery guide where they've compiled a list of stores throughout the US that will allow you to purchase unpackaged staples in your own containers. ([www.litterless.com](http://www.litterless.com))

My favorite zero-waste store in Minneapolis is **Tare Market**, only plastic free products, bulk grocery, personal care, and home cleaning products. Their website even has helpful tips on how to conduct a trash audit so you can go zero-waste too! ([www.thetaremarket.com](http://www.thetaremarket.com))

## OTHER SOURCES:

"A million bottles a minute: world's plastic binge 'as dangerous as climate change'"

<https://www.theguardian.com/environment/2017/jun/28/a-million-a-minute-worlds-plastic-bottle-binge-as-dangerous-as-climate-change>

"Fact Sheet: Single-Use Plastics"

<https://www.earthday.org/fact-sheet-single-use-plastics/>

"New disease caused by plastics discovered in seabirds"

<https://www.theguardian.com/environment/2023/mar/03/plasticosis-new-disease-caused-by-plastics-discovered-in-seabirds>

"Plasticosis: A new disease caused by plastic that is affecting seabirds" by James Ashworth, [Natural History Museum](http://NaturalHistoryMuseum.org) (<https://phys.org/news/2023-03-plasticosis-disease-plastic-affecting-seabirds.ht>)

"Marine turtles dying after becoming entangled in plastic rubbish" by [University of Exeter Phys.org](https://phys.org/news/2017-12-marine-turtles-dying-entangled-plastic.html)

<https://phys.org/news/2017-12-marine-turtles-dying-entangled-plastic.html>

"Microplastics Found In Human Blood for First Time"

<https://www.theguardian.com/environment/2022/mar/24/microplastics-found-in-human-blood-for-first-time>

"People Eat at Least 50,000 Plastic Particles a Year Study Finds"

<https://www.theguardian.com/environment/2019/jun/05/people-eat-at-least-50000-plastic-particles-a-year-study-finds>

"Researchers Find Microplastics Deep in the Lungs of Living People"

<https://www.usatoday.com/story/news/health/2022/04/08/microplastics-lungs-human/9487249002/>

"Fact or Fiction?: Smog Creates Beautiful Sunsets"

<https://www.scientificamerican.com/article/fact-or-fiction-smog-creates-beautiful-sunsets/>

"Styrofoam Facts: Why Styrofoam is Bad for the Environment"

<https://www.ecofriendlyhabits.com/styrofoam-facts/>

## Bring Back the Pollinators

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



Summer is well upon us & your gardens should have signs of active beneficial insects such as few holes in a leaf or flower, a yellow stem. These are signs of insects thriving in a micro ecosystem. If you have planted native plants which are well adapted to the environment from which they came, they are less likely to be victim to pests. Rest assured that if you see pests, predators are nearby. Example: a lady beetle devouring an aphid.

Wonderful bugs to welcome into your garden are ground beetles who hide during the day just below the ground surface & emerge at night to feast on dozens of pests, slugs & snails & non-native spongy moths.



All bee species pollinate berries, fruits, nuts, and seeds including wasps which not only are important pollinators but also predators of garden pests. Don't be so quick to get rid of these beneficial insects.

Syrphid flies, also known as flower flies, look a lot like bees. Not only are they great pollinators, the syrphid fly larvae can devour several hundred aphids before entering its pupal stage.

While you should rid your garden of invasive non-native weeds, leave your native plant beds a bit on the unmanaged, wild side which will provide food and nesting habitat for pollinators. Beware of mulch. Colored or rubber mulch is toxic to pollinators & heavy mulch blocks the ground for soil nesting bees.





Remember that the vast majority of insects are not pests. That caterpillar that is devouring a juicy leaf in your garden will turn into a beautiful butterfly or moth.

## Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Boulder Member

### Save Energy Hang-Dry Clothes

In many households, the dryer is the third-most energy-hungry appliance, after the refrigerator and washer. Air-drying your clothes can reduce the average household's carbon footprint by a whopping 2,400 pounds a year.

And it saves money and makes less of an impact on the environment. Hang-dry clothes to prevent static cling. Hang-drying outside on a clothesline gives garments a fresh, clean smell.



The lint you find in your dryer is evidence of your wardrobe literally wearing away. Hang-dry clothes, and you'll extend the lifetime of garments by reducing wear and tear in the dryer.

Read more [HERE](#)

Thank you!

### 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

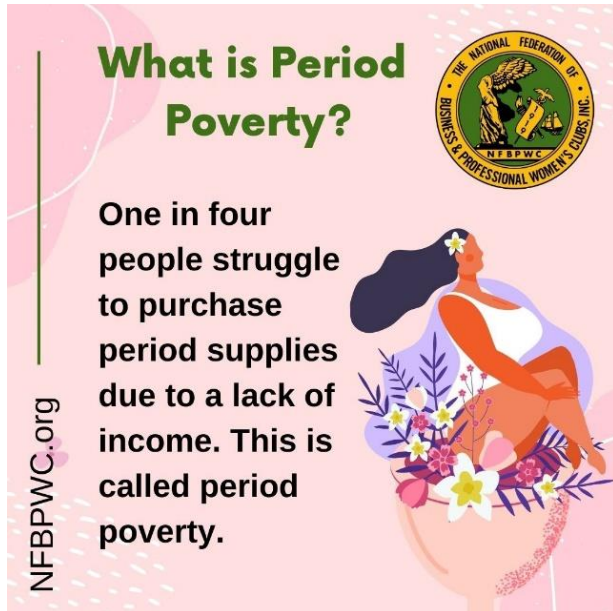




## Health Committee Report

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

Health Committee meets the 2<sup>nd</sup> Monday of each month (except December), at 5pm Pacific time. Please email [Health@nfbpwc.org](mailto:Health@nfbpwc.org) to receive a Zoom link.



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

NFBPWC has started a new collaborative initiative between Young BPW, 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.

When: August 1, 2023 (Zoom Meeting)

Time: 4:00 pm Pacific | 5:00 pm Mountain | 6:00 pm Central  
7:00 pm Eastern

Register at: <https://www.nfbpwc.org/event-5345519> to receive the Zoom meeting details

## Rapid Response Committee Report

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

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 WhatsApp 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

Hello from your Chair and Vice Chair of the Entrepreneur and Small Business Committee!

We hope you have enjoyed the programming provided by the Entrepreneur and Small Business Committee over the past 10 months and will join us in September when we resume our monthly programs.

Hosting monthly events that provide education, tools and opportunities to our working members, professionals and business owners has been challenging, successful and from the feedback of attendees, very valuable.

We have had to make a change to the ESB program calendar. We will continue to provide information via one-on-one connections, and share news and information via the website, Facebook and the magazine throughout the summer, **but the monthly programs scheduled for June, July and August have been cancelled.**

Monthly programs will resume on September 13th. \*The ESB schedules events on the 2nd Wednesday of the month at 7pm EST.

We look forward to hearing from you and hope you have a terrific summer.

Best Regards,

Marsha Riibner-Cady (Chair)

Barbara Bozeman (Vice Chair)

## Women on the Move Committee Report

Nermin K Ahmad, NFBPWC Women on the Move Committee Chair

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

By: Nermin K. Ahmad

### **Afghan Women Project:**

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>.



## Military Affiliated Women Committee Report



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

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 woman, 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)

## Public Relations Committee Report



By: Suzette Cotto, NFBPWC Public Relations Chair

We are all members of a great organization for professional women. Being over 100 years old means we have a history together. As busy professional women, we join organizations to network and market our businesses. Through this organization, we can gain access to resources, tools, and education to help us succeed in our companies.

We have the opportunity to impact future generations of professional women by using our shared experiences and knowledge. We can do this through mentoring, workshops, and events that will help current and future members become successful.

We can also use our influence to advocate for causes that are important to us and help create change. By joining together, we can support each other on our individual journeys and continue the legacy of strength, courage, and ambition that has been established by those before us.

NFBPWC creates an empowering environment that encourages and supports the success of professional women from all backgrounds. We build networks and programs to connect with each other, share best practices, and provide mentorship opportunities.

NFBPWC's virtual community is a way for busy professionals to stay on the pulse of current events affecting women and work. How many of you have spent time on our website or follow us on social media? The impact of social media is the amplification of our voices. When we like and share a post on our social media, we offer that valuable information to people on our news feeds. When NFBPWC's social feeds have engagement, social media channels take note and show more of our messages to more people organically.

In the next few months, working with Kathy Kelly, VP of Membership, and our Affiliate clubs, we will offer social media training to those who want to know how to attract new members and even learn more to advance personal business goals. Social media technology is a way to tell people who you are, what you do, what you care about, and how to contact you. Connecting with followers is a great way to keep your local chapter and your personal brand in front of the people you want to attract and invite to membership.

NFBPWC Virtual is a fantastic way to network with other professionals nationally and offers impressive professional resources. Share our good works with others. We need to focus on the organization's future sustainability and nurture growth.

What can you do? **LIKE, COMMENT, SHARE** a post each week on social media.

Look for future announcements about upcoming training and be ready to engage in this powerful tool for business.

Be sure you follow NFBPWC on [LinkedIn](#) and [Facebook](#). Boost our visibility to a bigger audience and see what happens!

Will you join us?



## 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/>



Organization Page

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



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

## August Highlights in US Women's History

### August Highlights in US Women's History

#### August 26th – 97th Anniversary of Women in the United States Winning the Vote

- **August 6, 1965** – The Voting Rights Act outlaws the discriminatory literacy tests that had been used to prevent African Americans from voting. Suffrage is finally fully extended to African American women
- **August 8, 1969** – Executive order 11478 issued by President Nixon requires each federal department and agency to establish and maintain an affirmative action program of equal employment opportunity for civilian employees and applicants
- **August 9, 1995** – Roberta Cooper Ramo becomes the first woman to hold the office of president of the American Bar Association
- **August 10, 1993** – Ruth Bader Ginsburg is sworn in as the second woman and 107th Justice to serve on the US Supreme Court
- **August 12, 1972** – Wendy Rue founds the National Association for Female Executives (NAFE), the largest businesswomen's organization in the United States
- **August 14, 1986** – Rear Admiral Grace Murray Hopper retires from active duty in the US Navy. A pioneering computer scientist and inventor of the computer language COBOL, she was the oldest officer still on active duty at the time of her retirement
- **August 23, 1902** – Fanny Farmer opens the "School of Cookery" in Boston, MA
- **August 26, 1920** – The 19th Amendment of the US Constitution is ratified granting women the right to vote
- **August 26, 1970** – Betty Friedan leads a nationwide protest called the "Women's Strike for Equality" in New York City on the fiftieth anniversary of women's suffrage
- **August 26, 1971** – The first Women's Equality Day, initiated by Representative Bella Abzug, is established by Presidential Proclamation and reaffirmed annually
- **August 28, 1963** – More than 250,000 gather for a march on Washington, DC, and listen to Martin Luther King, Jr.'s famous "I Have a Dream" speech
- **August 30, 1984** – Judith A. Resnick is the second U.S. woman in space, traveling on the first flight of the space shuttle Discovery

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

## 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)



**NGO CSW/NY is pleased to announce its new officers for July 2023- July 2025**

Co-Chairs Ivy Koek, Soka Gakkai International  
 Pamela Morgan, Zonta International

Vice Chair	Rosa Lizarde, Servicios Ecumenicos para la Reconciliacion y Reconstruccion
Communications	Gillian D'Souza Nazareth, Red Dot Foundation
Recording	Luisa Kislinger, UN Foundation
Treasurer	Rachel Beigel, Poverty Elimination and Community Education
Members at Large	Rosemary Barberet, International Sociological Association
	Sulekha Frank, International Alliance of Women
	Saphira Rameshfur, Baha'i International Community

This is the first time in over 15 years that there is not a member of the International Federation of Business and Professional Women on the Executive Committee of NGO CSW/NY. I served for 8 years, and Eva Richter served before me. We have both been asked to serve as advisors to the new Executive Board.

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Here is the independent review of UN gender equality efforts, commissioned by the Secretary-General: [https://mcusercontent.com/eb520eecfe82a5bf0d814ea1f/files/082581b5-d8be-1dde-3bfe-14fea00856c5/2023.02.11\\_UN\\_System\\_s\\_Review\\_on\\_Gender\\_Equality\\_vFinalSG.pdf](https://mcusercontent.com/eb520eecfe82a5bf0d814ea1f/files/082581b5-d8be-1dde-3bfe-14fea00856c5/2023.02.11_UN_System_s_Review_on_Gender_Equality_vFinalSG.pdf). A worrisome review.

The consultants comment several times on the CSW specifically: that it has degenerated into renegotiating language on women's rights and has little impact once the Agreed Conclusions are issued. See pp. 61-62, 76, and 102-103 for more. Upsetting. How should we respond?

There are feminist critiques of the consultants' recommendations, i.e. in this PassBlue article: <https://www.passblue.com/2023/06/04/watch-the-gaps-a-feminist-reaction-to-the-uns-own-gender-equality-review/>

Foteini Papagiotti is critical of the recommendation to change the role of UN Women or to develop a consensus definition of gender equality. She gave an excellent talk at our June NGO CSW monthly meeting. I highly recommend her article.

## International Relations Chair Report



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

### International Dates to remember:

Latin America Regional Conference will be held September 6 to 10, 2023 in Santiago, Chile.

BPW International Congress which will be held in Mar del Plata, Argentina November 17 to 21, 2024.

BPW United Kingdom has a series of talks on Wednesdays. The following is one that they have that is coming up in September that might be of interest to you. This might be an opportunity for us to help our BPW sisters in the Ukraine.

### United Kingdom BPW Speaker Events: 'Wednesday Talk'

**Speaker:** Victoria Filatova and Jo Kinsey, BPW UK President Talk Title: 'Van for Chernihiv' Ukraine Project

**Date:** Wednesday 6th September 2023

**Time:** 7pm London Time or 11 a.m. Pacific, Noon Mountain, 1 p.m. Central and 2 p.m. Eastern.

To register for the event please copy and paste the link below into your browser:



### Van for Chernihiv Ukraine Project

<https://www.eventbrite.co.uk/e/van-for-chernihiv-ukraine-project-tickets-674390368747?aff=oddttdtcreator>

Join us to hear more about this project that has been granted funding from BPW International to buy a vehicle to help distribute humanitarian aid in Chernihiv, Ukraine.

BPW UK President Jo Kinsey has worked with Amelie LeClerc from BPW France and together they have secured funding totaling €25,000 or \$27,815.

Next, they aim to raise further funds to fill this with useful items needed to help people, with the help of BPW Chernihiv member Victoria Filatova and Yulia Zayka.

Victoria will be joining this webinar to explain how the funds will be used, and what day to day life is like for Ukrainian women. You can hear in the media what life can be like, but UK is honored to welcome Victoria who will share her first-hand knowledge.

This webinar is open to all, and friends of BPW UK are welcome.



## Justice, Equity, Diversity and Inclusion Report

Sher Singh, NFBPWC's JDEI Chair, [dei@nfbpwc.org](mailto:dei@nfbpwc.org)



### The JDEI Committee Presents the Following Workshop

**Looking at the "D" in JDEI - The Pillars of Diversity - Access, Attitude, Choice, Partnership, Communication, Opportunities, Policies.**

**Date:** Monday, August 28, 2023

**Time:** 5 pm Pacific, 6 pm Mountain, 7 pm Central, 8 pm Eastern

**Register:** <https://www.nfbpwc.org/event-5353669>

Learn what our amazing panelists say about this journey.

How are all women impacted today? What are today's stereotypes and perceptions like and its negative impacts. What are the roadblocks with the workforce, education, immigration, economy and much more!

Hear what these professionals report in real time.

Here is a link to the PDF brochure (below) to share: [JDEI - DIVERSITY.pdf](#)

The Zoom meeting link will be sent with the registration confirmation.



## Looking at the 'D' in JDEI The Pillars of Diversity

**Monday, August 28, 2023**

**5 pm PT / 8 pm ET**

(Length: 90 minutes)

[JDEI Presents-The Pillars of Diversity](#)

**Zoom: Everyone registers on NFBPWC  
and will receive a Zoom invite.**

**Members and non Members welcomed.**

### **Panel Members**



Dr. Rhonda Rios Kravitz is first and foremost an activist dedicated to fighting for social justice, educational equity, political and economic equity, immigrant rights, cessation of police brutality, and an end to the nation's history of erasure, exclusion, and oppression. She was born in San Francisco, CA to a Mexican mother and Jewish father. Raised predominantly with her mother's family members, she self identifies as Chicana. She is one of the founders of the Sacramento Poderosa Mural Project which used art in the creation of a mural to stand in defiance of the pervasive, structural and systemic racism present in society to-day and to give voice to Chicanas and the marginalized.

Rhonda Rios Kravitz, MSLS, DPA - Dean Emerita, Sacramento City College -  
CEO Alianza (Allianzadream.org) - Rhondarioskravitz@gmail.com - she/her/hers/ella



Sravanthi Vallampati is a long-term resident of greater Cleveland who continues to enjoy the abundant diversity beyond her hometown through her volunteer involvement. She takes special interest in educational, socio-cultural, and youth leadership activities.

A leader in the Information Technology space by profession, Sravanthi is also an educator, mentor, D, E, and I Ambassador, multiple non-profit Board Member, and an award-winning Distinguished Toastmaster. Intentional about her voice, she endeavors to create positive change within and outside of her workplace Progressive Insurance.

Sravanthi is an incurable optimist who sees herself as a student of lifelong learning and meaningful giving. She lives in Aurora, OH with her husband Nalini Mohan and daughters, Apoorva and Pooja.



Cristavel Camacho-Gutierrez is the proud daughter of working class Mexican immigrant parents, the doting mother of Camila, and a staunch defender of human and nonhuman rights. She was raised on Pomo land in Northern, CA where she attended public schools and community college. Through her family and community work, she learned about the assets and needs of the community and decided to pursue higher education in responses to the injustices and inequities that she was witness to. As a McNair fellow, Community Development graduate student, and executive board member in the Sacramento Poderosa Mural Project, she bridges community and academia. She takes joy in sunbathing in green spaces near water.

## Mentoring Report

Valentina Solarin, NFBPWC's Mentoring Chair, [mentoring@nfbpwc.org](mailto:mentoring@nfbpwc.org)

### Mentoring Program Application

We're excited to announce another session of the Mentoring Program! The NFBPWC Mentoring Program matches members with each other and facilitates a mentor/mentee relationship.

Open to all members at any point in their career, mentor/mentee pairs meet virtually to discuss various topics ranging from skills, strategy, equity, and more.



**We have a plethora of expertise among our members. Become a mentor!**

There are equal numbers of members who are yearning to find someone to learn from and gain an understanding of something. What do you want to learn?

**Vocalize an area of interest in an application so the Mentoring Program Team can find a mentor to assist you.**

1. THE FIRST STEP is to submit an application [HERE](#) to the Mentoring Committee and explain your goals with the program.
2. The Mentoring Committee will then partner you and coach you through launching your mentoring relationship!

*Our goal is to have every local or virtual Affiliate take part in the mentoring program. We encourage each Affiliate to have a member serve as a liaison to assist in empowering members to participate as either a mentor or mentee.*

## The Mentoring Process

### STEP 1: COMPLETE THE APPLICATION

Tell us about your mentoring expertise/skills in an area OR tell us what you would like guidance in.

Application: Apply by clicking on the registration button on this page.

You must be logged into the membership database to apply.

- In the log in field, enter your email and password, then click the LOGIN button.
- If you do not remember your password, click the FORGOT PASSWORD link next to the LOGIN button. Enter your email address to receive a reset password link via email.

### STEP 2: APPLICATIONS ARE REVIEWED AND MATCH ATTEMPTS MADE

New matches will be asked to have an initial meeting to confirm:

1. there is a good fit,
2. goals can be established for a successful outcome, and
3. a time-frame for the mentoring process can be achieved.



### STEP 3: COMPLETE THE MENTORING AGREEMENT

Mentor/Mentee teams are required to document their goals and agreed-to time-frame.

### STEP 4: CHECKPOINT

The Mentoring Program Chair will contact the participants at random points to check on their progress and ensure that teams are working.

### STEP 5: EVALUATIONS

Mentor/mentee teams submit evaluations of the process. This is invaluable feedback for the program as we move forward to determine future processes.

## BPW International – Task Force Twinning

### BPW International – Task Force Twinning – Information, Forms and Contacts

#### Twinning Guidelines

##### What is Twinning?

Twinning is when a BPW Club connects with another one with a Twinning Charter.

In the charter the two Clubs agree to pursue some common interests, common goals and build a closer relationship between them.

##### Twinning is as varied as the clubs involved.

Some twins connect to build a social exchange, others a cultural exchange and others have a common interest in an industry or profession. So, for instance, if your state is a wine producing area you might twin with a Club in another wine growing area in another part of the world. Twinned Clubs might visit each other, or have a member visiting them, or they exchange ideas, experiences, projects by meeting directly and by newsletters, meetings by Skype, WhatsApp, Messenger, and online platforms to work together and create real economic, social and institutional relationships that last over time.

##### Why Twin?

Nowadays the importance of twinning is growing. In our current time of globalization, it is definitely no longer good to stay contentedly in one's own country or city without taking note of what others do. This is especially true for members of our global organization of Business and Professional Women. The immeasurable advantages of twinning should therefore be in all of our minds. **Twinning can be between clubs in different cities, in different countries and in different regions.** It is up to you. Enjoy the rich return of exchange of experiences, joint activities, and a greater understanding of each other's cultures on an international level.



If you are interested to learn more about Twinning and “How to Twin,” please visit this link > [Website](#)

## BPW International Tools

Have you checked out our flyer/brochure that showcases the six BPW International Tools? You can download it and print it for distribution in five languages at <https://www.bpw-international.org/archives/>

(Source: BPW International Facebook post 07/27/2023)

### 5. Club & Federation Projects



**Make BPW work visible!**

We put our projects on the list.  
We surf through the projects  
... and get inspired!

[www.bpw-projects.org/projects](http://www.bpw-projects.org/projects)

### 6. BPW Webinars



**To learn and understand**

I attend the  
bpw.webinars!  
Live or as YouTube Videos

[www.bpw-international.org/webinars](http://www.bpw-international.org/webinars)

## BPW International Tools

**What can I get from BPW International?**

**Check our 6 tools**  
as realisation of the International Theme 2021-2024  
New Actions through Cooperation

1. Website News
2. Newsletter "BPW International News"
3. BPW Directory
4. Member Projects
5. Club & Federation Projects
6. BPW Webinars

Find this flyer in our official languages (plus German)  
on the BPW International website for download and print.

**Dr. Catherine Bosshart and Team**  
BPW International President 2021-2024

[www.bpw-international.org/archives](http://www.bpw-international.org/archives)

### 1. Website News



**Once a week**

I am reading the News  
on the BPW Website  
and I am up-to-date!

[www.bpw-international.org/news](http://www.bpw-international.org/news)

### 3. BPW Directory

**My virtual Business Card**

Find my profile  
and contact me!

[www.bpw-international.org/directory](http://www.bpw-international.org/directory)

### 2. BPW International Newsletter



**Once a month**

I receive the  
BPW International News!  
I subscribed to it  
in my preferred language  
... and I am well informed!

[www.bpw-international.org/newsletter](http://www.bpw-international.org/newsletter)

### 4. Member Projects



**My project!**

Exclusive opportunity  
for BPW Members

[www.bpw-projects.org/memberprojects](http://www.bpw-projects.org/memberprojects)

## 6<sup>th</sup> BPW Mediterranean Symposium in Nicosia, Cyprus (2023)

### November 17-18, 2023 – Save the Date!

BPW Cyprus is hosting the 6th Mediterranean Symposium on November 17-18, continuing the success of the past years. More information on this year's Symposium agenda and registration will follow. Save the date.

[Semeli Hotel](#) in Nicosia has provided a special rate for BPW members who join the events!

[> Hotel Reservation with special rate - book now](#)

We are looking forward to seeing you in Cyprus in November 2023!!

[> Website](#)





# State Federation & Clubs News

## NFBPWC Arizona

### Leadership Team:

Theresa Dolan	President
Debra Gomez	Vice President
Katherine Stevenson	Recording Secretary
Connie Dierks	Corresponding Secretary
Linda Duval d'Adrian	Treasurer
Katherine Peterson	Parliamentarian

For more information about this club and for their **Events Calendar**, go to:

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



Connect on Facebook at: <https://www.facebook.com/ArizonaBPW/>

NFBPWC/Arizona consists of 5 local affiliates and a non-profit State Foundation.

Arizona Clubs are located in:

- Arizona (state leadership)
- Phoenix
- Scottsdale
- West Valley
- Wickenburg

Our Events Featured By National

#### UPCOMING MEETINGS AND EVENTS

bpwarizona@gmail.com	
Today	Tuesday, July 25
Tuesday, July 25	5:30pm Phoenix BPW
Tuesday, August 1	5:30pm West Valley BPW Meeting
Thursday, August 3	6:15pm Wickenburg BPW
Wednesday, August 16	11:45am Scottsdale BPW meeting
Tuesday, August 22	5:30pm Phoenix BPW

Events shown in time zone: Mountain Standard Time - Phoenix



## NFBPWC California Federation

### Executive Committee 2023-2024:

Maria C. DeSousa	President
Anne-Marie Johnson	Treasurer
Katherine Winans	Secretary
Sandy Thompson	Parliamentarian
Bessie Hironimus	Immediate Past President, Membership/Marketing Chair
Rosemary Enzer	Public Policy Chair
Monique Lee	Young Professional Chair
Marjorie Hopper	Program/Projects Chair
Manul Batra	Small Business Chair
Barbara J. Davis	Lifelong Leadership & Learning Chair
Denise Luckhurst	Finance Chair



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



Connect on Facebook at: <https://www.facebook.com/californiabpw/>

By: Maria C. DeSousa, California Federation President

## PATH TO SUCCESS: TEAMWORK, COOPERATION, PARTNERSHIP. INSPIRATION

### BPW California North District



- Berkeley club young BPW member, Ellora Easton graduated from UCLA. She was a recipient of a California Education Fund loan. Ellora is a fourth generation BPW member. Great granddaughter of late Shakuntala Malhoutra, granddaughter of Manjul Batra, and daughter of Sujata Batra Easton, all of whom have been and continue to be BPW members. Ellora's major was International Developmental Studies and double minored in Entrepreneurship and Global Health.

Congratulations Ellora (Pictured Left)

- Berkeley BPW and Nike Club (past Presidents) will have a noon potluck at Manjul Batra's residence in Walnut Creek on August 19, 2023. **For more information, E-mail [manjulbatra1@gmail.com](mailto:manjulbatra1@gmail.com). Berkeley latest newsletter is posted on Berkley club website. <https://bpwcal.org/berkeley-club/>.**
- Berkeley Club has added one new member, JOANNE JENSEN-HAWKINS, DDS.
- Berkeley Club continues to meet monthly on the 4<sup>th</sup> Monday at 6 pm. via Zoom. Please visit the website for details.
- Downtown Sacramento is having joint meetings with St. Andrew BPW in Jamaica as they continue with their twinning venture. They have selected a few projects to work together and the members in both Clubs are looking forward to this joint effort.



- Downtown Sacramento continues to meet monthly on the second Tuesday of the month via Zoom. Their next meeting will be Tuesday, **August 8th 6:00-7:15 P.M. via Zoom. Program: "Women's Equality Day" with Barbara J Davis. Contact Judy Bell at (916) 961-0316 or [judybell9a@comcast.net](mailto:judybell9a@comcast.net) for Zoom link.**

Barbara J Davis (Pictured Left)

### Sierra Mar District

- The Sierra Mar District joined hands to support the National Young BPW initiative of Period Poverty. The district has also decided to have Family Promise of the San Gabriel Valley as a project.

- East Los Angeles-Montebello BPW will hold its annual Patio Party fundraiser from 3:00-6:00 P.M. at Marjory Hopper's home in Whittier. Cost is \$20. Click here for the flyer [East Los Angeles-Montebello BPW Patio Party Save the Date Flyer 2023](#). Reservations are required by contacting Marjory.
- July 14th El Monte BPW had a fundraiser at the Von's Credit Union in El Monte. Members served a delicious lunch of tacos, beans, and rice for a low price of \$5 each. Desserts were extra. The proceeds are used for scholarships. During the summer Von's Credit Union invites El Monte non-profits to host a fundraising meal in their parking lot. Von's Credit Union furnishes the food, so all proceeds go to the non-profit.



Von's Credit Union



El Monte members serving food



Food is ready

- El Monte BPW will meet Monday, August 7th at 11:00 A.M. at Annia's Kitchen, El Monte Airport, 4233 Santa Anita Avenue, El Monte, CA. Contact President Mavis for more information and to make a reservation [newmavis08@outlook.com](mailto:newmavis08@outlook.com).

### Valley Sunset District

- Burbank club held their June meeting at the Brand Art Center. They toured an art exhibit entitled "Don't Believe Everything You Think," a collection of art experiences by 16 female artists. (See below photo)



- The Burbank Club has also been spearheading a drive to collect feminine hygiene products along with local Zonta Club to support the National Young BPW initiative of Period Poverty. The items collected will be given to two non-profit organizations. Home Again LA which helps homeless children, and their families return to sustainable housing. Eighty-seven percent of their clients are single mothers. The other non-profit is Journey Out, they are an organization that helps those whose lives have been destroyed by sex trafficking or commercial sexual exploitation.





- Conejo Valley BPW meets on the first Thursday of the month. Their next meeting is **Thursday, September 7th at 6:00 P.M.** Contact Cherril-Lou for the location and more information.

Throughout the state, under the chairmanship of Bessie Hironimus, members are encouraged to bring a guest to club meetings and to keep promoting BPW with their friends and colleagues.

## NFBPWC Colorado Federation

### Executive Committee 2023-2025:

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

Evie Hudak, who was re-elected at the Annual Convention as BPW Colorado's president for another 2-year term, announced that her "theme" for the next two years is "Keep Going, Keep Growing." She was inspired to have this theme because the report on Membership at the Convention revealed the good news that BPW Colorado has been slowly increasing its membership.



BPW Colorado is mostly taking the summer off, but a few chapters have been hosting social events. BPW Boulder (*Pictured Below*) had a barbecue at the home of its president, Barbara Flood, on July 15. A few BPW members from other chapters attended, and Barbara invited some guests who are her colleagues at work. So far at least one of them has joined BPW!

NFBPWC Colorado Federation has 6 affiliate chapters:

1. BPW Aurora
2. BPW Boulder
3. BPW Denver
4. BPW Cherry Creek
5. BPW Northwest Metro
6. BPW Colorado Virtual



## 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



Connect on Facebook at: <https://www.facebook.com/groups/1602574376734737/>

## NFBPWC Michigan Federation

### Executive Committee 2023:

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

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



Connect on Facebook at: <https://www.facebook.com/bpwmichigan/>

## NFBPWC New York City

### Leadership Team:

Nermin K. Ahmad	President
Vacant	1 <sup>st</sup> VP Membership
Veronica Sexton	2 <sup>nd</sup> VP Advocacy
Emily VanVleck	3 <sup>rd</sup> VP Programs
Voyka Soto	Secretary
Anne Sebestyen	Treasurer
Djenabou Bah	Young BPW Board Member
Francesca Burack	Immediate Past President



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

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



Connect on Facebook at: <https://www.facebook.com/nfbpwcny/>



Connect on LinkedIn at: <https://www.linkedin.com/groups/12479683/>



## NFBPWC North Carolina

### Executive Committee for 2023:

Marsha Riibner-Cady	President and Magazine Contributor	<a href="mailto:nfbpwcnc@gmail.com">nfbpwcnc@gmail.com</a>
Lea-Ann Berst	NFBPWC-NC Webpage Master and Facebook	
Varnell Kinnin	SDG/ Advocacy	
Jo Naylor	Secretary and Bylaws Chair	
Barbara Bozeman	NFBPWC-Virtual President and Representative	



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



Connect on Facebook at: <https://www.facebook.com/NorthCarolinaBPW/>

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 registering online at: [www.NFBPWC.org](http://www.NFBPWC.org).

Or contact Marsha at 252-423-0819 (text is ok) or [nfbpwcnc@gmail.com](mailto:nfbpwcnc@gmail.com)

In July we got to meet Alice's grandchildren. She joined us from the Coast Guard base in Elizabeth City, NC! Mary Lou was waiting on grandchildren to visit; Barbara showed us her newly renovated kitchen and Marsha successfully installed Star link internet at the Mountain House in WV so hopefully no more Zoom glitches. The printer still isn't talking to the new internet!

We also participated in a joint virtual and NC Tea Party! Great fun was had by all with members from all around the country attending!

Please join us for our August 18, 2023, meeting where we will be celebrating BPW. Don't forget to wear yellow!

Enjoy the rest of your summer!



## Pennsylvania Affiliate Chapter

### Leadership Team 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>



Connect on Facebook at: <https://www.facebook.com/groups/671796126783219>

By: Cathy Collins, President

Members Nancy Werner and Denice Robinson attended The ERA Centennial Convention in Seneca Falls, New York, from July 21-22, 2023. Denice Robinson and Nancy Werner are pictured below:

The ERA Centennial Convention commemorates the 100<sup>th</sup> Anniversary of Alice Paul presenting the Equal Rights Amendment for the first time at the First Presbyterian Church in Seneca Falls, NY. At the 2023 ERA Centennial Convention Women were encouraged to sign petitions in support of the Equal Rights Amendment which will become the 28<sup>th</sup> Amendment to the Constitution. Petitions can be signed at "sign4 era.org." Please check this site out and sign the petition.



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In other news I am pleased to welcome another new member Kathy Kidd to the PA Affiliate Chapter. Kathy served as a Past State President for BPW/PA previously and will be an asset to the PA Affiliate Chapter bringing wisdom and experience from her long time service in the Pennsylvania BPW heritage organization. Since April I have been happy to welcome a total of 3 new members.

PA affiliate Chapter members Nancy Werner and Cathy Collins continue to attend NFBPWC Membership Committee 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.

Last month Lilly provided her Legislation Report - Femicide Part I. Her report - Femicide Part II follows this report. We are grateful for all of Lilly's research and in-depth analysis.

Several members will be attending the BPW/PA Summer Board Meeting on August 4, 2023, in State College, PA. I will be presenting a report on the PA Affiliate Chapter and will have Membership applications 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.

Please check our Facebook page out.

Members are encouraged to review the NFBPWC Website and monthly newsletter and to take advantage of the great programs that are offered. The International BPW Newsletter is also available to members.

**The next meeting of the PA Affiliate Chapter has been scheduled for August 13, 2023, at 7:00 pm. Via Zoom. We did not meet in July.**

## Pennsylvania Advocacy Report

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

\*\*\* FEMICIDE – PART II \*\*\*

### SUPREME COURT RECONSIDERS DOMESTIC ABUSERS REGAINING FIREARMS:

Before closing its 2023 term, the Court announced upon convening on the first Monday in October, it will consider whether a 30-year old federal law that prohibits people under domestic violence orders from having guns, violates the Second Amendment. A year after its sweeping *New York State Rifle & Pistol Assoc. v. Bruen* gun rights ruling, the Supreme Court will now decide whether judges across the country are going too far in striking down firearms restrictions. The 2022 *Bruen* decision, greatly expanded rights to carry concealed weapons outside the home. In the new case *United States v. Rahimi*, the Biden administration is appealing a Texas ruling that struck down a federal law meant to keep guns away from those with domestic violence restraining orders against them. As was asked in this July 2023 Advocacy Update, now, what gun laws can survive? **DO WOMEN'S LIVES MATTER TO FEDERAL COURTS?**

Under *Bruen* the Supreme Court for the first time ruled that the Second Amendment protects an individual's right to carry a handgun in public for self-defense. The new test for assessing firearms laws says restrictions must be "consistent with this nation's historical tradition of firearm regulation." According to Yahoo News 6/30/23, Mr. Zackey Rahimi had a history of drug-dealing when he knocked his girlfriend to the ground after an argument in a parking lot, dragged her to his car, shoved her inside, causing her head to hit the dashboard. He retrieved a gun once he realized a bystander had seen his actions, and fired a shot. Rahimi later threatened to shoot his girlfriend. She obtained a court-approved restraining order, but Rahimi was arrested for violating it. At his trial Rahimi asked a federal judge to dismiss his illegal gun possession charge under *Bruen*, arguing that it violated his Second Amendment right to "keep and bear arms." Rahimi was convicted, but appealed to the New Orleans-based 5<sup>th</sup> U.S. Circuit Court. In February 2023 Rahimi prevailed. Fifth Circuit Appeals Judges representing Texas, Louisiana and Mississippi declared the law removing his right to own a gun was "unconstitutional," in accordance with the 2022 *Bruen* Supreme Court decision.

U.S. Solicitor General Elizabeth Prelogar told the Supreme Court on behalf of the Biden administration that the 5<sup>th</sup> Circuit's ruling was "profoundly mistaken." Prelogar wrote that "governments have long disarmed individuals who pose a threat to the safety of others....More than a million acts of domestic violence occur in the United States every year, and the presence of a firearm increases the chance that the violence will escalate to homicide." Twenty-three states, mostly Democratic-led, urged the Supreme Court to hear the dispute as did groups advocating for the prevention of gun violence and domestic abuse.

In a 7/11/23 New York Times letter, New York State Governor Kathy Hochul states that "Now, in *Rahimi*, the Supreme Court will decide whether deadly firearms can flood the homes of domestic violence survivors."

Since the 5<sup>th</sup> Circuit ruled in favor of abusers, "the appeals court decided that government cannot prevent an abusive individual against whom a court has issued a domestic violence protective order, from possessing a

deadly firearm.” Using Justice Thomas’s historically focused argument from Bruen as precedent, the Supreme Court could rule that domestic violence survivors today deserve only the protections they had in the 18th century – a time before most women could own property or work outside the home, let alone vote. Gov. Hochul noted “the stakes could not be higher.” About 41% of women in the U.S. have experienced sexual violence, physical violence or stalking by an intimate partner and reported being affected by it during their lifetime. According to U.S. crime reports, about one in five homicide victims is killed by an intimate partner and over half of female homicide victims are killed by a current or former male intimate partner. “An extreme out-of-control Supreme Court put gun safety laws at risk in Bruen,” Gov. Hochul wrote.

### SERIAL KILLERS:

Among serial killers who kill two or more people in separate events, men outnumber women by a factor of 10. In July 2023, more than 15 years after the first victim went missing, New York police charged Rex Heuermann, 59, with murder in the deaths of three female victims whose bodies were found along a Long Island beach roadway in 2010. Police in South Carolina and Nevada are also investigating whether Heuermann may be connected to other unsolved cases. The victims were young women escorts contacted via a burner email account traced to Heuermann, USA TODAY reported. “Thousands of searches related to sex workers, sadistic, torture-related pornography and child pornography” and searches for active and non-serial killers were connected. Until his arrest Heuermann continued to use burner phones to contact sex workers, according to the Associated Press. More than 200 firearms were removed from the suspect’s home where he has lived for decades on Long Island. Despite high-profile media coverage of young women murdered simply because they are female, nowhere are these serial killings called what they are: FEMICIDE.

Between 1974 and 1991, a former Cub Scout leader, Dennis Rader, terrorized Kansas, identifying himself as the “BTK” killer. Eight of his 10 victims were female, ages 11-62. When arraigned on 10 murder counts in May 2005, Rader bragged “BTK” meant Bind/Torture/Kill. An active member of Christ Lutheran Church elected president of the church council, Rader later described himself as feeling ignored by his mother and particularly resenting her for it. From a young age he harbored sadistic sexual fantasies about torturing “trapped and helpless women.” Following Rex Heuermann’s arrest, Rader wrote to Fox News Digital drawing comparisons to his own crimes. “I was arrested age 59. Married, two kids. Husband, Dad, longtime a serial killer, stalker, used electronic devices, live in a neighborhood undetected.” Were Rader’s killings ever identified as FEMICIDE? Serial killers seek to control, to destroy other people to eliminate the possibility of humiliating rejections.

Samuel Little, a transient former boxer and career criminal identified by the FBI as the most prolific serial killer in US history, confessed to 93 killings between 1970 and 2005. He said he got sexual pleasure from strangling women with his bare hands and that by taking their lives he came to “own” them. Little managed to evade detection for so long by preying on prostitutes, drug addicts and homeless women. FEMICIDE.

### “INCELS” & MASS SHOOTERS:

A 2018 University of Pennsylvania study found that some 4.5 MILLION WOMEN have been threatened with a gun by an intimate partner and that nearly 1 MILLION have been shot or shot at. There are about 120 guns for every 100 Americans. No other country has more civilian guns than people, which partly explains why the U.S. gun homicide rate is 25 times higher than that of other wealthy nations. Sociologist Michael Kimmel has said, “As the ability to be a provider has become more and more unstable, more and more threatened, men have been buying guns.”

Some of the worst mass shootings in recent history have been committed by “INCELS,” short for “Involuntary Celibates,” members of an online subculture of men without romantic partners who bond over a shared loathing of women. These online communities are full of men who are “angry and bitter, and feel helpless and in some cases, suicidal,” said journalist David Futrelle, who runs a blog monitoring the Incel movement. “That’s going to produce more shooters in the future.”

When it comes to being murdered at work, nearly 33% of women killed in US workplaces between 2003 – 2008, were killed by a current or former intimate partner. More than 70% of US workplaces do not have a formal



program or policy that addresses workplace violence. All studies show that hatred of women is a common characteristic of mass shooters. A 2021 study found that 2/3 of the nation's recent mass shootings have included domestic violence or been perpetrated by someone with a history of domestic violence. Almost every social or criminal problem in America has at least some correlation with domestic violence. A 1/28/22 The Week Magazine report highlighted, "One trait connects many American men who go on shooting sprees: a history of hating women." Researchers found that many mass shooters, who are almost entirely men, are linked by a common thread: a history of misogyny, violence against female partners or family members, or sharing women-hating views online. Why is the hatred of women as a precursor to violence not called what it is: a precursor to FEMICIDE?

A Bloomberg analysis of 749 mass shootings from 2014 to 2019 (incidents in which four or more people were shot and which weren't identified as gang-related, drug-related or robberies – found that 60% of the attacks were either acts of domestic violence or committed by men with a record of domestic violence. Researchers say many mass shooters are driven by a distorted view of masculinity, believing that being a "real man" requires aggression and domination. Some feel shame of men's diminished status in the economic and social order, which they take out on the women in their lives.

Hamline University criminology professor Jillian Peterson said, of many male shooters that the "world owes me more than what I have." Others are loners who have failed to establish relationships with women and seethe with rage of that rejection.

#### WHAT'S TO BE DONE IN PENNSYLVANIA?

Here in Pennsylvania out of seven main Department of Human Services program offices, none are exclusively devoted to domestic violence. A Philadelphia Inquirer 2/23/23 editorial pointed out that Pennsylvania does not follow the nationally recognized model implemented in Maryland. Our neighboring state requires law enforcement to adopt a program that specifically aims to decrease domestic violence homicides. (FEMICIDES) New York State maintains the country's only executive level state agency dedicated to gender violence, the Office for the Prevention of Domestic Violence created in 1992. Creating a single office devoted to combating domestic violence would enable the government to coordinate its response to this problem and help prevent it. Governor Shapiro could break this stalemate by creating a new Office of Domestic Violence and empowering its director to implement a more robust state-based system for collecting and sharing data. He could mandate that first responders follow Maryland's program to determine if someone's life may be at risk as a result of domestic violence.

As attorney Wendy Murphy states, "We can put pressure on lawmakers to restrict guns, but the killing will continue regardless, because new laws about guns will not stop male entitlement and the male entitlement drives male violence. Full equality for women will cure male entitlement, which will inhibit male violence. It is that simple. Full equality will come with the adoption of the Equal Rights Amendment."

For over 100 years Business & Professional Women's Federation has fought for full equality, the Equal Rights Amendment, for voting rights, reproductive rights, for an end to pay discrimination, for lives of fulfillment, protected from sexual harassment, assault and domestic violence. We remain resilient and determined. Action is the antidote to despair. Before the pandemic and especially post-pandemic we wonder if violence against women and the killing of women and girls is almost accepted as a given in American culture? Women look to laws and increasingly find in them shriveling protection. Women seek justice in the federal courts, particularly the U.S. Supreme Court, and wonder, DO WOMEN'S LIVES EVEN MATTER TO THE FEDERAL COURTS? Beyond the intimate partner violence comes the women-hating "Incels," the serial killers. The numbers are staggering and yet who is calling this carnage what it truly is? An epidemic of FEMICIDE!

## NFBPWC Texas Affiliate

### Leadership Team:

Lourdes Reyna                      President of Paso Del-Norte

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

Texas has 1 active affiliate:

BPW/El Paso-West: Meetings the 2<sup>nd</sup> Tuesday of every month at 11:00 am Central Time at member's homes and sometimes at La Madeleine Restaurant.

## NFBPWC Virtual Club

### Leadership Team:

Barbara Bozeman                      President  
Valentina Solarin                      Secretary  
Kalee Carmel                          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

Monthly Meeting & Networking Event



Virtual Chapter Welcomes Our Newest Member, who joined in July:

Monique Clayborne

Our members with August Birthdays:

Carolyn Grady - August 12<sup>th</sup>  
Kathleen Ray - August 9<sup>th</sup>



## The Virtual Chapter is starting the celebration early!



Though Women's Equality Day officially isn't until August 26th, our program on August 16th will include discussion about the 19th Amendment, key figures in history, and even answer that pesky question - "Why do I wear Yellow for Women's Equality Day"

Register at: <https://www.nfbpwc.org/event-5263025>

**\*\*Zoom details to be sent after registration is completed\*\***

Wednesday, August 16, 2023  
5PM Pacific, 6PM Mountain, 7PM Central, 8PM Eastern

"Why do I wear Yellow for Women's Equality Day"

**Don something yellow and join us for a little bit of history, some discussion, and a whole lot of fun!**

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Virtual Chapter programs are scheduled for the third Wednesday of the month and meet at 8pm EST via Zoom.

Registration for all Virtual Chapter programs/ meetings is available on the NFBPWC website.

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Happy August from the Virtual Chapter – NFBPWC

**Barbara Bozeman**  
President





## 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 the 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 September Magazine is Thursday, August 24<sup>th</sup> at 7:00 pm Eastern 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, 2023.*

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 from 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**

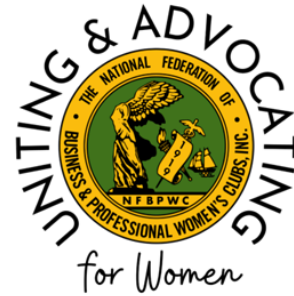
- Access to affordable reproductive healthcare, including contraception and legal abortion care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education 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

## NFBPWC MEMBERSHIP

A BROAD RANGE  
OF BENEFITS



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

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

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

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

### Our NFBPWC Heritage



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

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

### Our Ambitions

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

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

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

### Benefits of Affiliation

- Dedicated Executive Committee and 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.
- 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.
- Platforms and leaders that support membership growth and brainstorm for recruitment.
- Access to a national 501c3 parent organization and guidance in creating localized nonprofit status.
- Support and guidance for documents and procedures needed to run an effective, efficient, and thriving organization.
- Vibrant Young BPW and BPW Student programs to support growth and new leadership.
- Rapid response system for members to advocate for legislative issues affecting working women.

### Individual Benefits

- Cultivate worldwide **friendships** in one of the original women's organization.
- 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.
- 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.
- 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 \$50.00 each year (\$25 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.