

NFBPWC Magazine

JUNE 2023 ISSUE

ALL MONTH PRIDE MONTH

CELEBRATE THE FREEDOM OF LOVE



In This Issue

<u>Events</u>	2
<u>About NFBPWC</u>	3
<u>President's Message</u> – Megan Shellman-Rickard	4
<u>Membership News</u> – Kathy Kelly	5
<u>Celebration of Life</u> – Mary Ellen Lewis (Colorado)	7
<u>Advocacy Report</u> – Daneene Rusnak	8
<u>LGBTQ+ Team Report</u> – Susan Oser	8
<u>ERA Team Report</u> – Nancy Werner	10
<u>Secretary Report</u> – Sondra Nunez	12
<u>Treasurer Report</u> – Kalee Carmel	13
<u>Young BPW</u> – Emily VanVleck	14
<u>Immediate Past President Report</u> – Sandra Thompson	14
<u>Environment Report</u> – Marikay Shellman	15
<u>Bring Back the Pollinators</u> – Marikay Shellman	16
<u>Zero Waste Initiative</u> – Laurie Dameron	17
<u>Health Committee</u> Report – Keri Hess Laursen	18
<u>Rapid Response Committee</u> – Susan E. Oser	18
<u>Small Business Committee</u> – Marsha Riibner-Cady	19
<u>Women on the Move Committee</u> – Nermin K. Ahmad & Sher Singh	20
<u>Military Affiliated Women Committee</u> – Alice Gallop West	20
<u>Social Media Committee</u> – Suzette Cotto	21
<u>United Nations Report</u> – Susan O'Malley	22
<u>International Relations</u> Report – Sandra Thompson	22
<u>BPW International News</u> – President Dr. Catherine Bosshart	23
<u>BPW International Congress, Mar del Plata</u>	24
NFBPWC <u>Arizona</u>	25
NFBPWC <u>California</u> Federation	25
NFBPWC <u>Colorado</u> Federation	26
NFBPWC <u>Florida</u> Affiliate	27
NFBPWC <u>Michigan</u> Federation	28
NFBPWC <u>New York</u> City	29
NFBPWC <u>North Carolina</u>	30
<u>"Relay for Life: Why I Relay,"</u> by Varnell Kinnin	30
<u>"The Accident,"</u> by Marsha Riibner-Cady	31
<u>Pennsylvania</u> Affiliate Chapter	33
<u>PA Advocacy</u> Report – Lilly Gioia	35
NFBPWC <u>El Paso Del Norte</u>	37
NFBPWC <u>Virtual Club</u>	37
<u>Virtual Club NFBPWC Benefits</u>	40
<u>Advertising Opportunities</u> with NFBPWC	41
NFBPWC <u>Advocacy Platform</u>	43
<u>Benefits of Connecting with NFBPWC</u>	44

Submission Deadline for the July Magazine is Friday, June 23rd at 5:00 pm Mountain Time

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

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

National Events

June 5, 2023

Meet Our Members Networking Event

5:00 pm PST / 8:00 pm EST

Presented by the Membership Committee

<https://www.nfbpwc.org/event-5304905>

June 8, 2023

2nd Thursdays of the Month

4:00 pm PST / 7:00 pm EST

Advocacy Committee Meeting (BPW Members Only)

<https://nfbpwc.org/event-4973891>

June 12, 2023

2nd Monday of the Month

Health Committee Meeting

Email for info: Health@NFBPWC.org

June 14, 2023

2nd Wednesdays of the Month

4:00 pm PST / 7:00 pm EST

"Does Your Business Match Your Brand and Vice Versa"

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

<https://nfbpwc.org/event-4962120>

June 30, 2023

4:30 pm PST / 7:30 pm EST

Meet Our New Members (BPW Members Only)

<https://nfbpwc.org/event-5217523>

1st and 3rd Mondays of the Month

5:00 pm PST / 8:00 pm EST

Membership Committee Meeting

Email for info: VPMembership@NFBPWC.org

4th Monday of the Month

4:30 pm PST / 7:30 pm EST

NFBPWC Environment & Sustainable Development Committee Meeting (BPW Members Only)

2nd Tuesday of the Month

4:00 pm PST / 7:00 pm EST

Young BPW Committee Meeting (Young BPW Members Only)

1st Wednesdays of the Month

2:00 pm PST / 5:00 pm EST

Wednesday Web Wisdom: Digital Training Team Assistance

(Open to All Members)

Email for info: DigitalTraining@NFBPWC.org

2nd and 4th Fridays of the Month

8:30 am PST / 11:30 am EST

L3 Committee Meeting

Email for info: L3Chair@NFBPWC.org

Last Thursday of Every Other Month (June, August)

Connecting NFBPWC Committees

2:00 pm PST / 5:00 pm EST

Hosted by Young BPW Chair, Emily VanVleck

Regional Events

June 15, 2023

5:00 pm PST / 8:00 pm EST

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

<https://nfbpwc.org/event-49738769>

[Zoom Information: North Carolina Chapter Report](#)

June 17, 2023

8:00 pm PST / 11:00 am EST

NFBPWC / Colorado 104th Annual Convention (Open to All BPW Members)

<https://nfbpwc.org/event-5295306>

June 25, 2023

4:00 pm PST / 7:00 pm EST

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

About NFBPWC

Developing the business, professional and leadership potential of women.

Our Mission

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

Objectives

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

Theme for 2022-2024

Cultivate Connections, Create Community

Focus Issue for 2022-2024

Women on the Move

Contacting your NFBPWC Executive Committee (2022-2024):

Megan Shellman-Rickard, President
Kathy Kelly, VP Membership
Daneene Monroe Rusnak, VP Advocacy
Sondra Nunez, Secretary
Kalee Carmel, Treasurer
Emily VanVleck, Young BPW
Sandy Thompson, Immediate Past President

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

Standing Committees:

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

vpadvocacy@nfbpwc.org
bylaws@nfbpwc.org
environment@nfbpwc.org
finance@nfbpwc.org
health@nfbpwc.org
international@nfbpwc.org
dei@nfbpwc.org
legacyfundchair@nfbpwc.org
L3chair@nfbpwc.org
vpmembership@nfbpwc.org
mentoring@nfbpwc.org
nominations@nfbpwc.org
PRchair@nfbpwc.org
rapidresponse@nfbpwc.org
smallbusiness@nfbpwc.org
womenonthemove@nfbpwc.org

Special Committees/Taskforces:

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



President's Letter

Pride

The month of June marks a very special and important time for the LGBTQ+ community—Pride Month! Pride is a time to celebrate and acknowledge all the amazing contributions that individuals in this diverse community have made. But it isn't just about celebrating, it's also about recognizing how far we still have to go when it comes to ensuring the rights and safety of everyone. Let us take the opportunity to use Pride Month to reflect on how far we've come in standing up for women's rights. From founding organizations, like our own NFBPWC, that fight for gender equality to taking action against injustice and inequality, women have been at the forefront of social change throughout history. As we honor those who helped pave the way for us, let's also take this opportunity to work together in creating a better future for all. From issues such as equal pay and reproductive rights to supporting each other in our endeavors, let's stand proud and united in celebrating our accomplishments while continuing to fight for an ever-evolving world that values women from all walks of life.

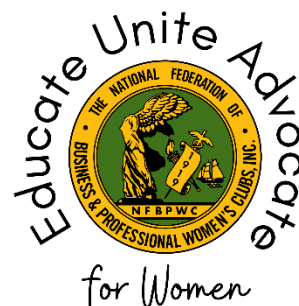
In our efforts to help this organization grow in a sustainable, effective, and efficient manner that will support our mission and goals, we are excited to announce that we have some exciting news at the national level. First and foremost, the Executive Committee and I would like to congratulate our new Treasurer, Kalee Carmel, who was appointed and unanimously ratified to serve in leadership for the remainder of the term. Please take moment to connect with her by sending an email to treasurer@nfbpwc.org. We also had the opportunity to contract with Vagabond Rebel Art Studios to assist with website management. This creative entity is led by an incredible woman and member of NFBPWC, Kemi Oyeade and she can be reached at website@nfbpwc.org. Please check out her phenomenal work at <https://www.vrartgo.com/>. Finally, after interviewing some amazing resumes and candidates, we are pleased to announce that we have contracted with another amazing NFBPWC member, Michele Guarino from A Second Office, to support our organization as a bookkeeper. Michele's skills align with our needs perfectly, including working with our online membership management software, check out her company at <https://asecondoffice.com/>. The Executive Committee is confident that these three additions will improve the value of membership for leaders and members across the country.

I've saved the most exciting news for last! Thank you to BPW/Michigan for the vote at the annual meeting that brings all of your current members into the NFBPWC for one year through the NFBPWC Michigan affiliate! We are thrilled to welcome you ALL into the fold and look forward to your participation at the national and international levels!

NFBPWC is truly living our theme for this biennium: Cultivate Connections, Create Community. Sending personal wishes of celebration, health, and progress around the globe!

Kind Regards,

Megan Shellman-Rickard
NFBPWC President
2020-2024



1st Vice President Membership News



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

WELCOME NEW MEMBERS!

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



Stephanie Equivel	California
Veronica Drew	Colorado
Joan LaSalle	Pennsylvania
Jennifer Van Ingen	Pennsylvania
Sara Melucci	Virtual - Florida
Meghan Sinisi	Virtual - Pennsylvania
Aida Diaz	California

And WELCOME BACK to renewing members!

Khatera Herawie	Minnesota
Lynn Dalbeck	Virtual
Stephanie Esquivel	California
Monique Rodriguez	California
Aida Diaz	California
Denise Rubin	California
Paola Del Zotto Ferrari	Virtual

Be sure to forward information on new or renewing members to newmember@nfbpwc.org.

BPW HERITAGE CONVENTIONS - Can you help us?

NFBPWC is eager to re-connect with our BPW Heritage sisters around the country. A Heritage Club shares BPW roots back to 1919, but because of the Great Schism circa 2008, they remain separated from BPW National and International. Some Heritage clubs don't know we have a vibrant national organization again, or that BPW is represented in over 100 countries around the world.

Many Heritage clubs and federations are doing amazing work at the local and state level. We are excited to be represented at several state conventions this season. If you are aware of a local convention and can get us connected, please let Kathy Kelly know. The Membership Committee has outreach resources available, including updated Benefits of Membership pamphlets, How to Start a Club in 8 Weeks Guidebook, Sample Bylaws and Momentum Club opportunities. We also enjoy inviting Heritage leaders to our NFBPWC Board of Directors meetings. What could be more impressive!?

Have questions about your membership? Need updated materials? Looking for fresh ideas? **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.

MOM - Meet our Members!



Come hang out with your amazing BPW sisters on a MOM Zoom. This will be an informal meeting hosted by the Membership Committee to simply get to know each other and deepen our connections. We'll send out a special invitation to new members before the meeting, and we're planning to schedule these at various times and dates going forward. Our first MOM is scheduled for **June 5th** 5 PM Pacific, 8 PM Eastern. Save the date for a chance to win some fab BPW Bling!

Afghan Women's Project

We continue our outreach to Afghan women professionals recently arrived in the United States. We are optimistic that most of the women have now received their immigration papers and can FINALLY look for paid work! We have two AWP members who were doctors in Afghanistan, and now need to recertify to practice in the United States. The cost for the pre-med prep exam, licensing and fees is approximately \$5,000 each. We need help with **OUTREACH within the medical circles** to support these women financially and as mentors. If you can help us find those resources, please contact us at AfghanWomen@nfbpwc.org and many thanks for your support!

CONGRATULATIONS GRADUATES!

Bryn Norrie, Summa cum laude!! Bachelors, Political Science/Peace and Conflict Studies, University of Colorado, Boulder

Shaheda M. (Afghan Women's Project) Master of Arts in Global Studies, Bard College, NYC



Celebration of Life



In Memory of Mary Ellen Lewis

We are saddened to report that Mary Ellen Lewis of Aurora, Colorado, passed away May 13 at the age of 87 years. Those who knew her loved her energy and commitment to BPW Colorado and BPW Aurora. She ran the BPW Colorado Celebration of Women program for many, many years, and we will be eternally grateful for her.

Mary Ellen's Life and Personal Story

Mary Ellen Lewis was a Denver native born August 17, 1935. She was the youngest child of Kenneth and Ella Lewis. She was preceded in death by her siblings

Charlotte Elkins, Kenneth K. Lewis, and Sister Mary Kenneth, a/k/a Shirley.

Mary Ellen graduated in 1959 from the University of Denver with a B.S., and in 1985 received a Master's degree from the University of Colorado Denver.

In 1961 Mary Ellen signed on with the U.S. State Department and was assigned service in Thailand, Laos, Cambodia, and Pakistan. Her love of elephants was born while overseas.

In 1966 Mary Ellen was hired by the University of Colorado Denver as a business administrator. She later became part of the faculty and an advocate for women in the business world. She was an active member of Business and Professional Women of Colorado. She mentored women and men about how to succeed in the competitive business world. While at DU, Mary Ellen became an active member of Phi Chi Theta. She served as chapter president and then multiple national leadership positions. Recently she was Treasurer of the Phi Chi Theta Foundation. She worked to provide scholarships for business students in colleges throughout the U.S. Phi Chi Theta has rewarded her years of service with the Lewis Foundation Scholarship to encourage generations of future business students.

She retired in 1997 and enjoyed life as a nanny. She volunteered at Denver Hospice. Mary Ellen had season tickets for the CU Buffaloes and Denver Broncos. She braved the elements to attend each game, including Bowl games, looking every bit the fan! She earned travel with Frontier Airlines. She was always on the go!

As a devoted Days of Our Lives enthusiast, she cruised the oceans with the cast for about 10 years, getting to know them individually and their families. She often wrote letters suggesting a new story line. Her cruises were the highlight of every Christmas letter.

Mary Ellen continued to keep in touch with all her school chums attending regular events with the St. Francis alumni, the DU alumni, and the CU alumni. She was part of the Aurora Women's Club monthly meetings. Mary is remembered as a true friend, humble and kind. She was determined to make a difference with her life. She succeeded! We at Business and Professional Women will miss her very much!

It was Mary Ellen's wish that in lieu of flowers, her friends would donate to the Lewis Foundation Scholarship at <https://phichitheta.org/support>.

2nd Vice President Advocacy Report



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

ERA Centennial Convention in Seneca Falls, NY

I encourage you to consider attending the 100th anniversary of the ERA in Seneca Falls, New York. It is free for folks under 25 years of age. Here is the link to the eventbrite event where



you can learn more about the event, register and review the daily itinerary:

https://www.eventbrite.com/e/era-centennial-convention-tickets-461810366237?internal_ref=social

Purpose: The ERA Centennial Convention seeks to mark the important historic milestone of the ERA Centennial, celebrate the women and queer people who have fought for the ERA for 100 years, push for finalizing the federal ERA, and launch the grassroots fight for a New York state-level ERA ballot initiative. The goal is to mark the century-long fight to get the ERA into the Constitution by ending it.

Objective: The objective of the ERA Centennial Convention is to hold an intergenerational convening on July 21-22, 2023 in Seneca Falls, NY at the [First Presbyterian Church of Seneca Falls](#) where the National Woman's Party first unveiled the ERA — at the exact same podium Alice Paul gave her speech that day, 100 years ago. The event will be focused on cultivating the next generation of ERA activists and helping them see their place in history as constitution makers. The target will be to have at least one ERA activist from all 50 states attend the in-person event to build a nationwide network of advocates, and set goals for constitutional equality for the next year.

The Convention will be action-oriented. We will ground ourselves in a critical examination of the past in order to make choices for the future that will help create a more diverse, inclusive, effective ERA movement going forward.

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

Thank you for all you do!

All the best, Daneene

LGBTQ+ Team Report

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

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

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

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

Organization of the Month - GLSEN

Why highlight?

GLSEN is a network of educators, students and chapters working to create safe, supportive and LGBTQIA+ inclusive schools and education. They do this through research, support educators who need help and advocate for diversity and inclusion of the community. The organization has been around for a long time and is a well-respected advocacy organization.

Source(s):

<http://glsen.org>

FYI for June:

June is Pride Month

12 Jun - Pulse Remembrance Day / Pulse Night of Remembrance

24 Jun - UpStairs Lounge Arson Attack Remembrance Day

28 Jun -Stonewall Riots Anniversary

Source: <https://stratfordperthpride.com/2023-queer-dates-of-significance/>

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

Constitutional Lawyers Mobilize Against Trans Care Bans Nationwide: 9 States Now Sued

https://www.erininthemorning.com/p/constitutional-lawyers-mobilize-against?utm_source=post-email-title&publication_id=994764&post_id=120369292&isFreemail=true&utm_medium=email While the wave of anti-trans legislation has been hard to witness, we are seeing the beginning of the fight back in the courts. Gender affirming care bans are challenged in 9 states now.

Montana - Governor signs youth gender affirming care ban.

<https://www.nytimes.com/2023/04/28/us/montana-trans-gianforte.html%20%20https://www.wbur.org/npr/1173079450/montana-rep-zooey-zephyr-sues-over-her-removal-from-house-floor?eType=EmailBlastContent&eId=cc2442b3-4deb-4ef6-8d7b-20d35aea3e8c>

Signed on April 28th, Senate Bill 99 blocks transgender and nonbinary minors from receiving medically necessary care including hormone replacement therapy and puberty blockers. Governor Gianforte was lobbied by his nonbinary son, David Gianforte, who had called on his father to veto the bill.

Montana state Representative Zooey Zephyr Censured

<https://www.nytimes.com/2023/04/26/us/zooey-zephyr-transgender-montana-house.html?emci=8c1b357d-16e5-ed11-8e8b-00224832eb73&emdi=f6a55a1c-46e5-ed11-8e8b-00224832eb73&ceid=10774759>

After she spent days fighting against a bill that would ban gender-affirming care and her right to speak on the floor of the Montana state legislature, state Representative Zooey Zephyr was censured yesterday [April 25, 2023] afternoon. Earlier in the week, protests had erupted in the chamber as the Montana House debated yet another draconian anti-trans bill. As the first out trans person elected to the state legislature and representative to 11,000 Montanans, censoring Zooey is wildly undemocratic.

Oklahoma - Governor signs bill banning gender-affirming care for youth.

<https://apnews.com/article/oklahoma-transgender-medical-care-children-9b9ed20596bc9458df56832dcec13e65?eType=EmailBlastContent&eId=cc2442b3-4deb-4ef6-8d7b-20d35aea3e8c>

Senate Bill 613, which prohibits best practice medically necessary care for Oklahomans until the age of 18 was signed by Governor Stitt on May 1st.

Uganda - Anti-LGBTQ+ bill passed for second time.

<https://www.theguardian.com/world/2023/may/02/uganda-parliament-passes-anti-lgbtq-bill?eType=EmailBlastContent&eId=cc2442b3-4deb-4ef6-8d7b-20d35aea3e8c>

The legislation calls for the death penalty for particular same-sex acts, and bars promoting LGBTQ+ causes or identities which is punishable with a 20-year prison sentence. President Yoweri Museveni had previously returned the legislation to parliament and will likely sign the bill into law.

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

ERA Team Report

By: Nancy Werner, NFBPWC Advocacy Team ERA Lead

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

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

Information News to Date - 5/23//23 - The Feminist Majority has put out the sign your signature to the ERA. Everything you need to know is right there. <https://www.sign4Era.org> As Eleanor Smeal of the Feminist Majority has shared that our society is now a virtual society. We will be able to reach more individuals and provide the evidence that Americans support the ERA.

Please pass to all your family members and fellow friends and neighbors. Your name will be logged and any new information on the ERA will come your way via your email. This is the communication that we have been waiting for. If you wish to applaud the creators, the 4 Rhode Scholars of Hunter College are to be congratulated. I



mentioned them in last month's article when they were introduced at the Hunter College ERA Conference in New York City.



Another Important Road Trip -The Generation Ratify and the Columbia Law School's ERA are hosting a conference in Seneca Falls, New York. Dates – July 21-22 and the Sunday, July 23 is optional. It will be held in the First Presbyterian Church of Seneca Falls where the National Woman's Party was held 100 years ago to the very day. The exact podium that Alice Paul spoke from will be used. She gave her ERA speech there. Both Friday and Saturday events are both planned, and the speakers are everyone that has been a leader in the ERA movement.

Please visit <https://eracentennial.org> for all the information and schedule. The tickets are with Eventbrite. The cost is \$267.70 for those over 25 years. The disclaimer that the extra money raised will be dedicated to those under 25 years that wish to attend is the perfect gift. It is our young generation who are promoting these momentous few days. That to me is the most inspirational part of the conference. I am hoping to attend and if anyone wishes to join me, send me an email. Nancy.werner73@gmail.com I firmly believe that our NFBPWC must be present at this conference. I am searching for housing as I write this news.



Keep going to our NFBPWC One Click System and use it. We were all bewildered as to the ERA Vote Outcome. But share with your Senators that you saw what their vote was on April 27. We appreciated every "yes" vote. If your Senator (s) voted in favor, please tell them. But maybe this wasn't the case and you saw a "no" from your Senator(s). Tell them what you are thinking. Let them know that you support the ERA. Make that NOISE NOW. It looks like the Legislative Process is our way to travel to see the ERA become our 28th Amendment to the Constitution. Don't forget the <https://www.sign4era.org/>

From the Desk of the Secretary



By: Sondra Nunez, NFBPWC Secretary 2022-2024

Change is happening all around us. In our personal lives, our professional lives and in our volunteer organization. The following article is from Focal Point powered by Brian Tracy, and it speaks not just to the inevitability of change, but also how to change. It is my hope we can all work together to embrace change. – Sondra Nunez

The challenge of change affects Businesses every day, every month, every year. Once could argue the single most important factor affecting the health and longevity of Business is effectively addressing change.

The rate of which change happens is not an option. Successful business owners, Leaders and Executives are those who have developed the ability to operate confidently / successfully in a world of rapid change. There is method, technique, and strategies to deal with Change in your Business that you cannot slow down or sometimes predict. Learning the Seven R's for change and how you can identify where these principles can be applied will give you a greater sense of control, confidence and success in your business.

First there are three major factors driving change: Knowledge, Technology and Competition. Knowledge and Technology is moving at light speed. Remember Video rental stores? How about Border's bookstore or better yet at one time Sears Roebuck was the number 1 company in the world. The rate of change in those industries in Knowledge and Technology along with those companies' lack of addressing those when they were identified lead them to the end as quoted by Mr. Jack Welch.

What other areas today are in Knowledge, Technology and Competition rapidly changing? Taxi's? Landline Telephones? Television programs?

A successful business owner, leader or executive needs to identify changes as soon as possible, then have Openness, Willingness and Adaptability to the change. Clarity, Zero-Based thinking and understanding your constraints are all baseline for you to succeed in addressing change. As promised here is a methodology of Seven R's to get you started:

1. **Reorganization** – requires you to find ways to increase outputs relative to inputs. Look at everything your business does for efficiency and effectiveness.
2. **Restructuring** – means you move people, money and resources constantly to the activities that customers most value.
3. **Reengineering** – involves looking for ways to do things under the thought of: "Time compression by responsibility expansion". How can you do more or different?
4. **Reinventing** – means taking a step back, looking at your business. What you know now, what would you do differently?
5. **Reevaluating** – is the step where you annually or twice year imagine starting your business over. How would you do what you do different? Should you?
6. **Rethinking** – is the hardest of all the Seven R's. This requires you to abandon your assumptions and look at your business with a new set of eyes and Mind.



7. **Refocusing** – The final step in the Seven R's. Time to act. Make the commitment to re-focus you and start to drive your business before change drives you.

Sometimes Business Owners, Leaders and Executives get in a rut because business is good. Even Small Business owners need to address these issues. A great strategy is to bring in someone to help you with ensuring your "rate of change inside exceeds the rate of change outside."

Sincerely,

Sondra Nunez

2022-2024 NFBPWC Secretary

Treasurer's Report



By: Kalee Carmel, NFBPWC Treasurer 2023-2024

Hello and nice to meet you all! I cannot express enough how excited and humbled I am to be joining as the Treasurer of this inspiring and passionate Executive Committee for NFBPWC.

As a brand new member in the fall of 2022, I knew I wanted to jump right in and get involved with this strong, difference-making organization. From the very first meeting I attended I was hooked. I first joined the Environment and Sustainable Development Committee in hopes to learn and motivate others to take better care of our Earth. Next, I joined Young BPW to find esprit de corps with other young leaders in the organization.

Seeing a need for a Treasurer in the Virtual Chapter, I quickly raised my hand to fill the role. I am thrilled to be able to now serve as the Treasurer at the National level as well.

To the women who have and are encouraging me to take on these roles in the organization, thank-you for the kindness and guidance you have provided me; and to the women on the EC, in the Virtual Chapter, and on the various committees I have had the pleasure of joining, working with you all will teach me so many things and I hope to contribute to your learning and success as well.

I hope to bring financial guidance, sound cyber safety practices, and operational efficiencies to NFBPWC with the knowledge I have gained in my career and by serving on other boards. I am currently a Cash Management Portfolio Manager at Adams Community Bank in the Berkshires in Massachusetts. My job duties consist of educating and advising business, non-profit and municipal customers in regards to their finances, cyber security and supplying useful banking products to make their organizations operate smarter. I have past experience in retail banking, compliance, office operations and IT which allows me to bring a wide view and unique perspective to my customers and internal projects at work.

Outside of my role with ACB, you can find me hanging with my two pittie pups Hazel and Bonnie, carting around my teenage, adopted daughter Carissa, outside in my garden, or enjoying coffee and wine with my large, loud, Italian family. I am passionate about my home, the Berkshires. I support the Dulye Leadership Experience, a networking and development organization for those starting, changing or growing in their careers, I am a member of a local book club, a volunteer at our local Humane Society, and religiously participate in our semi-annual downtown cleanups.

I am looking forward to meeting and getting to know each of you. Please reach out to say hello and I will see you at the various NFBPWC events and meetings.

Happy Pride Month!

NFBPWC Young BPW

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

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!

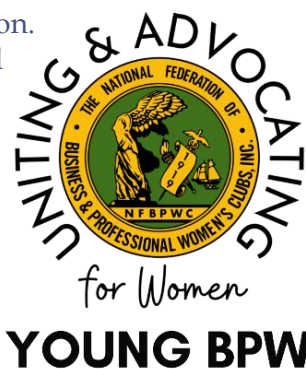
Keep in the loop of Young BPW activities and join in on them by either following us on:



@YoungBPWUSA



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



Immediate Past President Report



By: Sandra Thompson,
NFBPWC's Immediate Past
President

This past month I attended the California Federation Annual Conference. It was a great meeting led by California President, Bessie Hironimus who is also a past national president. We installed our new President Maria de Sousa.

I would like to share some advice from a former BPW member – our foremothers still have some great advice.



Environment & Sustainable Development Committee

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

Simple Acts: Educate Yourself About Water

Are we running out of clean water? Despite water covering 71% of the planet's surface, more than half the world's population endures extreme water scarcity for at least one month a year. Current estimates predict that by 2040, up to 20 more countries could be experiencing water shortages. These statistics raise a startling question: **is the Earth running out of clean water?** Toxic "**forever chemicals**" known as **PFAS** are polluting drinking water sources, including groundwater, of at least 200 million people in 38 states & Puerto Rico. These per-and-poly-fluoroalkyl, PFAS, chemicals are found in products like food packing, nonstick pans, carpets, waterproof mascaras, sunscreen, shampoos, waterproof jackets, firefighting foams. PFAS don't break down easily, persisting in our environment for decades. According to the CDC (Centers for Disease Control & Prevention), "more than 97% of the U.S. population has PFAS in their bodies." <https://tinyurl.com/2p9f852s>

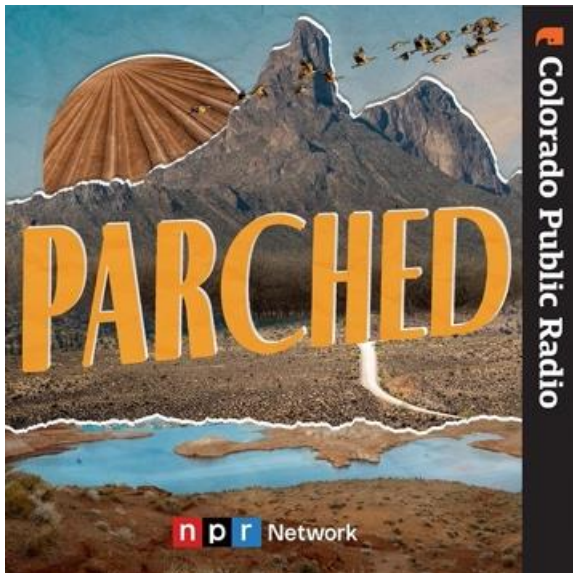


PFAS & replacement chemicals, such as GenX, cause dangerous health problems—kidney and testicular cancer, endocrine disruption, & immune system suppression.

The Clean Water Act, enacted by Congress in 1972, when rivers were actually on fire due to polluting corporate industries, protects our waterways & wetlands, ecosystems that provide food, prevent flooding, & are critical to wildlife. Unfortunately, a political battle ensuing over the past two decades has tried to undermine the overwhelmingly

scientific consensus of the importance of protecting our rivers & streams, our wetlands, our sustainable water supply and our **clean drinking water**. <https://tinyurl.com/bde2dvjb> For example, Elon Musk has applied for his planned Bastrop County facility, The Boring Company, the right to dump "more than 140,000 gallons of treated wastewater a day into the nearby Colorado River." <https://tinyurl.com/ybhshb23>

Organizations that protect water include CPR podcast **Parched:** https://www.cpr.org/podcast/parched/?utm_medium=email&utm_source=quotie&utm_campaign=quotie20230426



Since 1979, The Tip of the Mitt Watershed Council has been protecting Northern Michigan's water resource, maintaining the environmental integrity of the Great Lakes and inland lakes, rivers & streams, wetlands, and groundwater. The Great Lakes account for more than 84% of North America's surface fresh water and 21% of the world's supply of surface fresh water.

<https://www.epa.gov/greatlakes/facts-and-figures-about-the-great-lakes>. Check them out.

Contributors to this article:

Sue Oser, ESD Committee Member, NFBPWC MI

Cynthia Wieme, NFBPWC Colorado

Marikay Shellman, ESD Chair, NFBPWC Virtual

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

Don't spray your roses or lilacs when you see these circular marks! These are made by beneficial insects, Leaf cutting bees (Megachilidae) and your plants are not damaged. They are solitary bees, not living in colonies, are non-aggressive and indispensable for pollination of wildflowers, fruits, and vegetables-alfalfa, blueberries, sunflowers, peas, cosmos, black-eyed susan, and dahlias to name a few.



These black bees, about the size of a honeybee, emerge in Spring & mate. The females build nests in wood cavities, rotten wood, hollow stems, empty snail shells, dry soil, and holes in concrete walls. Then she chews

1/4' to 1/2" circular pieces from flower petals and soft flexible leaves of roses, lilacs, redbud trees, hostas. The leaf cutter bee then lays these pieces into a shape of thimble for each cell. Each nest consists of 20 cells packed tightly together similar to mason bees (same family). Next, she collects nectar which she mixes with her saliva & creates food for her larvae. Placing this



food into each cell, she lays a single egg in each cell & seals cell with chewed leaves. Leafcutter bees take only leaves they need for constructing nest. When larvae emerge, they feed on food in nest & pupate over winter. In the spring, they chew their way out of their nest and emerge as adults.

Because leafcutter bees are such efficient pollinators, they are considered to be beneficial insects as opposed to insect pests. Using insecticides will kill beneficial insects- the ones you need in your garden.

Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Boulder Member

If it Has a Recycle Symbol is it Really Recyclable?

Just because a product has a recycle symbol does not mean its recyclable. The different numbers indicate different types of plastics that are recycled differently. Generally plastics 1,2,5 are recyclable but not 3,4 and 6.

Several years ago someone offered me coffee in a doctor's office in a Styrofoam cup which has a number 6 symbol on it. I declined saying that Styrofoam is not recyclable. He argued saying, "Well if it's got a recycle symbol on it I'm throwing it in the recycle!"

When I got home, I sent him an email with a couple of links to articles about Styrofoam and how bad it is for the planet. He wrote back thanking me saying he was glad to learn something new.

The whole labeling system is broken, and companies need to be held responsible for correct labeling. There is a lot of "Greenwashing" out there. Greenwashing is deceitful marketing that exaggerates a business's current or past practices in order for them to appear more environmentally friendly.

I intend to find legislators this year who might introduce a bill regarding this huge problem. The plastics that are not recyclable never really go "away" and so much plastic ends up in our environment and oceans! Please reduce your single-use plastics.

Check with your local recycler for their guidelines and read more about the numbering system and myths [HERE](#).

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

Reducing your plastic use can be a challenge. When you can't avoid plastic, use this guide to help you make the best decisions for your health and the health of the planet!

1 WHAT'S IN A NUMBER?



Plastic items are typically stamped with numbers inside chasing arrows. This symbol does not mean the item is recyclable; rather, it identifies the type of resin used to make the item. Some plastic resins are better for your health and the environment, AND are easier to recycle.

2 BETTER PLASTICS: #1, #2, and #5
plastic bottles, tubs, and jugs are less toxic and have strong recycling markets in the US.

#1 PET
includes soda and water bottles

#2 HDPE
includes shampoo and laundry detergent bottles, milk jugs

#5 PP
includes yogurt tubs, souvenir cups

A QUICK GUIDE TO PLASTICS

4 OTHER PLASTICS: #4 & #7 PLA
can be processed in special collections, but not in single-stream recycling.

#4 LDPE
Typically a plastic "film," or bag. Recyclable, but not in curbside, single-stream recycling.

#7 PLA
Not recyclable, but is compostable. Look for BPI compostable certification.

3 WORSE PLASTICS: #3, #6, and #7
plastics are toxic to human health and are mostly NOT RECYCLABLE.

#3 PVC
includes some plastic toys, shower curtains, inflatable pools & floats, tubing and pipes

#6 PS
includes polystyrene (aka Styrofoam) cups, plates, containers, etc.

#7 PC
includes plastic baby bottles, sippy cups, water bottles, car parts

eco-cycle
Learn more about plastic, recycling, and Zero Waste at ecocycle.org.

Health Committee Report

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

Health Committee meets the 2nd Monday of each month (except December), at 5pm Pacific time. Please email Health@nfbpwc.org to receive a Zoom link.

Next Meeting: **June 12, 2023**

June is Migraine and Headache Awareness Month

Check out this article: [Headaches and Women: What do Hormones Have to Do With It?](#) To learn more about hormone-related triggers, migraine symptoms, and lifestyle changes that may manage headache symptoms

Rapid Response Committee Report

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

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

Small Business Committee Report

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

On April 12th , at 7pm EST

the Entrepreneur and Small Business Team presented the program:

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

Barbara presented this simple and straightforward method. Thank you, Barbara, for your wonderful presentation. A big shout out to the attendees, too. Thank you for joining us!

Our Wednesday, May 10, 2023, meeting will be “Marketing your Business or Now that I have this Business, How am I Going to Tell the World?” We ask that attendees who have business or have had businesses be prepared to share how they market to potential customers. We meet at 7 pm Eastern. Please register at <https://nfbpwc.org>



Blog Post - <https://nfbpwc.org/NFBPWC-Blog>
 NFBPWC FB - <https://www.facebook.com/NatlFedBPWC>
 NFBPWC Marketplace - <https://www.facebook.com/groups/nfbpwcmarketplace/>

Small Business email - smallbusiness@nfbpwc.org

Women on the Move Committee Report

Nermin K Ahmad, NFBPWC Women on the Move Committee Chair

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

By: Nermin K. Ahmad

Afghan Women Project:

We wish all our sisters Ramadan Mubarak.

If you are interested in welcoming these new Americans, and answering their questions of offering the hand of friendship please contact us at Afghanwomen@nfbpwc.org, visit our home page at <https://www.nfbpwc.org/Afghan-Women-Project>.



Military Affiliated Women Committee Report



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

Reminder: Military Affiliated Women (MAW) Committee is open to all members of NFBPWC. We are a committee of individuals that are connected to military women. Are you a spouse of a military woman, a parent, a sibling, a cousin or just a friend..... we have a space for you!

Our Committee will meet every even month this year, contact the Committee Chair to find out how you can support this emerging NFBPWC program. Send your email to: MilitaryWomen@NFBPWC.org

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_ciLxLyvbu1dbBOsV9Tg



Group Page

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



<https://twitter.com/nfbpwc>



Organization Page

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



https://www.instagram.com/nfbpwc_usa/

June Highlights in US Women's History

Celebrate LGBTQ Pride Month

June Highlights in US Women's History

- June 1, 1993 – Connie Chung becomes the second woman to co-anchor the evening news, 17 years after Barbara Walters became the first in 1976
- June 9, 1949 – Georgia Neese Clark confirmed as the first woman treasurer of the United States
- June 10, 1963 – Equal Pay Act enacted: "To prohibit discrimination on account of sex in the payment of wages by employers engaged in commerce or in the production of goods for commerce." (PL 88-38)
- June 11, 1913 – Women in Illinois celebrate passage of a state woman suffrage bill allowing women to vote in presidential elections
- June 17, 1873 – Susan B. Anthony's trial starts for illegally voting in Rochester, New York, on November 5, 1872
- June 20, 1921 – Alice Robertson (R-Oklahoma) becomes the first woman to chair the House of Representatives
- June 21, 1997 – The Women's National Basketball Association (WNBA) plays its first game
- June 23, 1972 – Title IX of the Education Amendments of 1972 is signed by President Nixon, one of the most important legislation initiatives passed for women and girls since women won the vote in 1920. This legislation guarantees equal access and equal opportunity for female and male students in almost all aspects of our educational systems

- June 25, 1903 – Marie Curie defends her doctoral thesis on radioactive substances at Université de la Sorbonne in Paris, becoming the first woman in France to receive a doctoral degree

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

United Nations Report



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



International Relations Chair Report



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

Here are some happenings around the region –

Barbados – The Shelter they support are looking to refurbish it and are obtaining estimates.

Bermuda – They hosted an International Women's Day event – sip and paint. This was a fundraising event for them. They also had a US Consulate movie night HARRIET.

Dominica – Their Vice President Rhoda was elected to the City Council. They honored a woman on International Women's Day. They are collaborating with the

Bureau of Gender Affairs for a paid monthly spread in the local newspaper on Gender Based Violence.

Grand Cayman – They held a Mental Health Symposium Booth. They partnered with the Resource Centre to hold an International Women's Day event. The Premier invited BPW to a luncheon as the Young BPWs were instrumental in the Sexual Harassment Bill.

St. Kitts – In partnership with the Medical Association and the Soul-to-Soul cosmetology school they hosted a foot clinic day. They had over 36 senior citizens who attended and most left with a pedicure. They won a sponsorship from the Republic Bank and the funds will be used to do a second footcare clinic and include mammograms. They celebrated International Women's Day along with BPW Liamigua and the Medical Associates. They visited the Cayon Secondary School and with students on Period Poverty.

Canada – They had a program on Women in Technology. Their priority themes this biennium is Reproductive Rights and Justice and End of Human Trafficking. They have hosted one webinar so far this year. They had a

large contingent at the Leaders' Summit and CSW. They had 20 delegates 17 from Canada, 2 from the USA and one from St. Kitts. We appreciate their making it possible for two of our members to attend.

We truly have a very active region.

BPW International – President's Message (May 31, 2023)



Flooding in Emilia Romagna, Italy - 4 sections of BPW Fidapa Italy affected

Dear BPW Members,

Nature can, at times, destroy entire livelihoods. This is what happened again in the Italian region of Emilia-Romagna. People could only look at their homes thanks to the destructive forces of the water.

In this region, FIDAPA BPW Italy has 4 disaster sections to which we send our loving thoughts (Bologna, Ravenna, Forli and Cesena).

BPW International will contact the presidents of the four sections and will send a small emergency contribution to each.

Members from all over Italy and in particular the Northeast District have already organized their emergency assistance under the leadership of Carla Laura Petruzzelli, President of Fidapa BPW Italy North East District. Anyone wishing to offer help can do so by contacting Carla Laura (contact on the website). [\[mailto:fidapadistrettonordest@gmail.com\]](mailto:fidapadistrettonordest@gmail.com)

A thought of solidarity to our BPW Fidapa BPW Italy members from Emilia Romagna!

Dr. Catherine Bosshart, BPW International President 2021-2024

(Source: https://www.bpw-international.org/flooding-emiliaromagna2023/?fbclid=IwAR3mim8xCYASNY1S2h6ns_KZtCuRFSsbB_ewdCGEgxsPcFQzeWrBjPGJUqM)

BPW International Congress, Mar del Plata

BPW International Congress 2024 in Mar del Plata, Argentina, in the period November 17-21, 2024

The XXXI BPW International Congress with General Assembly is planned in the Latin America region and is slowly taking shape.

Thus, the date is set for the period of the week of **November 17-21, 2024**. The venue Mar del Plata and BPW Argentina cordially invite and entice you with a video that can now be viewed on the website.

Allow yourself to be seduced! Plan your big trip for 2024 to Mar del Plata and attend the XXXI BPW International Congress with the theme "New Actions Through Cooperation".

[> Website](#)



XXXI BPW INTERNATIONAL CONGRESS
XXXI CONGRESO INTERNACIONAL BPW



New Actions through Cooperation
Nuevas Acciones de Cooperación

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 2023-2024:

Maria C. DeSousa	President
Vacant	President-Elect
Anne-Marie Johnson	Treasurer
Katherine Winans	Secretary
Sandy Thompson	Parliamentarian
Bessie Hironimus	Immediate Past President

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



By: Maria C. DeSousa, California Federation President

California Annual Conference took place on May 19-May 21, 2023, at Sheraton Hotel in Ontario California. It was a hybrid meeting, and many joined via Zoom. The new officers were installed on May 20, 2023. The installation banquet was a cross cultural event and a traditional dance from India was performed by Indian Dance Training Center (IDTC). Several attendees joined the dance floor which made it a festive event.

The theme for the new year is "Path to Success consisting of Teamwork, Cooperation, Partnership and Inspiration".

Mugs with the CFBPW and International BPW Logo along with the new theme were distributed to the attendees and will be used as a promotional tool for CFBPW.

We look forward to a successful year. A special thanks to our outgoing President, Bessie Hironimus for her conscientious and hard work during the past year and setting the stage for a successful upcoming year.

We look forward to working with our National and International members in our efforts to support and promote Business and Professional Women.



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>

By: Evie Hudak, BPW Colorado - President

The BPW Colorado **Annual Convention** will be held on **Saturday, June 17**. The Business Meeting will take place in the morning via Zoom. In the afternoon there will be a social event in person, at which we will install the new officers, hear from various notable BPW and community members, and enjoy the opportunity to network with one another after a few long years with little opportunity to see one another in person. [Click Here](#) to register.

One of the key activities at the Business Meeting of Annual Convention is the election of officers. All 5 officer positions are up for election this year, and the Nominations Committee will present a slate (we are happy to report that most or all of the current officers will run for re-election). We will also be looking for volunteers to serve as committee chairs. The other key item of business is approving our budget for the next year.

BPW Colorado's Advocacy Committee is done with its work for the year, because the General Assembly adjourned on May 8. BPW Colorado took positions on 88 bills, most of which passed or were defeated in alignment with our positions. We had 3 high-priority bills we did our own advocacy for and which have passed. The first one (SB 189) has already been signed into law, and the other two have been sent to the Governor to sign – but he has until June 8 to sign or veto them, and we won't rest easy until they are signed:

- Senate Bill 105, **Ensure Equal Pay for Equal Work**
- Senate Bill 172, **Protecting Opportunities & Workers Rights (POWR)**
- Senate Bill 189, **Increasing Access to Reproductive Health Care**

The major topics of other bills we are following are:

- Accessible and affordable housing
- Gun safety and violence prevention
- Environmental protection and sustainability
- Equal economic opportunity
- Protection from discrimination and abuse
- Safeguarding reproductive choice and health care

NFBPWC South Florida

Executive Committee 2021-2023:

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

For more information about this club, go to:

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

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

The NFBPWC South Florida Club was excited and honored to have an exceptionally dynamic speaker at our June meeting.

Charlotte Burrie, (*Pictured Right*) a retired lawyer spent much of her life in public service in Pompano Beach

As city clerk, a position she held for 12 years and initiated the microfilm department which is now digital.

She was prompted to run as Commissioner and followed that by serving as Vice Mayor.



Her volunteer work included guiding adults, reading to children and supporting veteran programs.

She is past president of Florida Association of City Clerks and past director of the International Institute of Municipal Clerks and has been a member of Kiwanis, American Legion Auxiliary, Coast Guard Auxiliary, Pompano Beach Moose and Elks Lodges.

At the Elks Club she became the first female exalted ruler, vice president of the Elks District for the state association and district deputy for Grand Lodge.

In 2009, she received the Shining Star Award from The Greater Pompano Beach Chamber of Commerce.





On March 12, 2020 the grand opening of the Charlotte J. Burrie Civic Center was named in honor of her lifetime service.

Charlotte is currently enjoying her retirement.

Many thanks to VP Marianne Miccoli for her efforts to engage all the wonderful speakers and President Elect Wendi Gabriel for her excellent support. Our shining Young BPW, Secretary and Social Media Chair, Ludmila Lavena, continues to make us visible with her posts and notices of our meetings.

NFBPWC Michigan Federation

Executive Committee 2023:

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

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

By: Shirley Zeller, President, NFBPWC Michigan Affiliate Chapter

Exciting News!! At the Michigan Federation of Business and Professional Women's Club's annual convention held May 6, the members voted to provide for all members in good standing at the time of the convention to become members of the Michigan Affiliates-NFBPWC. We had 117 paid members of which 18 were already Affiliate members, so it is nearly a 100 increase in NFBPWC membership.

During the convention, Sue Oser and Shirley Zeller put together a "fireside chat" skit to give members the advantages and benefits of being an NFBPWC member. We tried to cover as many of the exciting things going on as we could in a short 20 minutes.

NFBPWC New York City

Executive Committee:

Nermin K. Ahmad
Vanessa Awa
Veronica Sexton
Emily VanVleck
Voyka Soto
Anne Sebestyen
Francesca Burack
Djenabou Bah

President
1st VP Membership
2nd VP Advocacy
3rd VP Programs
Secretary
Treasurer
Immediate Past President
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 Affiliate Chapter

As always, if you have any questions – NYC@nfbpwc.org

NOW OPEN

Applications for the Young Professionals Programme

Eligibility Criteria:

- Nationality of participating Member State
- Bachelor's degree or 3-year equivalent degree relevant to exam area
- 32 years of age or younger
- Fluency in English or French

APPLY NOW

www.careers.un.org/ypp

United Nations Young Professionals Programme (YPP) 2023-24 (Fully-funded)

opportunitiesforyouth.org • 2 min read

NYBPWC-NYC Facebook Report of May 19, 2023

Opportunities For Youth

🔔 Attention all young, talented professionals! The UN Young Professionals Programme (YPP) application period is now open! 🌍 This is your chance to kick-start your career as an international civil servant with the UN and make a difference on a global scale. Don't miss this opportunity - apply before 29 June 2023. 📅 Check out the short video and find out more via <https://bit.ly/3LPgOYS>

NFBPWC North Carolina

Executive Committee for 2023:

Marsha Riibner-Cady	President and Magazine Contributor 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 on the third Thursday of the month at 8:00 pm Eastern by clicking on the link here:

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

Meeting ID: 830 7033 2328

Passcode: 612268

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

At meeting on May 18, 2023, we had our version of a birthday party to celebrate several of our club members birthdays as well as those folks who have birthdays in other months. We spent most of the meeting catching up and laughing a lot! Topics included: Diana will forever be my queen, Gallbladder issues or not, retirement, Jo's grand trip east and her new frig, brand loyalty... Well it was an NC meeting, what can we say?



Our next meeting will be on June 15, 2023. AND depending on Jo's timeline for her trip east, we may do something completely out of the ordinary, we might meet IN PERSON!!!

2 articles are attached, we hope you enjoy them.

Happy Father's Day to the fathers in your life.

Relay for Life: Why I Relay by Varnell Kinnin

When I decided to write this article, I forgot May is Mental Health Awareness Month also. Just a quick word on that. Just like going to the dentist, the eye doctor, the foot doctor, there is no shame in going to a doctor for mental health. Everyone that has had an anxiety or panic attack knows that there are short term solutions to help get your head back in the game. As for more advanced mental issues, there is short term and long-term help. But most important, there is no shame in taking care of you. I am not a medical professional nor do I play one on TV but, I have had to take care of me emotionally and mentally after some challenges in my life.

Now, “Can I Get A Relay?” In Eastern North Carolina (Edgecombe County) we are gearing up for Relay for Life. I got involved in this while working at Carolina Telephone a.k.a Sprint. I was a member of the Community Relations Team (C.R.T.) We supported events in the community, and one was Relay for Life. Once I got involved, I have been involved ever since. I wanted to help find a cure for cancer by raising funds for research.

We all know someone who has had cancer and died, but we all know someone who has had cancer and lived. I want to share my two friends Bree and Dee’s story. (Not their real names).

Bree and I have known each other ever since first grade. When Bree found out she had breast cancer, she was shocked but not distraught. She had a great support system. She knew people that had cancer and survived. She was told they found it early so she had a good chance they would get the whole thing and she would survive. She was also top heavy. She did not care about reconstructive surgery, just get the cancer. They did and she is still here supporting family and friends. She and her husband are enjoying the grand kids. One note, when you visit Bree, she may have a prothesis on or not. If she is comfortable, you may as well be comfortable. But when it is time to dress up, both “girls” are in place.

Now Dee, I met her in the 9th grade. When she found out she had cancer, she called me and wanted to come to the house to talk. I had no clue what she wanted to tell me.

I noticed she was not her usual talkative self. So, she blurted it out that she had breast cancer. I was like, “Oh my goodness.” That is the second friend. She was so down, and we named all the people we knew who had cancer. But I noticed we were naming all the ones that had died.

I stopped and said, “Wait a minute, what about this person, and this person and so on? She looked and said, “Yeah right and this person and on and on.” The power of positive thinking. (There’s that mental health again.)

Well, Dee had the surgery. Dee was also top heavy. They told her they could build the breast up like the healthy one. She said, “Are you crazy? Bring them down to a smaller size. I can get breast reduction, let’s do it.” That’s taking a bad situation and making a positive one.” She and her husband are doing wonderful and enjoying their grand kids.

After seeing my friends go through all that, I knew I wanted to help fight cancer. So, every year, if I am not a team captain, I am on the county leadership team or both.

One year I suggested we have a blood drive at Relay. We did. It was quite successful. (As you know, when you have surgery, you need blood.) That was the same day “Ronald McDonald” made a visit. He came to our blood mobile. I had a big grin all over my face. Our local Relay gives a survivor banquet during Relay, and we make sure all the survivors get a survivor T-shirt.

Now you see why I relay. Having cancer is not an automatic death sentence anymore. So, ladies, do your breast exams, get your annual mammograms, and look for any unusual lumps or bumps. They may be something simple, but it is best to be sure. Again, I am not a doctor or nurse, just a concerned BPW woman. You know “Women Helping Women.”

Edgecombe County Relay for Life, June 10th, Tarboro High School, Tarboro, NC.

If you would like to donate, please contact Varnell at varnellk@hotmail.com

The Accident by Marsha Riibner-Cady

Many of you know that my husband, Lyle, and I spend part of our time in NC and the other part in WV. It’s a 7-hour drive between the 2 places. We travel with our Rotties, Astoria and Indie. They travel in big dog crates in our 2015 Toyota Sienna van, which typically leaves not much room to transport anything but us and the dogs. I am famous for stuffing 10 pounds of potatoes in a 5-pound sack, so you would be amazed with what I can make fit in a space that is 4 ft x1 ft x 3 feet...



On Monday, May 22 we were ahead of schedule, and it looked like we would arrive in NC while it was still daylight. That never happens because if the packing of the car to wedge everything in just right.

There we are, eastbound on US 66 near Marshall, VA and I'm driving Lyle's van. Someone creeps over in my lane at 70 miles an hour, where am I going to go? Well, I aimed for the shoulder, but ended up in the ditch and then riding the guard rail. WE ARE ALL OK, INCLUDING THE DOGS. It was a bit harrowing getting the van off the guardrail and back on the shoulder. As you can see from the pictures, it's quite a mess.

I have also wrecked Lyle's 300E Mercedes in Natural Bridge, VA. I turned into someone. We all survived that one, too! It did involve moving everyone around in a corvette, another story for another day...

So, I get the car stopped which woke up my napping husband in the passenger seat. Now what? It's not drivable.

I call 911. Keep in mind it's National EMS week and luckily, we don't need medical attention, neither do our 90 pound 4 legged friends. We do need help. As luck would have it, the safety patrol stops and makes sure traffic stays out of the lane closest to us and they also put out those big orange barrels near the now non-existent guard rail.

The state police are on the way, so I decide to call AAA. The last time I called them, it took 5 hours for a tow. That involved my Nissan Versa and a bunch of black smoke, again another story for another day. So, I'm not looking forward to sitting on the side of the road with the dogs or Lyle who's handling his banged-up van well.

The officer arrives. I tell him my story, finally locate the registration, insurance card and my license. What a mess that glove box was, Lyle must have had 10 years' worth of registrations and insurance cards. Does he not throw anything away? Never mind we all know the answer to that one.

Luckily at this point in my life I have a clean driving record. In the past I had a bit of a led foot. There was that side swipe accident back in the late 80's and the bridge I hit. To be fair, there was ice on the road for the bridge incident.

The good news is that I'm not being charged for reckless driving and since the damage was only on our car, there won't be any tickets. The state may charge our insurance for the guard rail repairs. How much are those?

The officer insists on calling a tow truck for us as mentioned above, the last time I waited for AAA, it was 5 hours. He confirms that unless he calls for a tow, it could be that long again. 15 minutes later, the tow truck arrives. The driver is nice, he also happens to be our AAA driver, which didn't become apparent until later in the conversation. The dogs ride unsupervised in the van while we are in the cab with the driver. Again, remember they are in crates. Bottom line, we end up with our stuff in a "storage yard" somewhere in near Marshall, VA. Did I mention the dog crates? Yes, the dogs are sitting in them in the middle of the junkyard.

Mike to the rescue. Lyle's daughters' husband Mike is on the way with another van. Thank heavens for Mike. He's a plastics engineer. Not great at packing a van, but a good guy none the less.

So now the insurance company. It's State Farm. They were helpful in getting me through the paperwork and the app is amazing.

Now we wait, to total or not to total, that is the question!

A few takeaways from this incident...

Texting and driving may not hurt you, but it could hurt someone near you.

Rental car and towing should be on everyone's insurance policy. Lyle only had towing. The rental van will probably cost \$1000 for the week. Rental car on your insurance policy is \$10-15/6 months. I asked after the fact. I have rental car insurance on my Nissan Versa, just saying...

The officer was kind enough to say, "I mean no offense to someone older than me, but maybe you should put the important papers in an envelope with the name of an emergency contact, just in case you both have to be airlifted out." The older than me thing really got to me as I was always the youngest in the group. Not any longer, I guess. He did have a good point about the emergency stuff, you know.

Be sure your dogs are safe and secure while being transported. Dog crates are great. Could you imagine having 2 big dogs flying around the van? What if we would have rolled?

In retrospect who leaves 2 old people and 2 dogs in a junkyard and drives off? I mean the tow truck driver was nice up to that point, but what would we have done if Mike wasn't able to get us a rental van? We were told we could call an uber. We were in the middle of nowhere. Did I mention 2 big dogs? And we even tipped the guy. We are idiots sometimes...

Even stepson in-laws can be helpful. Mike really is a good guy. I guess "blood" is thicker than water. He did forget to take his car charger out of the rental van, so I mailed it to him today with a nice note. It's always good to be polite.

WE ARE OK, which is the biggest blessing of all. There was literally a drop off 100 feet on the other side of that guardrail.

The van had 130,000 miles on it. We were hoping to get a few more years out of it. Have you seen car prices? Maybe I can teach the dogs to pull a cart? I'm thinking that would make the drive much longer than 7 hours.

Again, WE are all OK. It wasn't our time, we still have some of our 9 lives left, the God's were on our side. Fate, Karma? No joking aside, you never know when this will be your last day. Live every day to its fullest. Be well my friends and be safe out there. Marsha



Pennsylvania Affiliate Chapter

Executive Committee 2023:

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

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

By: Cathy Collins, President

I am excited to report we have 2 new members: A hearty welcome goes to Joan LaSalle and Jennifer Van Ingen.

MEMBER RECOGNITION: I am pleased to recognize Nancy Werner, Immediate Past PA Affiliate President, who presented an amazing program 'ERA Now' at the District 10 BPW Legislative Forum on May 9, 2021. Nancy shared her comprehensive knowledge about the history of ERA and the current status in the courts and congress. The Equal Rights Amendment was written by Alice Paul in 1923. We are still waiting for ratification 100 years later.

Joan LaSalle, our newest member, was recently recognized as one of the Most Newsworthy people in Bedford County, Pennsylvania. Joan has been employed in the field of engineering for 38 years and is currently the owner of LaSalle's Trucking Company. Joan's education includes a BS in Civil Engineering and an MBA in Technology Management. She is a licensed Professional Engineer. Joan attributes her success to being a good team leader surrounded by team members with diverse talents and strengths

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

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

The PA Affiliate Chapter is sponsoring a vendor table at the BPW/PA State Convention in June 2023. Pamphlets, book markers, Membership Applications, the NFBPWC Advocacy Platform, and other information will be available with members on hand to promote membership recruitment.

Our goal this year is to focus on increasing membership through increased visibility and interpersonal contact. An ad promoting our PA Affiliate Chapter was placed in the 2023 National Women's History Alliance publication. This publication is now available to our members and will be available at our vendor table at the BPW/PA Convention this June.

Plans are well underway to work with member Amanda Owen, Executive Director, Justice Bells. Org. to present a Women's Equality Day program in August 2023. More information to come regarding this endeavor.

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

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

The next meeting of the PA Affiliate Chapter is scheduled for June 25, 2023, at 7:00 pm.

Pennsylvania Advocacy Report

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

Pennsylvania Affiliate -- June 2023 Legislation/ Advocacy Update

** CONTENTS **

Senate Blocks S.J. Res. 4 – Revived Effort to Pass E.R.A.
 First Woman Confirmed Archivist of the United States
 Goldman Sachs Settles Gender Discrimination Suit for \$215 Million
 S.1393 Sunlight in Workplace Harassment Act of 2023
 Fewer Women Chief U.S. Economists at Top Financial Institutions
 New Supreme Court Accountability Campaign Launches
 Growing Shortages of OB-GYN Physicians in Training

SENATE BLOCKS S.J. Res.4 -- REVIVED EFFORT TO PASS E.R.A.:

A procedural vote of 60 Senators is required to bring a Resolution like S.J.Res.4 to the floor for a vote. On 4/27/23 by a vote of 51-47, S.J. Res.4 to enshrine the Equal Rights Amendment in the Constitution, failed to advance. Only two Republican Senators supported S.J.Res.4, Alaska Senator Lisa Murkowski and Maine Senator Susan Collins. The Equal Rights Amendment was first introduced 100 years ago in 1923. In a statement the 102 year old League of Women Voters declared, this failure is “a disappointing day for America.” League CEO Virginia Kase Solomon said, “Our nation’s elected leaders have failed yet again to see us as equal members of this democracy. Inequality hurts everyone, and we must not continue to be a nation that harmfully excludes and marginalizes women.” Following this vote the Senate recommitted the E.R.A. Resolution to revisit it at a future date.

FIRST WOMAN CONFIRMED ARCHIVIST OF THE UNITED STATES:

On 5/11/23 the Washington Post reported U.S. Senate confirmation of Colleen J. Shogan, a former senior Library of Congress and White House Historical Association official, as the 11th Archivist of the United States, the first woman to head the National Archives. She succeeds David S. Ferriero who retired in April 2022. Shogan, 47, was nominated by President Biden last year. Prior to retiring Ferriero signaled the White House, “Better not hire another White male. We’ve had 10 White males.” Shogan stated her nomination was “the honor of a lifetime.” “My passion for the American story started in the public high school I attended outside Pittsburgh. As a first-generation college student in my family, I was fortunate to receive a first-class education which allowed me to explore the development and evolution of American ideas and institutions.”

GOLDMAN SACH’S SETTLES GENDER DISCRIMINATION SUIT FOR \$215 MILLION!

It only took 13 years and a trial date set in June for Goldman Sachs to finally agree to a gender discrimination lawsuit affecting 2,800 women employees. The women worked as associate or U.S. vice presidents in investment banking, investment management or securities divisions. Filed in September 2010, the lawsuit claimed the bank discriminated against women in pay, performance evaluations and promotions. Aside from the payment, the settlement includes a three-year period during which Goldman will work with an independent expert to reassess its performance evaluation process, as well as its processes for promoting individuals from Vice President to Managing Director. It also requires an independent expert to conduct additional pay equity studies and for the New York-based company to investigate and address any gender pay gaps where appropriate. The bank set targets in 2020 to recruit more diverse talent, aiming for 40% of women vice presidents by 2025.

In her book, “Bully Market,” former Managing Director Jamie Fiore Higgins recounted the sexism she endured at Goldman Sachs including colleagues mooing at her when she left to pump breast milk. She also alleged a male employee assaulted her, pinning her neck to a wall. The long-standing class action lawsuit alleged the finance giant systematically underpays and undervalues women. A similar 2007 lawsuit against Morgan Stanley by six women, also alleged gender discrimination. It was settled for \$46 million. That suit was later expanded to cover a class of around 3,000 women who worked at Morgan Stanley between August 2003 and June 2007. In

2013 Merrill Lynch paid \$160 million to Black financial advisers to settle a racial bias suit. In 2017 Wells Fargo settled a class action accusing the firm of racial discrimination for \$35.5 million. According to reporting by CBS, Reuters and the Los Angeles Times, had the Goldman case gone to trial in June, it would have laid bare for the public a rare look into gender dynamics that underpin high-profile Wall Street firms' operations. Although roughly 45% of finance sector employees are women, just 15% hold executive roles, according to data from the World Economic Forum's 2017 Global Gender Gap report.

FEWER WOMEN CHIEF U.S. ECONOMISTS AT TOP FINANCIAL INSTITUTIONS:

Bloomberg Businessweek's 5/8/23 issue reported that "Chief US economists who are women have gotten even rarer at top financial institutions." Only Morgan Stanley currently has a woman, Ellen Zentner, in the job. Among the almost two dozen financial institutions that are designated by the Federal Reserve as primary dealers and that employ a Chief US Economist or equivalent, Zentner is the only woman. Eighteen months ago, at least three women held such roles. They help the Fed implement monetary policy. Issues including bias and balancing family with the job's grueling travel schedule are reasons for the gender disparity in a narrowing pipeline of women aspiring to be a chief economist. The result is a shortfall in a position crucial to setting market expectations. Preparing key economic reports, steering discourse on subjects like inflation and the labor market, and ultimately shaping investors' and the public's views on the U.S. economy's path, is lacking women's input. With almost two decades at Citigroup Inc., Conference Board Chief Economist Dana Paterson, said, "You need different perspectives. You need different lived experiences. You really need to understand what's going on in the full population, and I think having women in these roles helps bring to light different aspects."

According to Businessweek, women with advanced degrees in economics often choose concentrations such as labor markets and education rather than macroeconomics and finance. Diane Swonk, Chief Economist at KPMG LLP, spoke of challenges being treated differently by colleagues or clients. "When I would show up to do a speech with a banker, they would ask me if I was there to take notes," referring to experiences earlier in her career. Lack of flexibility in reliable child care can be very challenging for women along with discrimination and harassment. An American Economic Association survey of current and former members published in 2019, found almost half of women respondents said they'd been discriminated against or treated unfairly based on their sex. Only 4% of men said the same, though a third of male respondents said they'd witnessed discrimination against others based on their sex. "Knowing what some of the younger women that I know have had to deal with," Swonk said, "it sends chills down my spine that it hasn't changed more." On 5/1/23 Senator Elizabeth Warren (D/MA) introduced S.1393, a bill to require public disclosure of payments for settlements of disputes regarding sexual abuse and certain types of harassment and discrimination. S.1393, the Sunlight in Workplace Harassment Act of 2023 was referred to the Banking, Housing & Urban Affairs Committee, according to Women's Congressional Policy Institute 5/8/23 Update.

NEW SUPREME COURT ACCOUNTABILITY CAMPAIGN LAUNCHES:

A group of over 30 advocacy organizations announced the launch of the JUST MAJORITY campaign to promote a "fair and ethical" Supreme Court. The Hill reported on 5/15/23 that Alexis McGill Johnson, president and CEO of Planned Parenthood, called for the expansion of the Supreme Court bench amid ongoing revelations of ethics issues surrounding certain justices. Recent attacks "on our democratic rights and our democratic freedom," McGill Johnson said, underscore the need for reforms. "The reality is, the Court now has been fully captured in so many areas." The fact that you have again, this lone Texas judge that can bring cases, you can judge shop, or bring cases to the Fifth Circuit which is also conservative and up to the Supreme Court now, which has a conservative super majority, strains credibility. She criticized the federal Texas judge who ruled in favor of taking a popular abortion drug off the market. It is time for the Supreme Court to expand the bench and implement term limits for justices, the coalition stressed. Ethical requirements are needed. Decisions are being made by "people with lifetime appointments that are very much out of step with where the majority of people are on a variety of issues," McGill Johnson reiterated. The JUST MAJORITY group encompasses advocacy organizations that include March for Our Lives Action Fund, Greenpeace USA, NARAL Pro-Choice America and the Color of Change. Their press release followed revelations of alleged misconduct by Justice Clarence Thomas. The project will spotlight the crisis of legitimacy faced by the Court, the justices' unethical behavior and partisan rulings. In addition to calls for Thomas to resign, momentum is growing for a

Congressional investigation and a revamped ethical code for justices. “An unaccountable unethical majority of the Supreme Court is behaving as if the rules don’t apply to them,” the groups said.

GROWING SHORTAGE OF OBSTETRICIAN-GYNECOLOGISTS IN TRAINING:

A new survey of medical students released at the Mid-May annual meeting of the American College of Obstetricians & Gynecologists revealed an important impact of the Supreme Court’s Dobbs decision on the U.S. medical community. According to a 5/19/23 NBC News report, more than three-quarters (76.9%) of 494 medical students surveyed in 32 states say access to abortion care will influence where they would pursue their residency. After graduating from medical school there is a clear resistance by young doctors to train in hospitals or clinics in states with abortion bans. Health care shortages in many parts of the country will be further strained. Future OB-GYN and doctors who plan to enter other specialties such as surgery and internal medicine (57.9%), were unlikely or very unlikely to apply to a single residency program in a state with abortion restrictions, the survey found. The United States is already facing a major shortage of between 37,800 and 124,000 doctors in coming years, according to the American Association of Medical Colleges (AAMC). Most concerning for women’s health, separate AAMC data found a significant drop in the number of medical students pursuing OB-GYN residences in states with strong abortion restrictions, where maternal and infant mortality rates are already higher. Other recent surveys of high school students across the country reveal a significant number of graduates considering state abortion restrictions when selecting college and university locations before applying.

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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

NFBPWC Virtual Club

Executive Committee:

Barbara Bozeman	President
Valentina Solarin	Secretary
Kalee Carmel	Treasurer
Daneene Monroe-Rusnak	Immediate Past President

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

Or email: virtual@nfbpwc.org



Virtual Chapter Welcomes New Members who joined in May

Lynn Dalbeck

Sara Melucci

The May meeting was held on the 17th, via Zoom and the topic was “Your Business Season” How to Identify and Maximize Your Business Cycle.

We were thrilled to have as our presenter and guest – Brooke Burns from Beyond Coaching. Those who attended gained some valuable insights into their current place in the business cycle.

This was a terrific experience and the guests discovered that there were many points of significance whether they owned their own business or worked for someone else.

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



As we reach our mid-year meeting, we have enjoyed wonderful programming led by some great speakers.

Our June meeting will be a business meeting for the current

members. More information will be forwarded via email to the Virtual Club membership.

Our next full meeting program will be in July.

SPRING? SUMMER? FALL? WINTER?
What SEASON is your business in NOW?



Your Business Season

How to identify and maximize your business cycle!

An interactive, Virtual Think & Work Session

Wednesday, May 17

Brooke Burns
BEYOND COACHING



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

***Congratulations and Thank You to
Kalee Carmel – a valued member of Virtual Club –
NFBPWC***

***for not only stepping up as the new treasurer for
Virtual Club, but for also taking on the prestigious
and important additional roll as Treasurer for
NFBPWC.***

***We have faith in your abilities and appreciate your
efforts to contribute your skills to this organization.***



Thank you to all the members of Virtual Club!

Barbara Bozeman, President

**Virtual Chapter Members
who celebrate their special day in June***

Martha Ervin – June 13th

Phillis King – June 16th

Titilola Adisa – June 16th

Angie Jackson-Wilson – June 24th

Lisa Ling – June 30th

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 July Magazine is Friday, June 23rd at 5:00 pm Mountain Time

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

@VestaBlueStudio

Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

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

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

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

Economic Equity and Justice

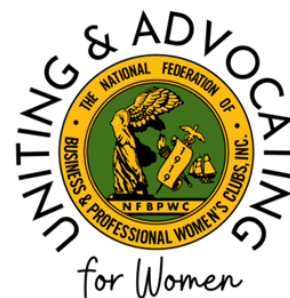
- Access to pay equity and retirement equity
- Access to education, training, and promotional opportunities
- Access to equal opportunities in the workplace and corporate boards
- Access to women business enterprise procurement process
- Access to quality, affordable dependent care (child, elderly or disabled)
- Access to funding and capital for entrepreneurial activity
- Access to affordable and attainable housing
- Support repeal of Forced Arbitration as a sole means of dispute resolution

Health Equity and Justice

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

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

- Passage of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Ratification of the Equal Rights Amendment (ERA)
- Eradicate Domestic Violence and the Electronic and Physical stalking, sexual harassment, sexual abuse and discrimination
- Support universal background checks for all firearm gun purchases
- Reinstate the Violence Against Women Act
- Oppose human trafficking, sexual exploitation and slavery
- Equal education opportunity including adequate funding of public education, preschool through postsecondary
- Support equal rights for LGBTQ+ persons
- Support equal treatment of and end discrimination against all women
- Support policies and practices that promote environmental sustainability
- Support the endeavors of and improve conditions for military-affiliated women
- Support our women in prisons
- Support protection of human rights and equitable treatment of all migrants, including refugees and asylum seekers



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

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

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

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

Our NFBPWC Heritage



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

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

Our Ambitions

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

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

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

Benefits of Affiliation

- Dedicated Executive Committee and Board of Directors working to achieve the mission and goals of NFBPWC while supporting a member-based organization.
- Connection to a network of hundreds of women nationally and over 30,000 women internationally in 100 countries.
- Leadership opportunities locally, regionally, nationally, and globally.
- National support through a coordinated digital communication platform: social media, email, website, video conferencing, and monthly e-magazine.
- Platforms and leaders that support membership growth and brainstorm for recruitment.
- Access to a national 501c3 parent organization and guidance in creating localized nonprofit status.
- Support and guidance for documents and procedures needed to run an effective, efficient, and thriving organization.
- Vibrant Young BPW and BPW Student programs to support growth and new leadership.
- Rapid response system for members to advocate for legislative issues affecting working women.

Individual Benefits

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

*Membership dues are less than \$4 per month, per member for a total of \$50.00 each year (\$25 to BPW International). This amount does not include dues to local organizations (club/chapter and affiliate/state), which are determined by each organization. Please see specific organizations within NFBPWC for more information on their dues structure by visiting:

www.NFBPWC.ORG



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.

