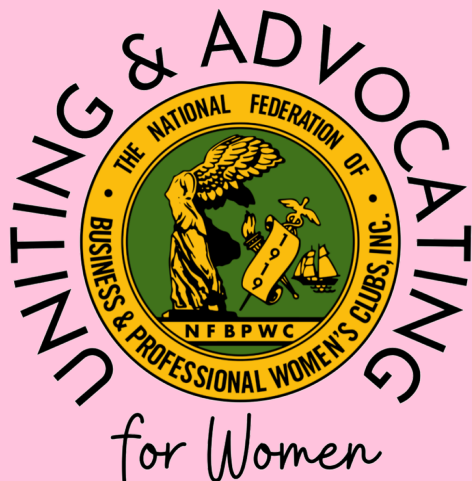


JOIN THE FIGHT FOR WOMEN'S RIGHTS

Let's empower one another

The future is ours to make



NFBPWC Magazine

JANUARY 2023 ISSUE

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Submission Deadline for the February Magazine is Tuesday, January 24th at 5:00 pm Mountain Time

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

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

National Events

January 6, 2022

4:30 pm PST / 7:30 pm EST

NFBPWC National Friday Connections "Buried Treasures: A Map for 2023" (BPW Members Only)

<https://nfbpwc.org/event-5085966>

2nd Monday of the Month

Health Committee Meeting

Email for info: Health@NFBPWC.org

1st and 3rd Mondays of the Month

5:00 pm PST / 8:00 pm EST

Membership Committee Meeting

Email for info: VPMembership@NFBPWC.org

2nd Tuesday of the Month

4:00 pm PST / 7:00 pm EST

Young BPW Committee Meeting (Young BPW Members Only)

Email for info: YoungBPW@NFBPWC.org

1st Wednesdays of the Month

2:00 pm PST / 5:00 pm EST

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

January 11, 2023

2nd 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-4962105>

3rd Wednesdays of the Month

3:00 pm PST / 6:00 pm EST

Virtual Chapter Meeting

January 12, 2023

2nd Thursdays of the Month

4:00 pm PST / 7:00 pm EST

Advocacy Committee (A-Team) Meeting (BPW Members Only)

<https://nfbpwc.org/event-4973886>

2nd and 4th Fridays of the Month

8:30 am PST / 11:30 am EST

L3 Committee Meeting

Email for info: L3Chair@NFBPWC.org

January 22, 2023

NFBPWC Advocacy & Health Committee Present:

Dr. Yen's 8 Tips Now that Roe is Gone (Open to the Public)

4:00 pm PST / 7:00 pm EST

<https://www.nfbpwc.org/event-5079541>

January 23, 2023

4th Monday of the Month

Environment & Sustainable Development Committee Meeting -
Open House for All Interested Members

4:30 pm PST / 7:30 pm EST

(BPW Members Only)

<https://www.nfbpwc.org/event-5021451>

Regional Events

January 19, 2023

5:00 pm PST / 8:00 pm EST

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

<https://nfbpwc.org/event-49738709>

January 15, 2023

4:00 pm PST / 7:00 pm EST

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

Email for Zoom info: nancy.werner73@gmail.com

Save the Dates!!

January 8-15, 2023

BPW North America and the Caribbean Regional Conference
2023: BPW MOVING FORWARD TOGETHER - STRONGER
St. Kitts and Nevis

<https://www.nfbpwc.org/event-4985224>

February 11, 2023

NFBPWC and the Houston Methodist DeBakey Heart and
Vascular Center are partnering for the third time to present a
one-day seminar on women's heart health. This will be a hybrid
event held on February 11, 2023. It will be held in Houston at
the Methodist Hospital and on Zoom.

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
Treasurer, Open
Emily VanVleck, Young BPW
Sandy Thompson, Immediate Past President

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

Standing Committees:

Advocacy, Daneene Monroe Rusnak, Virtual
Bylaw and Resolutions, Trudy Waldroop, California
Environment & Sustainable Development, Marikay Shellman, Colorado
Finance, Open
Health, Keri Hess Laursen, California
International Liaison, Sandy Thompson, California
Justice, Equity, Diversity and Inclusion, Sher Singh, California
Legacy Fund, Deborah Fischer, Colorado
Lifelong, Leadership & Learning, Jane Taff, California
Membership, Kathy Kelly, Colorado
Mentoring, Dr. Trish Knight, Virtual
Nominations, Manjul Batra, California
Public Relations, Suzette Cotto, NFBPWC Virtual
Rapid Response, Sue E. Oser, Michigan
Small Business, Marsha Riibner-Cady, North Carolina
Women on the Move, Nermin Ahmad, NYC

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

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

Special Committees/Taskforces:

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

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

President's Message



2023, A Year for an Exceptional NFBPWC!

Let's celebrate our membership to this amazing organization by cultivating connections and creating community in 2023! We know that collectively; our influence is stronger. We can empower each other by creating new opportunities for networking, burgeoning friendships, and collaborations.

Looking back on the past year, I have a humble sense of accomplishment and immense gratitude to our members for what we

have done as an organization. We have created an organization where women from all walks of life network to make a difference in gender equity. Our committees and taskforces have facilitated achievements of success and recognition. We are indebted to each other for the many volunteer hours that have made a true difference for women. Thank you to every member for your commitment and invaluable contributions. I'm deeply grateful to all of you for making NFBPWC a membership organization that truly can move the needle for women and women's issues.

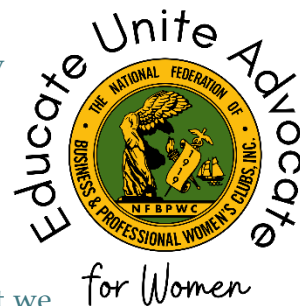
We are starting 2023 with a great sense of anticipation and excitement for the events to come in this new year. Nearly 20 members will be representing us at the [North America and Caribbean Regional Conference](#) in St. Kitts from January 8-15, 2023, the triennial meeting for our region for the International Federation of Business and Professional Women. January 22, 2023, we will be acknowledging what would've been the 50th anniversary of the Roe v Wade decision with an incredible program by Dr. Sophia Yen, [Dr. Yen's 8 Tips Now that Roe is Gone](#). This event is being collaboratively presented by the NFBPWC Advocacy and Health Committees. We will discuss [Women & Resilience](#), presented by Alia Ismail-El Khatib on February 2, 2023, as part of the Justice, Diversity, Equity, and Inclusion Webinar series. On February 11, 2023, members from across the country will be participating in the [Heart of a Woman](#) hybrid event as NFBPWC partners with the Houston Methodist DeBakey Heart and Vascular Center. NFBPWC's Parallel Event for the Commission on the Status of Women (CSW67) will take place on March 13, 2023, as another hybrid event in New York City. Congratulations to our BPW Colorado member, Teresa Gehrke, for making this event happen. Join us for our 4th CSW event, [From Second Grade to Second Act: Cybersecurity Promotes Gender Equality](#) in-person or online.

We continue to create programming for our members and guests that increases our propensity for connection and our ability to empower women. There is more to come this year and we cannot wait to share our community with our current and future members!

I look forward to celebrating and honoring one another, as each member brings their own gifts to the conversation. The women of today need to hear us. The women of tomorrow want to see us standing strong against misogyny, racism, violence, and injustice. We have the power to make a difference as we continue to honor our interconnectedness as humans, more specifically as women.

NFBPWC will continue to light a path for our future that promotes justice, solidarity, diversity, inclusion, innovation, and celebration in 2023. Sending personal wishes of celebration, health, and **progress** around the globe!

Kind Regards,
Megan Shellman-Rickard
NFBPWC President
2020-2024



1st Vice President Membership News



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

WELCOME NEW AND RENEWING MEMBERS!

Naomi Uesaka	BPW Colorado
Olivia Kabaya	Student - Virtual
Michelle Rogers	BPW Colorado (Virtual)
Dr. Afsha Hamidi	Afghan Women
Alisha Harris	BPW Colorado
Martha Ervin	Virtual



Oh no! Did we miss someone from your club? Be sure to forward information on new or renewing members to: newmember@nfbpwc.org.

It's the most **WONDERFUL** time of the year...
unless you're responsible for **year-end reports!**



1. Generate a report that lists your active members as of 12/31/2022. Please state their name, join date, email, and phone number if possible.
2. Please be sure to notate any student members since you will not be billed for their national dues.
3. Submit the names, titles and contact information for your 2023 officers.
4. Please email this report to vpmembership@nfbpwc.org before Sunday, January 22, 2023.
5. Each affiliate President and Treasurer will receive an invoice from NFBPWC for \$50.00 per active member on the lists (students excepted), covering both national and international dues.
6. Payment of this invoice will be due Sunday, February 12, 2023.



QUESTION: What do **96 women** around the United States have in common?

ANSWER: They are all **NEW MEMBERS** of NFBPWC in 2022!

We are on track for "Double or More by '24!" Don't forget to identify your Young BPW members to the Membership Team when submitting names!



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

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

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

Contact VP Membership Kathy Kelly at VPMembership@NFBPWC.org for more information.

2nd Vice President Advocacy Report



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

Please note: While we are awaiting new legislation from the 118th Congress (who will be sworn in on Jan. 6th), our existing OCP campaigns will be idle. Keep your eyes open for new (or "recycled") campaigns in 2023.

The Advocacy and Health Committees are proud to present Dr. Sophia Yen, CEO, Co-Founder of PandiaHealth.com who will present Dr. Yen's 6 Tips After Roe on (what would have been) the 50th anniversary of the Roe v Wade decision.

Join us on Sunday, January 22 at 4pm PDT / 7pm EDT to learn more about contraception, medical abortion, emergency contraception and more!

Rumor has it we *may* also be livestreaming the event!

January 22, 2023 marks the "would be" 50th year of protection from the *Roe v Wade* decision. Unfortunately, the recent *Dobbs* decision from the Supreme Court changed that.

The Advocacy and Health Committees are honored to host Dr. Sophia Yen, founder of [Pandia Health](https://PandiaHealth.com), who will share her expertise and valuable insights as we navigate this post-Roe era.

This event is open to members and the public. Zoom credentials will be delivered to registrants closer to the event date.

An event poster for "DR. YEN'S 6 TIPS AFTER ROE". The poster is green and yellow. It features a circular photo of Dr. Sophia Yen, a woman with dark hair wearing a white lab coat and a stethoscope. The text on the poster includes: "NFBPWC ADVOCACY AND HEALTH COMMITTEES PRESENT", "DR. YEN'S 6 TIPS AFTER ROE", "SPEAKER DR. SOPHIA YEN FOUNDER, PANDIA HEALTH", "SUNDAY JAN 22", "TIME 4PM PDT/7PM EDT", "SAVE THE DATE!", and a list of topics: "COVERING: MEDICATION ABORTION, CONTRACEPTION, EMERGENCY CONTRACEPTION, AND MORE, #PERIODSOPTIONAL". There is also a logo for "Educate Unite Advocate for Women" at the bottom left.

But wait.....there's more!

The Advocacy and Health Committees would also like to introduce a parallel initiative entitled:

"Without Roe: Our Stories"

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

Injustice thrives in silence and our stories have power.



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

As always, please also take a moment to read the supplemental submissions from Sue Oser and Nancy Werner.

Thank you for all you do!

All the best,

Daneene

LGBTQ+ Team Report

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

Learning more about the LGBTQIA+ community

If you do not identify part of the LGBTQIA+ community, you can show your support by buying from businesses that support the community, donating money and time to causes that support and be an active ally in helping fight the many challenges members of the LGBTQIA face. Support goes beyond Pride Month. In addition, you can educate yourself on the finer details on the community's history.

Flag of the month – Genderfluid Flag

People who consider themselves to be genderfluid do not see a fixed gender within themselves. In fact, their gender identification may fluctuate and change depending on the time and situation a person finds themselves in. Sometimes it can be in a pattern. Gender fluid persons may also identify as non-binary, transgender, or multigender.

The genderfluid flag was created by JJ Poole in 2013.



What the colors mean:

Pink- femininity.

White - all genders.

Purple - masculinity and femininity.

Black - gender lessness.

Blue - masculinity.

Source(s):

<https://www.seventeen.com/life/g32577915/lgbtq-pride-flags/>

<https://www.unco.edu/gender-sexuality-resource-center/resources/pride-flags.aspx>

<https://www.deviantart.com/savvyred/journal/Pride-Flags-Colors-explained-379547414>

Other Sources on Genderfluid:

<https://www.health.harvard.edu/blog/gender-fluidity-what-it-means-and-why-support-matters-2020120321544>

<https://www.verywellmind.com/what-is-gender-fluid-5075600>

This month's FYI:**Respect for Marriage Act passes signed by President Biden.**

President Joe Biden signed the Respect for Marriage Act into law on Tuesday, December 13. The act passed through both the House and the Senate with bi-partisan support.

When Justice Clarence Thomas made the statement that the Supreme Court should "reconsider" any landmark case regarding same sex-marriage and interracial marriage after the overturning of *Roe vs. Wade*, legislators knew action had to take place.

With the passage of the Respect for Marriage Act, it would repeal the Defense of Marriage Act, which prohibited the federal government from recognizing legal same-sex marriages for the purposes of federal programs and benefits; and the federal government to now recognize legal same-sex marriages in the states.

Source: <https://pridesource.com/article/is-the-respect-for-marriage-act-enough-to-protect-our-marriages-michigan-lgbtq-advocates-speak-out/>

https://www.washingtonblade.com/2022/12/13/biden-signs-respect-for-marriage-act/?fbclid=IwAR1nOIrhA3Mq7M8C24NdAtz1_s34TEafMhmpm93Uczmurr0q9K3YE7pe1WM

<http://www.freedomtomarry.org/>

If you would like to be involved with the LGBTQIA+ sub-committee, please contact Sue Oser at angelbpw1719@gmail.com and submit your ideas for future articles and more.

ERA Team Report

By: Nancy Werner, NFBPWC Advocacy Team ERA Lead

EQUAL RIGHTS AMENDMENT-GETTING ATTENTION EQUAL RIGHTS AMENDMENT



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

NEWS FLASH - Members, please take the time and effort to read this article. MS Magazine shares the article pertaining to Congressional Leaders and Advocates Call on Senate to Clear the Way for ERA.

https://msmagazine.com/2022/12/08/congressional-leaders-and-advocates-call-on-senate-to-clear-the-way-for-the-era/?omhide=true&utm_medium=email&utm_source=everyaction&emci=b1f9d9de-3477-ed11-819c-000d3a9eb474&emdi=c8d3876a-4d77-ed11-819c-000d3a9eb474&ceid=447432

We need to get to work NOW.

Send an email to President Biden- Sample message.

Click here: [Contact Us | The White House](#)

We have 38 states that have ratified the Equal Rights Amendment. The time limit was on the preamble and scholars say it has no validity. Direct the Deputy Archivists to publish the Equal rights Amendment as soon as possible.

Don't say you can't. That's Malarkey!

All I want from my President is for women to be equal under the law.

CALL and leave a message on the Whitehouse Comment line between 11-3 every day.

202-456-1111

Send an email to Senator Schumer

Senator Schumer it is time to bring HJ Res 17/SJ Res 1 to the Senate floor for a vote. We have been waiting for your leadership to finally get this action completed. Please remove the arbitrary ERA deadline.

Send an email to your Senator

We need to bring our senior and junior Senators to accountability. Please send them each an email asking them to vote for this Resolution.

The arbitrary deadline for the Equal Rights Amendment must be removed so that equal rights on the basis of sex are enshrined in our Constitution. Currently, there is no Constitutional backing for sex-based equality in this country.

At this moment, the U.S. is NOT a part of the 80% of UN member states that have provisions in their Constitutions to address gender equality. If we want to continue to be considered a leader of the world stage, then the ERA needs to be ratified immediately.

Passing the ERA would take out gender-specific language in all laws and make them more gender-neutral. This will benefit EVERYONE in this country - women, men, and non-binary people alike. Once ratified, it

will raise gender to be considered a suspect classification like race, religion, and national origin. The ratification of the ERA will ensure that gender is not a barrier to success and equal recognition under the law for anyone in this country.

Remember to visit our www.nfbpwc.org site and under advocacy, please use the "one click." You are never too late to notify your US Senator(s) to vote against the time element restriction on the ERA.

2023 is now here and it will be 100 years since Alice Paul wrote her ERA passage. This is our year to get the ERA
Nancy Werner, ERA

Credit for information -Kathy Telban of Ohio BPW

And Daneene Monroe Rusnak, 2nd VP of Advocacy 2020-2022

From the Desk of the Secretary



By: Sondra Nunez, NFBPWC Secretary 2022-2024

Season's Greetings and Happy New Year!

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader." -John Quincy Adams

As we usher in a new year, my thoughts center on how can I do better? How can I be better? A better mother, sister, daughter, friend, business owner, team member. Below are thoughts from one of my favorite leaders, Jon Gordon. I hope it will inspire you as much as it does me.

May peace and blessings be upon you and your family.

10 THOUGHTS ABOUT LEADERSHIP

Below I've shared some of my thoughts on leadership from my book Soup. Whether you are a leader of a business, team, hospital, sports team, classroom, church or home, I hope you'll be encouraged to be a better leader.

1. **People follow the leader first and the leader's vision second** - It doesn't matter if the leader shares a powerful vision if the leader is not someone who people will follow the vision will never be realized. As a leader, who you are makes a difference. The most important message you can share is yourself.
2. **Trust is the force that connects people to the leader and his/her vision** - Without trust there is a huge gap between the leader and the vision. Without trust people will stay off the bus. However, if people trust the leader they will hop on the bus with the leader and help move the bus forward towards the vision.
3. **Leadership is not just about what you do but what you can inspire, encourage, and empower others to do.**
4. **A leader brings out the best within others by sharing the best within themselves.**
5. **Just because you're driving the bus doesn't mean you have the right to run people over** - Abraham Lincoln said, "Most anyone can stand adversity, but to test a man's character give him power." The more power you are granted the more it is your responsibility to serve, develop and empower others. When you help them grow, they'll help you grow.

6. **"Rules without Relationship Leads to Rebellion"** - Andy Stanley said this and it's one of my favorite quotes. As a leader you can have all the rules you want but if you don't invest in your people and develop a relationship with them, they will rebel. This applies amazingly to children as well. It's all about relationships.
7. **Lead with optimism, enthusiasm and positive energy, guard against pessimism and weed out negativity.**
8. **Great Leaders know they don't have all the answers** - Rather they build a team of people who either know the answers or will find them.
9. **Leaders inspire and teach their people to focus on solutions, not complaints.** (The No Complaining Rule)
10. **Great leaders know that success is a process not a destination** - One of my heroes John Wooden, the legendary UCLA basketball coach, never focused on winning. He knew that winning was the byproduct of great leadership, teamwork, focus, commitment, and execution of the fundamentals. As a leader focus on your people and process, not the outcome.

NFBPWC Young BPW

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

Happy New Year YBPW!

I can't believe we have entered 2023. It seems that the older I get, the faster time goes by. I hope you all enjoyed a safe and happy holiday season with your loved ones. While I have never been big on new year resolutions, I find the beginning of a new year a great time for reflection and goal setting.

My first goal as YBPW Chair for the 2022-2024 term is to help YBPW find ways to engage with the organization. To achieve this, we have begun our monthly meetings with a committee chair guest speaker. These discussions have been recorded and posted on our YouTube channel – feel free to check them out! We will continue having committee chair guest speakers join us to share about their work and how to get more involved. If you have a specific committee you'd like to hear about, please let me know.

My next goal is to get more YBPW members in leadership positions. During her conversation at the December YBPW meeting, Health Chair Keri Hess talked about how rewarding it is to be in a leadership position with NFBPWC. Currently, the positions of website chair and treasurer are open. If you or another member you know would be a good fit for either of these roles, reach out to me or ec@nfbpwc.org!

My last goals this term are to bring in more YBPW and student members and create some YBPW-led initiatives.

Going into 2023, these will be my main focus. I am a project-oriented person and believe creating meaningful initiatives sparks engagement. I have several ideas for projects that I'm excited to share with you, and I would love to hear from you if you have any ideas! Be on the lookout for meetings related to period poverty, the ERA, and pay equity.

Wishing you all a prosperous New Year!

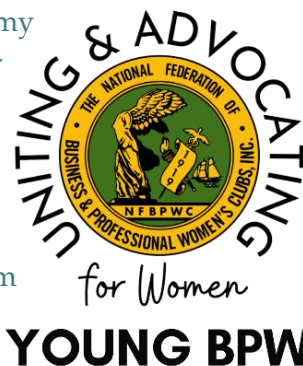
Share With Us!

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 to get involved as a Young BPW or Student today!

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



@YoungBPWUSA



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

Immediate Past President's Report



By: Sandra Thompson, NFBPWC's Immediate Past President

As the year comes to a close it is time to reflect on our accomplishments, milestones and to look forward to next year.

This past year I had the opportunity to attend many meetings on line of various clubs around the country. Which has been a great way to learn and get to know members. I also attended training sessions and committee meetings where I learned many helpful hints.

My Burbank club turned 100 in January and we were able to celebrate in person.

And of course, we had our Biennial General Assembly in Sacramento this year. It was wonderful to be back together after four years, even if several of us got Covid. It is also wonderful having some new people step up to leadership roles while keeping some of our current leaders.

2023 starts out with two great events - the Regional Conference in St. Kitts in January followed by the Heart of a Woman in February in Houston. Please be sure to register for Heart of a Woman either on line or in person. This event is open to all so invite your friends and families. The third big event will come in March at the United Nations Commission on the Status of Women. It will be in person and hybrid, so all will have an opportunity to attend.

If you have not signed up for One Click Politics please do so. This is the easiest way to let your national representatives know how you feel about issues that affect us all.

In 2023 think about how you can contribute to our organization, be it on the local, state or national level. We have many committees, I am sure that there is one that would be of interest to you, sign up to be a member of that committee. On the National level we are in need of a Treasurer. If you have the gift of finance, please consider serving. Questions can be answered by the Executive Committee.

Here's to a happy, healthy and productive 2023!

Environment & Sustainable Development Committee

By: Marikay Shellman, NFBPWC Virtual
 Chair, NFBPWC Environment and Sustainable Development Committee (2022-2024)
 Contributing ESD members: Sue Oser & Laurie Dameron

Simple Acts for New Year's Resolutions to Make a Difference in Climate Change

If you, NFBPWC member, are a reluctant maker of New Year's Resolutions, the ESD Committee has a simple solution for you. Look through the following organizations which address climate change and join. It's that easy.

- **Friends of the Earth** - <https://foe.org/> - Friends of the Earth strive for a healthier and more just world. We understand that the challenges facing our planet call for more than half measures, so we push for the reforms that are needed, not merely the ones that are politically easy.
- Cofounded by Bill McKibben- <https://350.org> - building a future that's just, prosperous, equitable and safe from the effects of the climate crisis - named after 350 parts per million, the safe concentration of carbon dioxide in the atmosphere.
- **Audubon Great Lakes** - <https://gl.audubon.org/> - Where birds thrive, people prosper. A regional office of the National Audubon Society, Audubon Great Lakes manages conservation work throughout the region to protect and improve habitat critical for birds during their migration and nesting cycles, and we build networks of volunteers and advocates for the natural environment. Within the National Audubon Society's network, Audubon Great Lakes is viewed as a leader in building networks of community scientists and conservationists that take the lead in advocating for and managing the ecosystems that birds need to thrive.
- <https://www.52climateactions.com> - 52 of the most effective climate actions that can be taken by individuals and communities have been chosen. It's 52 actions because it's one for each week of the year. The actions fall into three categories: those to reduce your carbon footprint (mitigation); those to help you cope with the effects of climate change (adaptation); and those that aim to change your mindset (thinking differently).
- **For the Love of Water** - <https://forloveofwater.org/> - Ensuring the waters of the Great Lakes Basin are healthy, public, and protected for all.
- <https://sierraclub.org> - To explore, enjoy, and protect the wild places of the earth, to practice and promote the responsible use of the earth's ecosystems and resources, to educate and enlist humanity to protect and restore the quality of the natural and human environment; and to use all lawful means to carry out these objectives.
- **The Nature Conservancy**- <https://nature.org> - Guided by science and equity, we find paths to solve climate change and biodiversity loss. We're determined to make a major difference by 2030.
- **The Xerces Society for Invertebrate Conservation** <https://xerces.org> - international nonprofit organization that protects the natural world through the conservation of invertebrates and their habitats. As a science-based organization, we both conduct our own research and rely upon the most up-to-date information to guide our conservation work. Our key program areas are: pollinator conservation, endangered species conservation, and reducing pesticide use and impacts.
- Dan Parcher, **The Checklist Guy**- <https://checklists.com/savinglifeonearth> designed a checklist "to make it easy for you to identify actions you can take" to make a difference to help slow down the climate crisis.

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

If your resolution for 2023 is to help pollinators, here are some great ideas:

Plant native flowers, grasses, shrubs and trees in your yard & garden. Collect native seed from your garden to share with neighbors & your local library.

Provide food for pollinators all year round by having blooming plants in your garden & yard spring, summer and fall.

Leave leaf litter, stems, twigs and logs in your garden & yard for nesting bees and for butterflies to lay their eggs and to overwinter.

Take steps to reduce or eliminate pesticide use in your yard & garden and encourage neighbors & community parks & gardens to do this also.

Learn about invasive plants and do your best to manage or eliminate them from your local landscape.

Reduce your carbon footprint by making environmentally-friendly decisions.

Support pollinator-friendly farmers by purchasing local organic produce.



Buy local raw honey and bee products.

Be active locally in local science initiatives such as volunteering to help plant a pollinator garden.

Support pollinator conservation organizations.

Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Boulder Member

Resolutions

I have not yet taken the time to consider resolutions for the new year. Something I have been thinking about is working on my procrastination. Like procrastinating what my new year's resolutions are! LOL!

When COVID first hit in 2020, I lost my day job of 30 years entertaining seniors and realized I did not want to keep spending 70% of my time calling, emailing and marketing to line up all those gigs. If I were booking 30% of the time and playing 70% of the time I'd still be doing it. If they call me I say yes! A few have reached out to me so I still get to enjoy making some folks happy!

I also continue to enjoy performing concerts as a solo and duo, Laurie and Lorrie, at various venues and never turn down weddings or private events which happen once in a while. One resolution is to perform in other countries.

But back to when COVID hit - I got my Mac computer out and learned how to use "Garage Band" again and for several months was recording and working on new songs. I was in a real creative streak and it felt great! I was looking forward to putting out a fourth and fifth album. Then I don't know what happened. My inspiration and



motivation disappeared and I've been procrastinating ever since. So that is one resolution I'd like to make is improve on my procrastination habit and get back to composing and recording.

During this last couple of years I trained for three weeks to become a Peer Support Specialist and am now a certified PSS. I worked with the Division of Vocational Rehabilitation (DVR) and did an internship with them at Windhorse Community Services and when that ended Windhorse hired me! I am only working there 8 - 10 hours per week which is really perfect as I still have time for environmental work and music.

Windhorse is similar to Mental Health Partners but is more Buddhist oriented. So their contemplative practices are helping me and I am practicing meditation more which is really benefitting my mental health. So it's not just a job, I feel it's making me a better human being! I can't say how happy I am working there and love working with the clients as a Peer!

In 2023 I'll be turning 63. Part of me wants to quit all of my environmental work, the "Green News" (I've been writing these since 2010!) and my position as Chair of Environmental and Sustainable Development for Business and Professional Women (BPW Colorado) and just enjoy life. But then the guilt moves in - a few years ago I vowed I would never give up for our children's sake.

I spend so much time trying to inspire folks to take simple actions to fight climate change and I'm weary. Lately I've been turning it over to my "higher power" and trusting that there is a mysterious, and higher purpose going on and that somehow everything will turn out alright.

So, I will contemplate this more in the next few weeks. But I do want to put it out there to my BPW sisters that I hope one of them will take over this job of heading the BPW Colorado environmental committee that I've been doing since 2015. I've learned so much in this role and I will help any way I can with this transition and stay involved.

I've mentioned the Climate Action Now app several times in the past four months and really encourage you to take this action. Almost every day I use the Climate Action Now app as it takes only about five minutes a day. They provide all of the texts, email addresses and all one needs to do is click send. In this past year Climate Action Now has taken nearly ONE MILLION actions! So if you don't have time for learning simple actions to fight climate change and if nothing else, taking 5 minutes out of your busy day for this makes a huge difference!!!

The other action I would encourage if you're overwhelmed like I am, is picking one or two environmental organizations to donate to and work with. I receive newsletters from several; 350.org, 350Colorado.org, Citizens Climate Lobby, Climate Reality, Elders Climate Action, Green Peace, Natural Resources Defense Council (NRCD), Sierra Club, Sunrise Movement, Third Act, Women's Earth and Climate Action Network (WECAN), and probably a few more that are not coming to mind. I like to stay informed as what they are all working on but am focusing my energy on Sierra Club and 350 Colorado. I've been a long-time contributor and member of Sierra Club which is the oldest and largest influential grassroots environmental organization. They do great work!

I hope one of your new year's resolutions will be focusing on simple actions and solutions!

YOU ARE A PART OF THE SOLUTION!

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

Or visit www.LaurieDameron.com

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

Health Committee Report

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

Upcoming Events Supported by Health Committee:

Heart of a Woman

Houston [Methodist, Houston, TX](#)

February 11, 2023

Description: Heart disease is the number one killer of women in the United States, yet many women are

unaware of their risk factors and potential symptoms, which differ from those of men. Increased awareness is key to preventing heart problems. Thus, Heart of a Woman is designed to educate women about the gender-specific symptoms, diagnosis and treatment of heart disease and how women can proactively improve their own heart health. Attendees can customize the experience with small-group breakout sessions in the afternoon.

Health Committee Meets on the 2nd Monday of every Month from 5:00 pm to 6:00 pm Pacific Time, and we invite all of you to join us in discussions on health and wellness-related issues.

Please email: Health@NFBPWC.org for meeting information.

Rapid Response Committee Report

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

The Future of the Rapid Response Committee

Believe it or not, several issues and ideas have come forth through Rapid Response that have been passed to the Executive Board. While you might not have seen or heard anything at this time, please be assured that discussions will and have happened.

Whatever comes from the issues that come forth will be put through via an email or otherwise. So please stay tuned and be patient.

In the meantime, going into the new year, if you would like to be involved and help shape what defines the Rapid Response committee, please contact me at rapidresponse@nfbpwc.org and let me know what would be a good day and time for your as well as contact information so you can be added to a What's App group for discussion as issues come forth in the news cycle.

I look forward to working with you.

Small Business Committee Report

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

The Entrepreneur and Small Business Committee (ESB) met on December 14, 2022 via Zoom. Our featured speaker was Jo Naylor who told us about her Etsy store and how she chose that platform to market her earrings and handmade scarves and hats. Jo has a \$2 off coupon for every order over \$10. The code is BPW22 December 15, 2022 through April 4, 2023. Please click on the link below:

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

If you were unable to attend, you may view the recording of the meeting on the ESB page on the NFBPWC.ORG website soon.

Our **January 11, 2023**, meeting will feature Jean MacDonald speaking on "What's your Secret Sauce?" Did you ever struggle to find the right words to describe yourself? Do you feel your brand is flat? Let's chat. What makes you different? What do you do best? Using a fun assessment called "How to Fascinate" Jean can help you identify your communication brand. (28 questions that take 7 minutes) Find out more on Jean's website at:

www.jeanconnects.com Register for the meeting at WWW.NFBPWC.ORG

At our **February 8, 2023**, meeting Brooke Burns will be talking about your "business season."

Learn more about Brooke at <https://www.brooke-burns.com/>

Register for the meeting at www.nfbpwc.org

Did you like our Facebook pages? Please visit them at:

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

Don't forget our page on the website <https://nfbpwc.org/entrepreneur-business-program>

and encourage everyone to submit their business to be shared on our page. Please complete the form <https://nfbpwc.org/Business-Directory-Submission-Form> so that we can showcase your business.

Here's to a successful new year for you and your business!

**Small Business Committee meets:
2nd Wednesday of the month, 7:00pm EST**

Women on the Move Committee Report

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

Members: Emily VanVleck and Veronica Sexton

Article Submission 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, visit our home page at <https://www.nfbpwc.org/Afghan-Women-Project>.



Military Affiliated Women Committee Report

Alice Gallop West, NFBPWC Military Affiliated Women Committee Chair

Help Military-affiliated Women Succeed in Their Personal and Professional Endeavors

The Military Affiliated Women committee is made up of NFBPWC members who have experienced first-hand, the opportunities and challenges for those who wear or have worn the uniform and those brave souls who married into the military.

We are welcoming new committee members, please email militarywomen@nfbpwc.org to participate.

Social Media Committee Report



By: Suzette Cotto, NFBPWC Public Relations Chair

Engage with NFBPWC on Social Media



Organization Page:

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



https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg



Group Page

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



<https://twitter.com/nfbpwc>



January Highlights in US Women's History

- January 3, 1949 – Margaret Chase Smith (R-Maine) starts her tenure in the Senate, where she stays in office until 1973, became the first woman to serve in both the House and Senate as she previously served in the House (1940-49)
- January 5, 1925 – Nellie Tayloe Ross is inaugurated as the first woman Governor in U.S. history (Governor of Wyoming)
- January 7, 1896 – Fanny Farmer's first cookbook is published in which she standardized cooking measurements
- January 7, 1955 – Marian Anderson is the first African American woman to sing at the Metropolitan Opera
- January 8, 1977 – Anna Pauline "Pauli" Murray is the first African American woman ordained to the Episcopal priesthood, by Bishop William F. Creighton at Washington National Cathedral in Washington D.C.
- January 11, 1935 – Amelia Earhart makes the first solo flight from Hawaii to North America
- January 12, 1932 – Hattie Wyatt Caraway (D-Arkansas) is the first woman elected to the U.S. Senate, becomes the first woman to chair a Senate Committee and the first to serve as the Senate's presiding officer
- January 25, 1890 – Nellie Bly, journalist, completed her around the world trip in 72 days, 6 hours, 11 minutes, and 14 seconds after setting sail east to prove she could circle the globe in less than 80 days
- January 25, 1980 – Mary Decker became the first woman to run a mile under 4 1/2 minutes, running it at 4:17.55
- January 29, 1926 – Violette Neatly Anderson is the first black woman to practice law before the U.S. Supreme Court

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

International Relations Chair Report



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

I really have nothing to report for this month except we are looking forward to the North America and Caribbean conference this month. We have approximately 20 members from the United States attending. This should be an exciting time. Look for a report and pictures next month.

BPW International News – President Dr. Catherine Bosshart



(Source: December 23, 2022 BPW International Email Newsletter)

Dr. Catherine Bosshart
BPW International President 2021-2024

Dear Presidents of BPW

Dear Members

Again, another year draws to a close. So many new actions through cooperation have been undertaken and completed at Club, Federation, Regional and International level. Thank you all for your great commitment. 🌸

We started the year with an action to help Ukrainian Refugees. You all were contributing to collect the money. Thank you all for your efforts. Now four projects are in place and helping substantially, the fifth was a direct action to send most needed essential goods to our club in Chernihiv and to support an organization in Lviv. The war is not over yet and Ukraine still needs our help, more than ever. Please do not forget the Ukrainian People in the cold weather which is making life without electricity and heating very difficult.

I wish all who celebrate Christmas a peaceful and merry feast. Hoping that you all can meet with your families and friends, warmest regards from your International President.

BPW Topical - BPW Madrid - Ukrainian Project

Support and Opportunity program for Ukrainian Refugees in Spain: Economic Integration of Ukrainian Refugees in the Spanish Economy.

Executive Summary

In BPW Madrid, the Association of Business and Professional Women of Madrid, we are working to promote fraternity, solidarity and the professional empowerment of Business and Professional Women, training in professional potential, leadership and supporting women to reach decision-making positions and to lead a lobby that promotes equal opportunities. We have the only platform for entrepreneurship and economic empowerment for women in Spain.

Since April 28, 2022, we have been working on a program of support and opportunity for Ukrainian refugees in Spain that creates a space that brings these people closer to the normalized systems of social protection through the development of skills that improve their employability; in short, helping them to achieve their personal independence.

The project we are carrying out consists of the design of individual integration itineraries that include a training and employment profile for each of the participants. This itinerary contemplates, from individual diagnoses, integrated actions of orientation, training and labor integration according to the needs, requirements and labour objective to be achieved by each of the participants; this being fundamentally an individual training program through the individualized tutorials that we are undertaking.



BPW International President, BPW Madrid President, with the directors of the partner organization "conucrania.com"

Guidance. Defined as proactive support to people and support to individual, professional and formative decision making, which attempts to reconcile the individual conditions of the participating immigrants with the existing external opportunities. The professional project is defined with tutorial support and prior analysis of employability.

Training. The orientation is being combined with training adapted to the needs of the labor market, which meets the productivity and competitiveness requirements of the participating companies. We want to provide Ukrainian people with theoretical and practical knowledge for the performance of a specific profession. It is being carried out on a face-to-face basis.

Integration. It is established as a formula to accompany Ukrainian people to help them to achieve their labor integration. The objective is to facilitate the connection between people seeking employment and companies in need of workers, and therefore, we are focusing on the preparation for the pre-selection of candidates to cover the business needs of the labor force and post-hiring follow-up to guarantee the adequate incorporation for the position.

It must be considered that the fundamental key of this methodology is the personalization of the intervention so that it is adapted to the needs and interests of each of the participants. This means that not everyone will go through the same phases or receive the same training. Each one decides, in agreement with the counsellor, what interests him/her and is useful for the construction of his/her own integration itinerary.

The orientation and integration phases are not carried out sequentially, but transversally throughout the entire integrated itinerary of socio-labor integration following a work protocol.

Finally, we are working from a gender perspective, valuing the experiences and specific learning for women, questioning the socially imposed gender roles and valuing the experience and learning of women in the personal sphere as important and transferable to the world of work.

There are 50 Participants in this program, and the indicators we manage are the following:

Target	Technical and material resources	Indicators	Expected results
Improving the employability and social and labor integration of Ukrainian immigrants brings both personal benefits for the participants and social benefits for the community in general.	Human <ul style="list-style-type: none"> • Auxiliary personnel • Management staff • Coaches Materials <ul style="list-style-type: none"> • Training room • Office for interviews • Office • the 'Grow box' platform Technicians <ul style="list-style-type: none"> • Audiovisual equipment: computer, electronic whiteboard, etc. 	<ul style="list-style-type: none"> • Percentage of people selected in relation to those who participate (50) • Percentage of participants who complete the integration protocols. • Percentage of people who set a reflected professional objective • Percentage of participants who undergo training • Percentage of participants in the scheduled course who complete training • Percentage of participants who obtain employment 	<ul style="list-style-type: none"> • Provide basic training, as well as information, guidance, and accompaniment to 50 participants. • That 80% of women participate in the entire process. • To achieve a minimum of 25% of professional integration. • That 12% of the people who are integrated maintain employment after one year.

Paz Martín, President BPW Madrid

[> Website](#)

BPW Topical - BPW Poland - Ukrainian Project

Since 24th of February 2022 more than 3,5 million Ukrainians - mostly women with children have crossed the Polish border. The Russian invasion of Ukraine has forced many of them to flee from the war! Nobody could ever predict as to the outcome. Even today, 9 months later the future is unknown.

Many refugees from Ukraine left Poland for other countries, over two million are in Poland presently and more and more still keep coming.

They are in search of shelter / security for themselves and their children. Let's not forget the trauma they have all gone through and which is still ongoing. Poland and the Polish Government were obviously not prepared as to how to tackle the situation.



Imprisoned Cat - Art Therapy

Considering we didn't have a great deal of funds, the ideas we wanted to put into a project came thanks to BPW International accepting our request and plea to support us financially. We are in the process of arranging workshops on anti-therapy for the teachers, psychologists and psychiatrists. It will enable them to help those in need, especially PTSD cases. This particular method is based on artistic methods and accessories.

This is a completely new experience; no European country to our knowledge has ever tackled such a scheme. Our achievements in this area are being passed on in a professional way to others. Our "Know-How" of how to work with techniques of anti-therapy on the basis of daily routine works well.



Art Therapy

We have managed to help more than 150 women/children with psychological and financial support. At the Ballet School in Poznań, 13 children can safely and happily continue their education and improve their skills. We have helped to fund 50 % of the scholarship for Ukrainian students at Art School in Warsaw.



Ukrainian Ballet



Ukrainian Students in Show, 2022

As far as helping women to set up their own businesses is concerned, we decided to purchase the necessary equipment which will be owned temporarily by BPW POLAND during the course of training. This way our aim is to help them to start their own business independently. However, in the course of the day we found that lack of confidence, uncertainty in their future in Poland, lack of fluency in the Polish language doesn't help. Therefore, it is not easy to resolve and help with all the problems they are facing. That relates to us too.

In order to help them to move around more freely, for those who have found employment we are organizing driving courses. Our help and advice is always available.

We would love to invite you to Poland to show you the workshops and the outcome of these kinds of therapies. All the attendees have a smile on their faces at the end of the day.

We have many more ideas and projects which we would like to introduce in due course. Many thanks for your support, we know we can always count on you - BPW sisters.

Katarzyna Bekasiak, President BPW Poland

[> Website](#)

BPW International & UN

**Pre-Registration for Leaders' Summit and Clare Fulcher Dinner - March 3-5, 2023**

As we have only 90 places available for the Leaders' Summit and 85 for the Clare Fulcher Dinner, we need your pre-registration. Please fill out the online forms on the [> website](#). After this we will send you the link for registration and for payment via credit card. Please register with the online forms as soon as possible and buy your ticket using the link sent to you before **February 15th, 2023**.

Should you have registered and then realize that you will not be able to travel, please cancel your registration **before February 10, 2023**. Afterwards, we will not be able to reimburse the registration fee. We are hoping to see many of you in New York. [> Website](#)

BPW International - Young BPW



Tomi Odunsi Fadina, the BPW International Young Representative 2021-2024, has sent many news items for her news channel. Scroll through [> Young BPW International News](#) and get updated from the perspective of the young generation in our association.

BPW International - Running Calendar of Events



Running Calendar of Events as of 20 December 2022

Date	Event	Place
2022		
December 24	General Assembly of the Federation Taiwan	
2023		
January 9-15	*Regional Conference North America & the Caribbean	St. Kitts & Nevis - Website
January 21	*VicenzaOno, 14-18th BPW Event	Vicenza - Website
February 10	*Candle Lighting Ceremony Club Monza	Monza, Italy
February 11	*Candle Lighting Ceremony Club Milano	Milano, Italy
March 3-4	*Leaders' Summit, Harmony Club New York	New York - Website
March 5	*Clare Pulcher Dinner, Tudor City Steakhouse	New York - Website
March 6-17	*CSW67 - Commission on the Status of Women	New York - Website
April 21-23	*Asia Pacific Region Young BPW Symposium	Taiwan
May 4-6	*Global Summit of Women	Dubai - Website
September 7-10	Regional Conference of Latin-America, Santiago de Chile	Santiago de Chile, Chile
November 6-8	*Regional Conference Asia Pacific	Bahrain
2024		
August	*BPW Canada National Convention	Moncton, New Brunswick
November	*International Congress in Mar del Plata	Argentina

* - Events which the International President will attend

Running Calendar of Events
as of 20 December 2022

[Website](#)

[Download](#)

State Federation & Clubs News

NFBPWC Arizona

Executive Committee:

Theresa Dolan President

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

NFBPWC California Federation

Executive Committee 2022-2023:

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

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

By: Bessie Hironimus, California Federation President

Greetings NFBPWC members,

As we write this article it is our sincere wish that you and yours are enjoying the Holiday Season and looking forward towards a great 2023.

Many things are going on in our great State. We are planning to attend our Board of Directors and our Public Policy Conference in February. During these events we will be honoring our Legislator of the Year, we will be presenting the issue of two of our Northern California Districts merging, and will have a great training session. These will be presented in a hybrid manner, so we hope we will have some company from members outside California as well.

We are proud of our member Jane Taff who has won her election as a councilmember for the city of Citrus Heights in Northern California. Jane is a dedicated member of our Federation and we wish her a successful term in her new Office.

Southern California has very interesting news to share with you. Here they are:

Valley Sunset District members celebrated the holidays at the Smoke House Restaurant in Burbank, CA. Joining the group was Lea-Ann Berst, member of North Carolina and mother of Hollywood BPW member Ashley-Maria. They were celebrating that Ashley-Maria's film "Pioneers in Skirts" has been nominated for an Emmy as it had been shown on PBS. The award show for the Emmys for the East Coast will be streamed. There are four other films in the documentary category with "Pioneers in Skirts."



Pictured Left: Valley Sunset members celebrating the holidays.

Burbank BPW each year adopts a family for the holidays. This year the family consists of a single mother with two children and pregnant with her third.

Conejo Valley BPW did not meet in December as President Lydia Steadman was traveling to the United Arab Emirates. They are celebrating the holidays with a gala dinner on January 5th at a beautiful restaurant – the Meditterano in Westlake Village. Saturday, February 4th their Club is hosting the Valley Sunset Winter Conference at the Palm Garden Hotel in Newbury Park.

Hollywood BPW did not meet in December. November 25th Hollywood BPW member Nan Johnson passed away. She was responsible for organizing the float followed by BPW women and others in suffragists' outfits in the Pasadena Rose Parade in 2020 recognizing the passage of the 19th Amendment where women won the right to vote. The Los Angeles Times article on her passing said, "It was the culmination of Nan's decades of public service: as a Monroe County legislator in upstate New York (including serving as the first, and to date the only, female majority leader); a political science and women's studies professor at the University of Rochester; a trustee of the State University of New York; a passionate second-wave feminist; and an inexhaustible warrior for child welfare, prison reform, public education and countless other measures of how societies treat their most vulnerable."

Sierra Mar District BPW's Winter Conference will be January 28th at St. Paul's Lutheran Church in Monterey Park. The topic will be legislation and the 10:00 A.M. speaker will be State Senator Susan Rubio. The CFBPW Representative will be Marjory Hopper, CFBPW Program/Projects Chair, President of Valley Sunset District and President of Hollywood BPW.



Some of the East Los Angeles-Montebello BPW members gathered for a holiday celebration at the Black Angus Restaurant in Whittier. The Club also adopted a family of a dad, mother and three children for Christmas. The Boys and Girls Club of the West San Gabriel Valley and Eastside recommended the family as deserving of our help. The Club has one new member.

Pictured Left: East Los Angeles-Montebello BPW celebrating the holidays.

East Valley BPW did not meet in December, but they are heavily involved in the planning for the Sierra Mar Winter Conference and at the State level.

El Monte BPW had a holiday get-together at Mimi's Restaurant in Monrovia complete with a gift exchange. One of their former members has rejoined the Club.



Pictured Left: El Monte BPW members celebrating the holidays.

San Gabriel Valley BPW is planning a small get-together for the holidays on December 21st. They have three new members.

As we close our message, it is my pleasure to share our members' Best Wishes to all of you and your loved ones for a New Year full of Health, Love, and Success! Happy New Year!

NFBPWC Colorado Federation

Executive Committee 2022-2023:

Evie Hudak	President
Linda Sue Shirkey, BPW Cherry Creek	1 st Vice President
Angie Layton, BPW Northwest Metro	2 nd Vice President
Sharon Simmons, BPW Boulder	Secretary
Cynthia Wieme, BPW Denver	Treasurer

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



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, South Florida BPW Club President

NFBPWC Michigan

Executive Committee 2022-2023:

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

By: Shirley Zeller, President, NFBPWC Michigan

NFBPWC New York City

Executive Committee:

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

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



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

NFBPWC North Carolina

Executive Committee:

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



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

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

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

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

Meeting ID: 830 7033 2328

Passcode: 612268

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

Our **Virtual** December 15 meeting included: fun a holiday sweaters, holiday virtual appetizer share, and secret Santa gift exchange. The rules this year were to purchase, re-gift, or make a gift for your person. You don't send it to them until you present it to them at the meeting. After the meeting everyone sent the gift to their person. It's a NC twist on the Secret Santa thing!

Our January 19, 2023 meeting is our annual meeting

On February 16, 2023, our speaker is Elaine McGowan who will share her environmental advocacy with us.

Happy New Year from NC!

How those Girl Scout skills came in handy this holiday season...

By: Marsha Riibner-Cady

Many of you know that my parents were introduced because of a Girl Scout connection. My father's first cousin, Marlene, was in my maternal grandmother's Girl Scout troop with my mother. Marlene and my mother continued to be friends and after high school she introduced my mother and father. Here I am.

I only mention that because during summer visits my grandmother would work on badges with me. I still remember cooking a hot dog on a homemade stove made of an aluminum can. I was a Girl Scout until the end of the 8th grade (Cadette) at that time there were no more GS leaders where I grew up in SW Missouri.

When my sons were old enough they became cub scouts, boy scouts and earned the rank of Eagle. Since my husband's idea of camping was going to the Holiday Inn and ordering room service, I became their den leader then assistant Scout Master. As was required, I went through all the training which included cold weather camping. This will come into play next.

Fast forward to December 10, 2022. My husband and I were able to move into our "mountain house" behind our cabin between Paw Paw and Slanesville, WV. Moving in required me to drive the U-Haul, pulling a trailer with a 4-wheeler and rototiller, both not operational at this time. My husband followed me in our van with the

2 rottweilers. He would have been in the lead but was bringing up the rear in case something fell off the trailer. It's only a 7-hour drive from NC to WV.

Driving tip:

If you are driving on a busy interstate near a U-Haul, give it a wide berth and don't stop quickly in front of it especially if it's pulling a trailer. Although we arrived safely, an adult beverage was appreciated at the final destination.

All went well with the unloading and unpacking until the middle of the night on Wednesday when the ice storm hit. I grew up in SW Missouri. The year I turned 16, 1976, we had ice the entire month of January (my birthday). I felt like I learned to drive on the stuff, however I have also totaled 2 cars on "black" ice, so I don't drive anywhere when the weather is bad.

The electricity went out from the ice storm. Electricity in our rural area makes things like heat, water pumps, and the internet run. Without it there is darkness, no water for anything including flushing and bathing and cooking, no TV and lots of cold. Not to fear, being the prepared GS/BS, I had already prepared. We have a wood stove. My builder graciously gave me wood, which later would become quite wet and was a bit on the green side. I had plenty of cardboard to help start it from the boxes. Then the smoke detectors went off. It's good to know that they also detect carbon monoxide since there was no smoke in the house.



Thinking ahead I did fill several gallon jugs with water before the ice storm hit. That was for drinking and cooking. I used the water from the down spouts for flushing. I used my resources wisely here! (If it's yellow let it mellow. If it's brown flush it down...)

I cooked meals on the wood stove. Steak, pasta with pesto and broccoli was delicious. Scrambled and boiled eggs also worked well. I even made a pocket meal/foil meal/hobo stew with hamburger, thawing peas and sliced potatoes on the coals inside the wood stove.

Everything that could be put in a cooler outside was, as the freezer thawed, and

the refrigerator went to room temperature. No Ice needed in the cooler due to the extreme temps outside.

We were fine from midnight Wednesday until Saturday when we finally went into town to shower at my stepdaughter's home, wash clothes and get a hot meal that had not been cooked on the wood stove. We also took the dogs to the kennel for a few nights. I needed a break from the kids, they just didn't understand the wood stove and bottled water.

On Sunday we took a quick trip to NJ (4.5 hours) to see son #1 and my husband's aunt. We took empty water bottles to be filled there. Why not, right. Power was restored on Sunday night.

On Monday we were without power again, still limbs on the wires were wreaking havoc. The power was restored on Tuesday while we were in town running errands and picking up the dogs from their spa vacation. I had to go into town because there was a bruise growing on my cell phone, our only communication device because my husband doesn't know how to turn on his cell, let alone text on it.

We did return to the mountain house to find electricity but no heat coming from our new heat pump. Using my knowledge of these things I checked the breakers upstairs in the panel, all was well. Knowing that there was probably a set of breakers on the unit downstairs I went there. Half of the breakers were red, and half were

green. Using deductive reasoning I flipped the red ones to green, like you would do on a normal breaker box. Nothing happened. I used a lifeline and called the builder who called the man of heat, who sent the builder and a heat helper to my house. Much to my surprise the breakers on the heater must be RED for heat. Not GREEN for go. The builder and I are now knowledgeable of this fact, I hope you never need to know this.

I got the new phone on Wednesday. More to that story another time. Then came the wind which knocked out the power Thursday morning. This time we were supposed to not have power for another 5 days. I'll leave out the subzero weather that came with the wind, except that contributed to frozen, broken pipes at the cabin. Everything is ok in our new Mountain House.

The good things that came out of this are my renewed cold weather camping/survival skills, the neighbors bonded together and are now linked with a texting group, my builder has renewed hope that this "city girl" can survive in wild and wonderful WV. Last but not least, my husband has a new appreciation for me. For you I recommend not only backing up your computer always, but to also have a backup of water, electricity source or some sort of energy so you can at least use your cell phone to call for help.

I hope your holidays were peaceful and wonderful. Happy New Year!



MARSHA'S HUSBAND ENJOYING A WOOD STOVE-COOKED MEAL

Pennsylvania Affiliate Chapter

Executive Committee 2023:

Cathy Collins	President
Laura Whetstone	Vice-President
Nancy Werner	Recording Secretary
Denice Robinson	Treasurer
Teresa Miller, Esq.	Parliamentarian
Lilly Gioia	Legislation
Nancy Werner	Immediate Past President

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

Article submission by: Nancy Werner, President

Happy New Year! Our new officers will be in place for our upcoming Sunday, January 15, 2023 Zoom Meeting at 7 p.m. President Elect, Catherine Collins, will be the new President of the PA Affiliate Chapter of the NFBPWC.



Cathy has been a charter member of the group since 2012. As she is busy getting ready to take office, I have been busy completing my assignments as to sharing files with her. Our transition should be smooth as she prepares for her first meeting.

Again, our new officers are Vice President, Laura Whetstone, Recording Secretary, Nancy Werner, Treasurer, Denice Robinson, and Parliamentarian, Teresa Miller, Esq.

The Facilitator training for the L3 (Lifelong Leadership and Learning) was attended both Saturdays by Emily Holgash. She completed the classes. So happy to have Emily join me on the list of Facilitators.

Our Internet Connection to Facebook continues to be placed on the Face book. Find the page and follow. (NFBPWC-Pennsylvania). I can't thank Ginny Bailey and Emily Holgash, both members, for all their help in finding information to share and the placement onto Face Book.

We have again asked for PR in the National Women's History Alliance publication for 2023.

Our PA Affiliate Chapter of NFBPWC presently has 23 members. We are awaiting the NFBPWC dues bill to cover our previous 16 members.

We have already started planning for the 2023 year and President Elect, Cathy, will take over our direction. She is aware that the January NFBPWC Board Meeting is coming.

As I close, I must thank my members of the PA Affiliate Chapter of NFBPW for their support and cooperation during my past 6 years. It has been an honor to represent them as we continue to move forward. My memories will be a warm reminder how much they are passionate about seeing the NFBPWC grow and work for the rights of women and their families.

Pennsylvania Advocacy Report

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

PENNSYLVANIA POLITICIANS POCKET WHOPPING ANNUAL AUTOMATIC PAY RAISE!

Hold onto your hats ladies – They did it again. On December 1st Pennsylvania's 253 rank and file legislators' pay was boosted by \$5,000, raising their base pay (WITHOUT A VOTE) from \$90,335 to \$95,432. This year's 5.64% pay increase is the largest single-year boost in state government officials' salaries since the 1995 automatic pay raise law took effect. Their pay was \$45,000 when they voted to give themselves automatic annual pay increases every December based on increases in the annual Cost of Living as determined by the U.S. Labor Dept. CPI (Consumer Price Index). Yes, you are adding correctly – Since 1995 they've now DOUBLED THEIR PAY without ever taking another vote. The 2021 pay a raise is three times larger than state officials received last year, according to the Associated Press. If there is no change or a negative change in the Cost of Living, their pay remains the same. Since the annual pay raise law was enacted, only three times have they not received a pay raise. House Speaker Bryan Cutler whose pay now reaches nearly \$149,000, told the PA Capital Star that the 1995 law was established as an alternative to voting on pay increases "which I have consistently opposed." He has claimed to have donated his raises to charities in his Lancaster district. Pennsylvania's Legislator base salary is the third highest in the nation behind California and New York according to the National Conference of State Legislatures. Governor Wolf's salary will be boosted to about \$230,000 as the automatic pay raise law also raises salaries of judges and top Executive Branch officials. Governor Wolf has donated his salary to charity since his election seven years ago. Compared to California's population of 39.37 million and New York's population of 20.2 million, the 2020 census showed Pennsylvania added 300,000 new residents to surpass 13 million in population. Philadelphia rose 5% to 1.6 million while its two suburban counties, Montgomery and Chester, grew even faster. Still based purely on population, BPW/PA members objected to the automatic annual pay raises back in 2012. State Convention delegates voted overwhelmingly for a Resolution to "End Legislative Automatic Pay Raises." The Resolution noted that regardless of the Commonwealth's fiscal condition, base salary had risen from \$47,000 in 1995 to \$79,623 in 2010, \$82,026 in 2011 and \$83,802 in 2012, a 75% pay increase! Added to this was the then \$160 per diem for each day of legislative work (provided without receipts), access to

free parking, generous health care benefits and retirement benefits. During the 2011 budget crisis, then Governor Tom Corbett urged Pennsylvania teachers to give up their pay raises, but not the General Assembly. The BPW/PA Resolution demanded “cessation of automatic annual cost-of-living pay raises for all elected public officials serving in Harrisburg, unless they are deemed warranted by establishment of a non-partisan, independent Compensation Commission. Pennsylvania maintains one of the biggest, most bloated and costly state legislatures in the nation.

U.S. SUPREME COURT HEARS ARGUMENTS ON LEGAL ABORTION:

Early December 2021 arguments on the most consequential abortion rights case in nearly 50 years of precedent, considered potentially criminalizing personal health care decisions that could have incredibly dire consequences for women. The Supreme Court’s conservative majority sent a strong signal that it was willing to pare back the right to abortion and possibly overturn *Roe v. Wade* entirely. Mississippi’s Solicitor General Scott Stewart said the 1973 decision legalizing abortion nationwide and 1992’s *Planned Parenthood v. Casey* ruling which reaffirmed the right to a termination before fetal viability (about 24 weeks), were “egregiously wrong.” Justice Brett Kavanaugh suggested it might be best to return abortion to the states and let the Court be “neutral” on an issue on which the Constitution is silent. Justice Amy Coney Barrett implied that adoption negated the need for abortion.

Justice Sonya Sotomayor accused Mississippi of bringing the challenge solely because of the Court’s new ideological makeup with three justices appointed by former President Trump. She questioned whether the public’s faith in the Court could “survive the stench” of overturning *Roe*.

Jessica Glenza and Zala Sesko wrote in *The Guardian* on “What Will the United States’ Future Look Like if Abortion Becomes a Crime Again?” In *Dobbs v. Jackson Women’s Health Clinic*, the Court considers whether the state of Mississippi can ban nearly all abortion from 15 weeks. The ruling is expected in June 2022. Should *Roe v. Wade* be overturned, prosecutions could once again become a reality. The nation’s preeminent association of defense attorneys published a report laying out a future in which the United States could undertake “rampant criminalization” and mass incarceration on an “unprecedented scale,” in the name of the unborn. In a brief, nearly 100 prosecutors from urban, rural, red states and blue states, and district attorneys, noted states are laying the groundwork now for criminal penalties that are completely different “than the pre-*Roe* era.” Lindsay A. Lewis, a New York criminal defense attorney who co-authored a report on abortion by the National Association of Criminal Defense Attorneys, said this was the first such report in the organization’s history. These state laws could subject a wide range of individuals to criminal penalties if *Roe* is overturned. Modern surveillance technology used today for investigating crimes related to sex work may be used to identify women seeking abortion pills or services. Tools today to investigate every crime have increased exponentially with surveillance technology. Data produced by digital infrastructure, phones, internet browsers, and social media—could be used to prosecute people who seek abortions, according to a Ford Foundation researcher. A single mobile phone could reveal much information in just one encounter with law enforcement, or a traffic stop.

In at least 26 states hostile to abortion, the procedure could be outlawed immediately or as quickly as possible according to the Guttmacher Institute. Jonathan Mitchell, the former Texas Solicitor General, who played a pivotal role in designing the legal framework of the state’s near-total abortion ban wrote in a Supreme Court brief, that women “can control their reproductive lives” without access to abortion. The architect of the Texas abortion ban argues that overturning *Roe v. Wade* could cause women to practice abstinence from sexual intercourse as a way to “control their reproductive lives.” If *Roe* were overturned, women would still be able to terminate pregnancies by traveling to “wealthy pro-abortion states like California and New York,” Mitchell maintains. He and Co-counsel Adam Mortara say the decision to end *Roe v. Wade* could open the door for reversing other “lawless” rights including the right to have gay sex and the right to same-sex marriage. At the heart of Mitchell and Mortara’s argument in the Mississippi case lies the view that overturning *Roe* wouldn’t outlaw all abortions in the U.S., but would “merely” return the issue to individual states which could individually decide whether to ban or restrict pregnancy terminations. More than half of U.S. states are hostile to abortion rights, according to *The Guardian* report.

ACCESS TO ABORTION PILLS BY MAIL AUTHORIZED BY THE FOOD & DRUG ADMINISTRATION:

The F.D.A. permanently allowed patients to receive abortion pills by mail, according to a 12/17/21 New York Times report. The decision will broaden access to medication abortion, an increasingly common method to terminate unwanted pregnancies. Instead of requiring patients to obtain pills in person from specially certified health providers, pregnancies up to 10 weeks gestation can be terminated for women who find it difficult to travel to an abortion provider or prefer to terminate a pregnancy in their homes. Medication by mail allows patients to have a tele-medicine appointment with a provider who can prescribe abortion pills.

In 19 states, mostly in the south and mid-west, tele-medicine visits for medication abortion are banned. These and other conservative states can be expected to pass laws to further curtail access to abortion pills. Groups that want to outlaw abortion issued strong statements against the F.D.A. decision. The F.D.A. said that pharmacies could begin dispensing Mifepristone if they became certified by the drug's manufacturers and if they received a prescription from a certified health provider. The Centers for Disease Control reported that 79% of all abortion occurred before 10 weeks' gestation, suggesting that there are many more women who might choose abortion pills over an in-clinic procedure.

PROGRESS ON ADDRESSING MILITARY SEXUAL ASSAULTS STALLED:

The Military Justice Improvement & Increasing Prevention Act sponsored by Senator Kirsten Gillibrand (D/NY) and Senator Joni Ernst (R/IA), survived in a weakened form, according to a 12/17/21 Government Executive Newsletter report. The physical security on military bases will be improved and survivors will now be allowed to call a Safe Helpline to report serious crimes instead of appearing in person. However, one of the most significant provisions was stripped from the bill despite bi-partisan majority support in both the House and Senate. In what Senator Gillibrand called a "total denial of justice," the prosecution of sexual assault and other serious crimes will remain in the Chain of Command instead of under the purview of independent military prosecutors. Commanders will remain central to prosecutions—granted authority to pick the jury, select the witnesses, grant or deny immunity requests, order depositions and approve the hiring of expert consultants. Gillibrand first introduced her Military Justice Reform bill in 2013 to address the Chain of Command system's abject failure to decrease shocking numbers of sexual assaults reported annually. She said she would continue to pursue a stand-alone floor vote for the original proposal. "Four men in a closed room blocked long-sought changes to how the military handles sexual assault and other military justice issues," she told The 19th. With the passage of the Defense Authorization Act in December, changes made in addressing sexual assault and harassment "fall short of creating a truly independent military justice system, which is what survivors, service members and veterans have asked for," Gillibrand said. In order to ensure that their voices are not silenced, I will continue calling for an up or down floor vote on the Military Justice Improvement and Increasing Prevention Act, which has the support of nearly two-thirds of the Senate and the majority of the House, she added.

Last October the Army announced plans to open seven centers by March 2022 for survivors reporting sexual assault and harassment in an effort to improve reporting and care, service officials said. This will be a one-year pilot effort in response to recommendations made by the Fort Hood Independent Review Committee, part of the Army's actions to redesign its sexual harassment/assault response and to improve prevention. Colonel Erica Cameron, who led a task force effort, said this pilot program is an answer to outcries over the military's inability to reduce the number of sexual assaults. It follows the murder of Specialist Vanessa Guillen at Fort Hood that focused more attention on continuing concerns over the safety of women serving, as well as proposed legislation to remove prosecution of sexual assaults from the Chain of Command.

N.Y.STATE LABOR DEPT. PROBES ANOTHER FOX NEWS GENDER DISCRIMINATION CASE:

Melissa Francis disappeared from Fox air last year amid a pay discrimination dispute, according to a 12/8/21 Daily Beast report. The New York State Labor Department is probing her claims. The investigation also includes retaliation complaints.

"Ms. Francis filed a charge with the New York Department of Labor because Fox News has not changed and continues to discriminate and retaliate against women, including those who seek equal pay for equal work," Ms. Francis' attorney Kevin Mintzer said, confirming the probe. In October 2021 Francis was pulled off both her

regular co-hosting slot on a mid-day round table show “Outnumbered,” and her own midafternoon Fox Business Network program After the Bell. At the time Fox News did not publicly comment on her status. The Los Angeles Times reported that Francis was actually locked in a gender-based pay discrimination dispute with the company which had gone to arbitration when she was removed from the airwaves. Francis, a former TV child star who had been with Fox for six years, had reportedly been working without a contract for roughly a year. Francis specifically complained that she was underpaid compared to her male colleagues. The Labor Department probe was opened in March 2021. Only a few months ago the Fox News network settled with New York City’s Commission on Human Rights for a \$1 million fine over what the government deemed “a pattern of violating New York City Human Rights Law.” The settlement represented an effective admission to retaliating against staffers over sexual misconduct and discrimination claims. Fox News has a history of gender-involved controversies, according to a TVLive.com report, including former host Gretchen Carlson’s sexual harassment lawsuit against former chairman Roger Ailes. After Roger Ailes was fired over multiple sexual misconduct allegations the commission began its investigation in July 2016. A formal complaint was filed by the commission in December 2018 following Gretchen Carlson’s damning lawsuit. Former host Megyn Kelly also reportedly claimed Ailes had made inappropriate overtures to her in the past. More recently former Fox Business employee Jennifer Eckhart alleged that fired anchor Ed Henry sexually assaulted her on multiple occasions while both worked for the network.

ELEVATED BLOOD PRESSURE AMONG WOMEN DURING PANDEMIC RAISES CONCERNS:

Doctors have noticed “significantly higher blood pressure” increases from April to December 2020 when the country was in the midst of pandemic precautions and closures, compared to the prior year, especially among women. “It’s concerning because these sustained elevations can increase the risk for things like strokes and heart attacks,” said Dr. Luke Laffin, co-director of Cleveland Clinic’s Center for Blood Pressure Disorders. People were going to the gym less, being more stressed, getting worse sleep, eating more poorly. These things can have a pretty significant impact on blood pressure. Findings are based on 464,585 people from 50 states and the District of Columbia whose blood pressure records from 2018, 2019 and 2020 were known. In the study, blood pressure rose for everyone across all age groups, but most preeminently in women. It’s more evidence of the outsized burden that pandemics place on women. Working mothers were often responsible for keeping up with their job, making sure their children were set up for remote learning, taking care of household chores and more. People were drinking more alcohol, being less physically active and getting less medical care. If high blood pressure persists, it can plateau at the current increased levels. If it’s sustained, Laffin predicted an increased incidence of strokes or heart attacks and cardiovascular disease in the next three to five years.

BUILD BACK BETTER BILL POLLS WELL WITH VOTERS:

Polling by American Prospect show 88% of Americans support Build Back Better measures to cut prescription drug prices; 84% support provisions lowering health insurance premiums; 73% back Build Back Better’s creation of clean energy jobs, and 67% of Americans support funding for universal pre-K education. The bill remains stalled in the Senate until reconvening in the New Year.

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores

President

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

NFBPWC Houston

Executive Committee:

To be announced.

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

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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

NFBPWC Virtual Club

Executive Committee:

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

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

Virtual Club | NFBPWC Benefits

NFBPWC Virtual:

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

Which NFBPWC Benefit is most valuable to you?

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


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

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

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

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

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



NFBPWC is looking for your submissions for the next Magazine.

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

Submission Deadline for the February Magazine is Tuesday, January 24th at 5:00 pm Mountain Time

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

@VestaBlueStudio

Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

National Federation of Business and Professional Women's Club's (NFBPWC)

Advocacy Platform 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

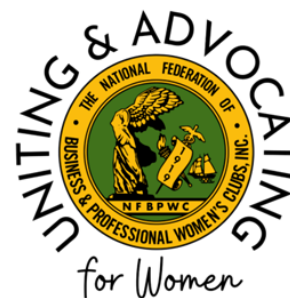
- Access to affordable reproductive healthcare, including contraception and legal abortion care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education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

Individual Benefits

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

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

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

www.NFBPWC.ORG



LADIES, YOUR HEALTH IS IMPORTANT!

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



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

GOOD HEALTH PROGRAM FEATURES:



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



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



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



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



Save on generic drugs and brand name prescriptions

See the reverse side for more plan information.

What's Included in this plan?

Telemedicine

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

Mental Wellness

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

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

Dental Care

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

Vision Care

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

This plan is not insurance.

Not available in WA.

Prescriptions

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

Plan Options

 **Member Only**
\$16.00 / month

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

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

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

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

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