

8TH MARCH  
INTERNATIONAL  
WOMEN'S DAY

EVERYDAY IS

Women's  
Day

NFBPWC Magazine

MARCH 2023 ISSUE



## In This Issue

<a href="#">Events</a>	2
<a href="#">About NFBPWC</a>	3
<a href="#">President's Message</a> - Megan Shellman-Rickard	4
<a href="#">Membership News</a> - Kathy Kelly	5
<a href="#">Advocacy Report</a> - Daneene Rusnak	6
<a href="#">LGBTQ+ Team Report</a> - Susan Oser	8
<a href="#">ERA Team Report</a> - Nancy Werner	9
<a href="#">Secretary Report</a> - Sondra Nunez	10
<a href="#">Young BPW</a> - Emily VanVleck	11
<a href="#">Immediate Past President</a> - Sandra Thompson	12
<a href="#">Environment Report</a> - Marikay Shellman	13
<a href="#">Bring Back the Pollinators</a> - Marikay Shellman	14
<a href="#">Zero Waste Initiative</a> - Laurie Dameron	15
<a href="#">Health Committee Report</a> - Keri Hess Laursen	16
<a href="#">Rapid Response Committee</a> - Susan E. Oser	16
<a href="#">Small Business Committee</a> - Marsha Riibner-Cady	17
<a href="#">Women on the Move Committee</a> - Nermin K. Ahmad & Sher Singh	19
<a href="#">Military Affiliated Women Committee</a> - Alice Gallop West	20
<a href="#">Social Media Committee</a> - Suzette Cotto	20
<a href="#">United Nations Report</a> - Susan O'Malley	22
<a href="#">UN Sustainable Development Goals</a> - Marsha Riibner-Cady	22
<a href="#">International Relations Report</a> - Sandra Thompson	23
<a href="#">BPW International News</a> - President Dr. Catherine Bosshart	24
<a href="#">BPW International Help Earthquake Turkey and Syria</a>	24
<a href="#">BPW International 3<sup>rd</sup> Young BPW Asia Pacific Symposium</a>	24
NFBPWC <a href="#">Arizona</a>	25
NFBPWC <a href="#">California</a> Federation	25
NFBPWC <a href="#">Colorado</a> Federation	25
NFBPWC <a href="#">Florida</a> Affiliate	28
NFBPWC <a href="#">Michigan</a>	28
NFBPWC <a href="#">New York</a> City	28
NFBPWC <a href="#">North Carolina</a>	29
<a href="#">March is Women's History Month</a> by Barbara Bozeman	31
<a href="#">Pennsylvania</a> Affiliate Chapter	32
<a href="#">PA Advocacy Report</a> - Lilly Gioia	32
NFBPWC <a href="#">El Paso Texas West</a>	36
NFBPWC <a href="#">Virtual Club</a>	37
<a href="#">Virtual Club   NFBPWC Benefits</a>	38
<a href="#">Advertising Opportunities</a> with NFBPWC	39
NFBPWC <a href="#">Advocacy Platform</a>	41
<a href="#">Benefits of Connecting with NFBPWC</a>	42

**Submission Deadline for the April Magazine is Friday, March 24<sup>th</sup> at 5:00 pm Mountain Time**

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

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

### National Events

**March 8, 2023**

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

4:00 pm PST / 7:00 pm EST

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

"Business Cards, do we still need them?" by Marsha Riibner-Cady

<https://nfbpwc.org/event-4962113>

**March 9, 2023**

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

4:00 pm PST / 7:00 pm EST

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

<https://nfbpwc.org/event-4973888>

**March 13, 2023**

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

Health Committee Meeting

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

**March 13, 2023**

6:15 pm to 8:00 pm Eastern Time

CSW67 Parallel Event at the 2023 United Nations Commission on the Status of Women

"From Second Act: Cybersecurity Promotes Gender Equality" (Open to All BPW Members)

<https://nfbpwc.org/event-5093073>

**March 14, 2023**

#### **2<sup>nd</sup> Tuesday of the Month**

4:00 pm PST / 7:00 pm EST

Young BPW Committee Meeting (Young BPW Members Only)

<https://nfbpwc.org/event-5143350>

**March 15, 2023**

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

5:00 pm PST / 8:00 pm EST

Virtual Chapter Meeting

<https://nfbpwc.org/event-5161959>

**March 27, 2023**

#### **4<sup>th</sup> Monday of the Month**

4:30 pm PST / 7:30 pm EST

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

<https://nfbpwc.org/event-5149784>

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

5:00 pm PST / 8:00 pm EST

Membership Committee Meeting

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

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

2:00 pm PST / 5:00 pm EST

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

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

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

8:30 am PST / 11:30 am EST

L3 Committee Meeting

Email for info: [L3Chair@NFBPWC.org](mailto:L3Chair@NFBPWC.org)

### Regional Events

**March 15, 2023**

5:30 pm PST / 8:30 pm EST

NFBPWC Colorado and Denver Virtual Event (Open to the Public)

<https://nfbpwc.org/event-51431189>

**March 16, 2023**

5:00 pm PST / 8:00 pm EST

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

<https://nfbpwc.org/event-49738739>

## About NFBPWC

### Developing the business, professional and leadership potential of women.

#### Our Mission

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

#### Objectives

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

#### Theme for 2022-2024

*Cultivate Connections, Create Community*

#### Focus Issue for 2022-2024

*Women on the Move*

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

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

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

#### Standing Committees:

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

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

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

#### Special Committees/Taskforces:

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

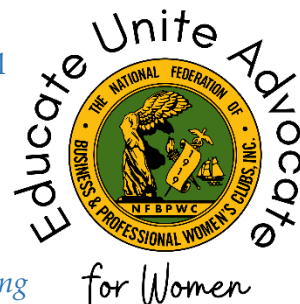
digitaltraining@nfbpwc.org  
cesh@nfbpwc.org  
marketing@nfbpwc.org  
newsletter@nfbpwc.org  
militarywomen@nfbpwc.org  
socialmedia@nfbpwc.org  
UNchair@nfbpwc.org  
website@nfbpwc.org

## President's Message



### Celebrating Women and CSW67

March is Women's History Month. On March 8<sup>th</sup>, 2023 we will celebrate International Women's Day alongside the United Nations and countless other countries and organizations. This year the United Nations observance of International Women's Day will highlight the priority theme for the Commission on the Status of Women event that also takes place in March, *Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls.*



"The United Nations Observance of IWD [International Women's Day], under the theme "[DigitALL: Innovation and technology for gender equality](https://www.un.org/en/observances/womens-day)", recognizes and celebrates the women and girls who are championing the advancement of transformative technology and digital education." (<https://www.un.org/en/observances/womens-day>)

As an affiliate of the International Federation of Business and Professional Women (IFBPW or BPW International), we participate annually in the United Nations Commission on the Status of Women (CSW) – celebrating its 67<sup>th</sup> anniversary this year! The event will begin March 6<sup>th</sup> and end on March 17<sup>th</sup>. This session will be held as a globally hybrid event with activities being held onsite in New York City, virtually, and both simultaneously (hybrid). All NFBPWC members have an incredible opportunity to participate in the CSW experience either from the comfort of their own homes or while enjoying NYC... for FREE!

NFBPWC is honored to be accepted, for a third year in a row, to present a Parallel Event at this year's Commission on the Status of Women 67<sup>th</sup> annual event. We are thrilled to announce that our event will be a truly hybrid one, both in-person and virtually on Zoom. This marks our first in-person Parallel Event for CSW67 and we are proud to be supporting BPW Colorado member and a VP of the Denver/Virtual chapter, Teresa Gehrke, the Founder and CEO of PopCykol, a cybersecurity awareness company for kids. The title of her event is [CSW67 Parallel Event: From Second Grade to Second Act: Cybersecurity Promotes Gender Equality](#). We would like to formally thank BPW Canada for extending a delegate pass to Teresa Gehrke so that she can attend the entire event as a CSW delegate with United Nations access.

Your participation is key, and our success on this global platform at the United Nations depends on you. Please celebrate and share this event as widely as you can. Invite your friends, your neighbors, your social media connections, your family, and your work colleagues. Here is a link to this year's CSW67 page: <https://www.nfbpwc.org/UN-CSW>. What other support do we need to make this event successful? It takes a small village to make an event like this possible. For our member, Teresa Gehrke, it takes both funding and a huge commitment to attend in-person as our presenter and keynote speaker. Please consider contributing to our 501(c)3 organization on behalf of this event. Donate here: <https://www.nfbpwc.org/Donate> and indicate that it is for our United Nations CSW Fund.

Thank you for helping us realize our theme for this biennium: Cultivate Connections, Create Community.

Kind Regards,

Megan Shellman-Rickard  
NBPWC President  
2020-2024



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



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

### MEET OUR NEW MEMBERS!

Please join us on the last Friday in March as we kick off a new segment of our member onboarding and retention efforts. Meet our New Members! Depending on the size of the group, we'll "go around the room" to

meet them and learn why they joined BPW. See the event calendar for registration details.



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

Our focus in 2022 was to utilize the tools we already had to attract folks to our website (either for membership or advocacy issues) through social media, branding and outreach. We were pleased to welcome nearly 100 new members. Thank you to all the affiliate and federation officers who provided their annual membership reports to reconcile with the NFBPWC database.



As excited as we were to win the regional award for most new members, our retention numbers were disappointing. I want to share a personal story. It pains me to have to "suspend" a lapsed member. I can see some are still opening emails and clicked links to NFBPWC correspondence. But, if the affiliate has not collected her dues that year, that member must be removed from the active membership database.

When we reconciled the Colorado report, I was to drop a BPW friend with decades of membership and service. How could she possibly not renew? When I reached out to her personally, she said she planned to renew but the website wouldn't let her. Fortunately, she's back on the roster.

The moral of the story is, we should all be reaching out to lapsed members. It may be an easy fix! Now that we have our membership numbers reconciled, those lapsed members are easily identified. This would be a wonderful time to reach out to them.

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

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

A head-and-shoulders portrait of Dr. Barbara A. Scheraga. She is a woman with short, dark hair pulled back, smiling at the camera. She is wearing a black blazer over a red top. The background is a plain, light-colored wall.

### **Civic Engagement, Redistricting, Voting Education and more**

Save the date for the evening of Thursday, June 8<sup>th</sup>, when the A-Team is proud to support Veronica Sexton and the JDEI Committee's informative presentation on these relevant topics. More details coming soon.

### **In Case You Missed It:**

Sharing again the link for the amazing presentation by Dr. Sophia Yen. View the replay of **Dr. Yen's 8 Tips Now That Roe is Gone** on our [YouTube Channel here](#).

Remember, Dr. Yen was gracious enough to set up a special discount for NFBPWC members and friends. Pandia Health can deliver a year's supply of birth control to your mailbox and with automatic renewal. Almost all private insurances (except for Kaiser) are accepted.

The delivery service is FREE if you have an active prescription at a pharmacy or you can have your doctor send the prescription to Pandia.

If you need a prescription, For AZ/CA/CO/FL/GA/IL/MI/NV/NY/PA/TN/TX/WA/WY peeps, Pandia can provide an expert birth control doctor consult for just \$20 ONCE a year, for access to their expert doctors for 364 days.

Enter code **nfbpwc** for \$5 off your telemedicine visit.

### **REMINDER:**

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

### **"Without Roe: Our Stories"**

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

Injustice thrives in silence and our stories have power.



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

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

Thank you for all you do!

All the best,

Daneene



## LGBTQ+ Team Report

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

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

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

### Organization of the Month - PFLAG

#### Why highlight?

PFLAG is the nation's first and largest organization dedicated to supporting, educating, and advocating for LGBTQ+ people and those who love them. It was founded in 1973 by a mother and her gay son who felt they needed some form of support. PFLAG came from this need for love and support.

Currently, the PFLAG organization has at least 325,000 members and supporters along with numerous chapters. They schedule meetings and events that the public can attend. Nationally they offer a newsletter, webinars, and podcasts to listen to.

Source(s): <https://pflag.org/>

#### This month's FYI:

Thanks to Laurie Dameron for this contribution:



One day my friend, Martin Spector, called me and asked if he could come by and that he had something to give me. A few minutes later he was at my door and handed me a cardboard tube about 12 inches long. He said, "Before you open it, I have to tell you a story..."

He proceeded to tell me that his brother was just about to graduate and become a medical doctor and then was one of the first people diagnosed with AIDS. This was in like early 1980's or so when it first appeared. He jumped out of a high rise taking his own life.

Then he told me about his sister, Cheryl Spector. She lived in Washington DC and was one of the first US government employees to come out of the closet. She also became a huge activist. She passed away in 2007.

Martin tells me to open the tube and out comes this beautiful rainbow flag! It was Cheryl's! I said - "No! You can't give me this!" He was like "YES I want you to have it! Whenever you do a gig for a LGBTQ+ event take it with you!"

And I have done so! Below is a photo of Laurie & Lorrie duo playing at OUT

Boulder's Gayla fundraiser last summer and you can see the flag there.

You can read about Cheryl Spector here:

<https://www.metroweekly.com/2007/09/saying-goodbye-to-cheryl/>

**These are the latest LGBTQ news highlights:**

PROTECTING LGBTQ+ RIGHTS AND THE WORK AHEAD -

<https://www.aclumich.org/en/news/protecting-lgbtq-rights-and-work-ahead>

LGBTQ Equity Within the Civil Rights Movement -

<https://michiganchronicle.com/2023/01/15/lgbtq-equity-within-the-civil-rights-movement/>

LGBTQ+ Book Review: Love Lives Here -

<https://standwithtrans.org/2023/01/29/lgbtq-book-review-love-lives-here/>



Kim Petras on making history as transgender Grammy winner, No. 1 hitmaker: 'I hope this opens doors for even more.'

[https://www.aol.com/entertainment/kim-petras-making-history-transgender-102411585.html?fbclid=IwAR3ZJR\\_-2hO9K7DwnNE14JOF\\_zYoLVIOWDuAcFLf73\\_qw5MoQMWd-TPUUKw](https://www.aol.com/entertainment/kim-petras-making-history-transgender-102411585.html?fbclid=IwAR3ZJR_-2hO9K7DwnNE14JOF_zYoLVIOWDuAcFLf73_qw5MoQMWd-TPUUKw)

**Correction from February 2023:**

*The link from last month says the gay restaurant worker was awarded \$150.00 in the suit. When you click on the article itself, the award is \$150,000.*

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

## ERA Team Report

By: Nancy Werner, NFBPWC Advocacy Team ERA Lead

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

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

On January 31, 2023, Representative Ayanna Pressley (D-MA) held a press conference with House and Senate members, including Senator Dick Durbin (D-IL) and Senator Ben Cardin (D-MD), announcing new joint resolutions (SJ Res 4 and HJ Res 25) to remove the deadline on equality.

"Our resolution will help address centuries of gender discrimination in America by removing the unnecessary barriers that have prevented us from enshrining the dignity, the humanity, and the equality of women in our US Constitution," stated Representative Ayanna Pressley.

Representative Ayanna Pressley also shared the press conference with Rep. Cori Bush (D-MO), Rep. Madeleine Dean (D-PA), Rep. Sylvia Garcia (D-TX), Sasha Goodfriend (Founder and Exec. Director of Mass. NOW), Sen. Mazie Hirono (D-Hawaii), Rep. Sydney Kamlager-Dove (D-CA), Eleanor Smeal (President of Feminist Majority Foundation), Rep. Abigail Spanberger (D-VA) and Zakiya Thomas (President and CEO ERA Coalition.)



Our Congressional leaders are working together in an intersectional and inclusive way we, too, must raise our voices to make sure this is a priority in 2023. We have lots of ways to get involved. Find an action that suits you! You can pass a resolution. Hold your own press conference. Make the noise that is needed to bring attention to this bill. It was mentioned again that many believe the Equal Rights Amendment is already in the U.S. Constitution. We CANNOT let another 100 years pass!

Remember our One Click on the NFBPWC web site. It gives you the opportunity to voice your opinion on the ERA time limit. It only takes a moment of your time to send a message to your U.S. Senators or U.S. Representative to share your views. They must hear from us as to provide our needed input to the passage of the ERA.

## From the Desk of the Secretary



By: Sondra Nunez, NFBPWC Secretary 2022-2024

Hello Fellow NFBPWC Sisters!

Below is a great synopsis of Law #2 from the 21 Irrefutable Laws of Leadership written by John Maxwell. I hope you will gain insight and find inspiration from these words.

The below article was written by Dave Schoenbeck.

Every management expert claims to have created the best definition of leadership. After years of trying to come up with a better way of saying it myself, I keep coming back to the simple explanation that thought leader Dr. John C. Maxwell describes in his book, *The 21 Irrefutable Laws of Leadership*.

In his chapter on the Law of Influence, John C. Maxwell writes: "The accurate measure of leadership is influence—nothing more, nothing less." According to Maxwell, authentic leadership cannot be awarded: it must be earned through influence.

### LEADERSHIP MYTHS AND THE LAW OF INFLUENCE

To go along with the Law of Influence, Maxwell outlines five common myths about leadership.

The first is **the management myth**, which is that management and leadership are two equal terms. According to Maxwell, the difference is that "leadership is about influencing people to follow, while management focuses on maintaining systems and processes."

The second myth is **the entrepreneur myth**, which is the assumption that all entrepreneurs are leaders. Unfortunately, many entrepreneurs are not well-suited to leadership roles: some lack people skills, others lack experience, and still, others are only focused on making a profit. A leader is someone who can be trusted.

Next is **the knowledge myth**: "knowledge is power." Many knowledgeable people are not great leaders simply because leadership requires more than knowledge. Maxwell writes, "Neither IQ nor education necessarily equates to leadership."

Fourth is **the pioneer myth**, which is the idea that whoever is in front of the crowd is a leader. However, being a leader requires much more than being the first to accomplish a task or think of an idea.

Finally, **the position myth** is the idea that leadership is based on position. How many managers can you think of that have had positions of power but were terrible leaders? Poor management is a leading reason why people leave their jobs. Maxwell sums it up: "it's not the position that makes the leader; it's the leader that makes the position."



## THE LAW OF INFLUENCE IN YOUR BUSINESS

To utilize the Law of Influence, you must first realize where you have bought into the leadership myths in your business. Perhaps you assumed an employee would be a good leader based on one of the factors above, or maybe you believed that you were a good leader just because you fit the criteria. Be honest with yourself about what you think a leader is.

Then, determine how much influence you have over people. Maxwell measures influence in seven areas: character, relationships, knowledge, intuition, experience, past success, and ability. All of these factors combined affect how much influence you have. Next, rate yourself on a scale of 1 to 10 for each element and see where you need to improve.

As you become a better leader, look for those positive factors in your employees. Leaders come in many different varieties. Find the people in your firm who powerfully influence others and give them a forum to exert even more influence. They are the leaders that will help you take your company to the next level.

You can become a better leader by learning from the leaders in and outside of your organization.

## NFBPWC Young BPW

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

February was a month of exciting new developments! We kicked off our collaborative Period Poverty initiative with the advocacy and health committees on February 9<sup>th</sup> and held our follow up meeting on February 28<sup>th</sup>. Period Poverty is proving to be a popular initiative worldwide with several international members registering for our February 28<sup>th</sup> meeting – it is even being considered as the focus issue for the North America and Caribbean region! I'm very optimistic about this initiative and welcome all to join us.

We also had our first Committee Chat meeting on February 23<sup>rd</sup>. These informal gatherings are a time for different committees and chapters to come together and share about the work they are doing. The goal behind this is to increase engagement within our BPW community and create natural collaborations between our committees. The first meeting went very well, and I believe will lead to some special joint projects. Our next Committee Chat meeting will be Thursday, April 27<sup>th</sup> – we hope to see you there!

With March just around the corner, I am buzzing with excitement. This year I have the honor of representing BPW as a delegate for the Commission on the Status of Women. The first two weeks of March will be chock full of meetings, seminars, networking, and advocating for

women's equality – I could not think of a better way to spend Women's History Month!

Wishing you all a fantastic month and a happy International Women's Day on March 8<sup>th</sup>.

### Share With Us!

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

### What is Young BPW?

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

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

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



**YOUNG BPW**

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



@YoungBPWUSA



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

## Immediate Past President's Report

By: Sandra Thompson, NFBPWC's Immediate Past President



### Rose Knox - A Woman Ahead of Her Time

Rose Knox started the Knox Gelatine Company with her husband, Charles, in Johnstown, New York, in 1890. (Gelatine was the preferred spelling at that time.)

When Charles died unexpectedly in 1908, Rose stepped in as president and CEO. She made numerous changes that established Knox Gelatine as a company ahead of its time.



*Rose Knox always wore a hat at work. She felt it was more businesslike.*

She knew women made the grocery decisions, so she re-targeted the company's marketing to reach that audience. She also made many changes for her employees. Some staff members were expected to come in the back door, and she pronounced that this practice would end. Rose explained it by saying: "We are all ladies and gentlemen working together here, and we will all come through the front door."

In 1913, she instituted the five-day work week, along with two weeks of paid vacation for all staff members. She also offered sick leave. All these benefits were unheard of at the time. By 1915 the value of the company had tripled.

During the Depression, she was determined not to fire employees. She cut business costs where she could and still managed to grow the business 5 percent per year.

In November of 1937, Rose Knox's staff policies made news. *Time* magazine (11/29/1937), noted that 85 percent of their employees had been with the company for 25 years or more. The writer mentioned that there was a sign in the Johnstown company lobby that deemed it "Happiness Headquarters."

Thanks to Kate Kelly and her America Comes Alive Newsletter for the above information.

"Whatever you choose, however many roads you travel, I hope that you choose not to be a lady. I hope you will find some way to break the rules and make a little trouble out there. And I also hope that you will choose to make some trouble on behalf of women."

Nora Ephron  
Wellesly Commencement Speech 1996



## Environment & Sustainable Development Committee

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

### Simple Acts: Addressing Environmental Displacement & Climate Migration

Environmentally displaced people are those who are forced to leave their homes and communities due to irreversible degradation of their environmental resources caused by sudden-onset events such as floods, wildfires, landslides, droughts, heat waves, or by slow-onset impacts such as desertification or sea level rise. Secondary displacement occurs when people such as refugees, who are already displaced and typically reside in “hotspots”, must migrate again due to climate disasters. Losing all of their assets and ability to produce food and unable to plan any future, these climate migrants are extremely vulnerable and suffer trauma. Many women & girls are at high risk of gender-based violence. The 1951 Refugee Convention “does not recognize the environment as a persecuting agent,” therefore people forced to leave their country for reasons related to climate stressors (over 145 million people in the past 6 years) cannot be considered refugees and do not receive refugee protections.

Environmental Inequity- air pollution, climate disasters, unsafe drinking water, poor housing- is directly related to social inequality. **“Environmental racism is a problem where racism exposes minority groups to worse effects of environmental issues.”** (EPA report 2023). The water crisis in Flint, Michigan, is an example: low-income, minority residents. A new analysis by the EPA finds that “oil refineries release billions of pounds of pollution annually into waterways, and that pollution disproportionately affects people of color.”



Heavy metals, nitrogen and other toxic compounds make these waterways dangerous for people to swim in, fish in and even touch. Concentrated along the Gulf Coast, in California, and Chicago area, low-income communities all over the country are affected. A recent headline in our local newspaper states, “EPA eyes Colorado for discriminatory pollution” and is investigating if Colorado’s air pollution regulations from industrial facilities is prejudicial against Hispanic and racial minority residents. Another recent study of federal housing discrimination (Redlining) found that 45 million

Americans are exposed to dirtier air, lower house values, lower job opportunities & poverty because race deemed their communities as “undesirable”.

NFBPWC members can explore **Environmental Law Institute** ([www.eli.org](http://www.eli.org)) which provides legal tools for environmentally displaced persons & effective livelihoods for climate migrants.

Encourage your congressional representative to expand **Temporary Protected Status (TPS)** for climate migrants affected by slow-onset climate change (desertification and rising sea levels). With expansion of TPS, citizens from these regions or countries could not be deported & could obtain a worker’s permit allowing them to establish a secure livelihood.

New York City’s **WE ACT for Environmental Justice** strives to provide people of color and low-income residents environmental protection. WE ACT led efforts to clean up air pollution from diesel city busses and pushed for mandates of statewide testing of school’s drinking water and forced upgrades at a noxious sewage treatment plant. Notably all of these pollutants were most common in communities of color.

**Louisiana Bucket Bridge** has been fighting against petroleum industry’s oil & chemical pollution impacting Black communities, “fence-line communities” describing people who live right next door to polluting facilities.

We can no longer ignore the unfair price being asked of our world's poor and minority communities. We must prioritize sustainable development and poverty eradication by financing environmental justice and join local and community-led fights.

## Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

There was good news from the **Western Monarch Butterfly** tally in November 2022- 330,000 butterflies counted, up from 250,000 recorded in 2021 and the terrifying number of 2000 counted in 2020. This count was however before the devastating storms that hit California in this past January. It does encourage so many of us who are making efforts to provide habitats, eliminate or reduce use of pesticides, and plant milkweed for the continuation of this species. There are appeals to the US Fish & Wildlife to add Western Monarchs to the Endangered Species list, but because



they are not pollinators, just of a wonder of beauty in their miraculous annual migrations, it becomes a philosophical question.

Unfortunately, the **American Bumblebee** is on the brink of extinction and although the US Fish & Wildlife Service has acknowledged that the Bumblebee “may be warranted” for Endangered Species protections, there has been 16 months of study & no action as of today. Habitat loss, climate change, & widespread use of pesticides has decimated the population of our American Bumblebee- a 90% loss since 2000. In New York bumblebees have declined by 99%, in the Southeast & Midwest by 50%, and in Idaho, Maine, New Hampshire, North Dakota, Oregon, Rhode Island, Vermont, and Wyoming the American Bumblebee is non-existent. **“To survive unchecked threats of disease, habitat loss and pesticide poisoning, American bumblebees need the full protection of the Endangered Species Act right now.”** What we members of NFBPWC can do is for all of us to contact our representatives to push for the **US Fish & Wildlife Service** to immediately place the American Bumblebee on the Endangered Species Act. In your plea point out that because of Bumblebees varied diet, they are an important pollinator, essential for production of cultivated crops and for wild plant life. Secondly, leave rotten logs and pre-existing cavities like rodent burrows and areas of large grass bunches where these social insects live in colonies with workers and a single queen.

## Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Boulder Member

### Efficient Toilets Can Save Water

We folks that live in the southwest know that our mighty Colorado River is at dangerously low levels. So much so that the Hoover Dam, which provides electricity for over 40 million people, is in jeopardy. So water conservation is extremely important.

Swapping out your toilet for an efficient toilet can make a huge difference. Most toilets use about 19 - 24 gallons of water per day. Older toilets use 7 gallons per flush. Multiply that by millions of people and we'd be saving millions of gallons of water every day!



I received free efficient toilet from the city of Boulder about 6 years ago. I only had to pay \$50 for delivery. These advanced toilet systems use about 1.28 gallons per flush. Here are a couple of links:

Boulder, CO <https://bouldercountysustainability.org/water/>

Denver, CO and beyond rebates <https://www.denverwater.org/residential/rebates-andconservation-tips/residential-rebates>

If you're outside of these areas just do a Google search.

Go a step beyond by the old adage "When it's clear, leave it here. When it's brown, flush it down!"

### YOU ARE A PART OF THE SOLUTION!

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

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

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

## Health Committee Report

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

### Health Committee: 2021-2022, Where We've Been, and Where We're Going.

On February 11, 2023, six BPW members, including myself, (and more online!) attended Heart of a Women in Houston, Texas. What a special experience to be a part of a conference devoted to how a specific health issue affects women!

As many of you know, I am not a doctor. I practice community health (think population behavior change over a long period of time to improve health outcomes in the masses), and while I found just a couple portions of presentations to be a bit over my head, I did get a lot out of this conference and wanted to share my key takeaways.

1. The **"bikini approach" or "bikini medicine,"** is a dangerous path that our healthcare may take towards approaching heart disease in women. To learn more about this term, check out [this article](#) I found.
2. We should be spending more time **educating on heart disease prevention.** Women have a ten-fold greater risk of dying of heart disease than breast cancer (not to discount the seriousness of breast cancer). I believe we don't talk about it

enough, nor is there enough **digestible information** prevalent for women to take action on their heart health.

3. I need to lower my stress levels and so should you! There was **much emphasis on the impact of stress on the heart**, in several presentations, and shall we say, I was "scared straight!" Currently, taking a deep dive into my work and determining how I can lower my amount of stress. Update to follow if I determine an Earth-shattering solution.

As terrifying as some information was to learn, I did feel satisfied that there are things I can do, and we as Health Committee can do to contribute towards mitigating heart disease in women.

I invite all of you to join us in discussions on heart health and other health topics relevant to women:

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

---

*Health Committee Meets next on March 13, 2023 at 5:00 pm to 6:00 pm Pacific Time, and we invite all of you to join us in discussions on health and wellness-related issues.*

*Please email: [Health@NFBPWC.org](mailto:Health@NFBPWC.org) for meeting information.*

---

## Rapid Response Committee Report

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

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

I look forward to working with you.



## Small Business Committee Report

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

### “Your Business Season”

Was Presented by Guest Speaker **Brook Burns**  
on February 8, 2023

Did you know that businesses have seasons?  
Do you compare your business to the success of others?  
Perhaps you are simply in a different season!  
Learn how to identify your business season in this interactive, think and work session!  
Learn more about Brooke at <https://www.brooke-burns.com/>

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, February 8- 7 pm

*Brooke Burns*  
BEYOND COACHING



The Entrepreneur and Small Business committee would like to thank Brooke for presenting this very interesting and timely topic! If you were unable to attend, our meeting was recorded let us know if you are interested in viewing the meeting.



The topic for our meeting on March 8, 2023 at 7pm Eastern will be  
**"Business Cards, do we still need them?"**

Presented by Marsha Riibner-Cady.

We will be learning about the history of business cards, why or why not they are relevant today and look at some sample business cards. Below are some of Marsha's collection of business cards she has used through her career. Care to share your business cards with our group? Please send a picture of your business card to [smallbusiness@nfbpwc.org](mailto:smallbusiness@nfbpwc.org) if you would like to take part in the discussion no later than March 5, 2023.

Be sure to check out the NFBPWC Entrepreneur & Small Business (ESB) Committee page on the website, and the Blog Page for NFBPWC, as well as the NFBPWC Facebook page(s), and the NFBPWC Marketplace page.

ESB Page - <https://nfbpwc.org/entrepreneur-business-program>

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

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

NFBPWC Marketplace -

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

Do you have a topic you would like to present to our group? Please contact us at [smallbusiness@nfbpwc.org](mailto:smallbusiness@nfbpwc.org)!

Barbara Bozeman and Marsha Riibner-Cady  
 Entrepreneur and Small Business Chairs



## Women on the Move Committee Report

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

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

By: Nermin K. Ahmad

The Women on the Move (WOM) Committee is beginning to change how people think about migrant women – and the term is increasingly universal. We are using our work on the Committee on Migration representing civil society at the UN to ensure that we build awareness around the special needs of and opportunities which exist for business and professional women who move or relocate – for whatever reason. If you are interested in helping shape this effort, please visit the Committee page on [Nfbpwc.org](https://www.nfbpwc.org) for more information, and/or email [womenonthemove@nfbpwc.org](mailto:womenonthemove@nfbpwc.org). Please join us!

Women may need to move for a range of reasons, based on necessity, fear, for health reasons, for work, to follow spouses, or by choice. It seems less is in place to help them rapidly become established – and we are in 107 countries, well positioned to point them to useful, accessible resources that facilitate their transition and help them become established, productive, and avoid depression.

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

### Afghan Women Project:

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

### Let Us learn! Project

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

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



## Military Affiliated Women Committee Report



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

We have a space for you, here in NFBPWC! If you are affiliated with the military in any way, having served in one of the 6 branches, or are related by marriage, blood or just friendship! This is the space for you... Join me every **even month** – last Thursday – from 8-9 pm, EST – Our first gathering will be in the zoom room, February 22<sup>nd</sup>, 2023 - so look for the information and– sign up and we will see you there!

We will have a few door prizes – so stop on in and say, Hello! See you soon!

Always,

Alice Gallop West

## Social Media Committee Report



By: Suzette Cotto, NFBPWC Public Relations Chair

## Engage with NFBPWC on Social Media



Organization Page:

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



Group Page

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



Organization Page

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



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



<https://twitter.com/nfbpwc>



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

## March Highlights in US Women's History

### Celebrate Women's History Month and International Women's Day (March 8)

#### Find resources at:

- [Women's History Month](#)
- [International Women's Day](#)

#### March Highlights in US Women's History

- **March 1, 1978** – Women's History Week is first observed in Sonoma County, California
- **March 1, 1987** – Congress passes a resolution designating March as Women's History Month
- **March 2, 1903** – the Martha Washington Hotel opens in New York City, becoming the first hotel exclusively for women
- **March 3, 1913** – Women's Suffrage Parade in Washington, DC, where over 8000 women gathered to demand a constitutional amendment guaranteeing the right to vote
- **March 4, 1917** – Jeannette Rankin (R-MT) took her seat as the first female member of Congress
- **March 4, 1933** – Frances Perkins becomes United States Secretary of Labor, the first female member of the United States Cabinet
- **March 8** – International Women's Day, whose origins trace back to protests in the U.S. and Europe to honor and fight for the political rights for working women
- **March 8, 2014** – National Catholic Sisters Week [www.nationalcatholicsistersweek.org](http://www.nationalcatholicsistersweek.org) established to raise awareness of the contributions of Catholic sisters
- **March 12, 1912** – Juliette Gordon Low assembled 18 girls together in Savannah, Georgia, for the first-ever Girl Scout meeting
- **March 12, 1993** – Janet Reno is sworn in as the first woman U.S. Attorney General
- **March 13, 1986** – Susan Butcher won the first of 3 straight and 4 total Iditarod Trail Sled Dog Races in Alaska
- **March 17, 1910** – Camp Fire Girls is established as the first interracial, non-sectarian American organization for girls
- **March 17, 1917** – Loretta Perfectus Walsh became the first woman to join the navy and the first woman to officially join the military in a role other than a nurse
- **March 20, 1852** – Harriet Beecher Stowe's novel *Uncle Tom's Cabin* is published and becomes the best-selling book of the 19th century
- **March 21, 1986** – Debi Thomas becomes first African American woman to win the World Figure Skating Championship
- **March 23, 1917** – Virginia Woolf establishes the Hogarth Press with her husband, Leonard Woolf
- **March 31, 1888** – The National Council of Women of the U.S. is organized by Susan B. Anthony, Clara Barton, Julia Ward Howe, and Sojourner Truth, among others, the oldest non-sectarian women's organization in the U.S.
- **March 31, 1776** – Abigail Adams writes to her husband John who is helping to frame the Declaration of Independence and cautions, "Remember the ladies..."

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



## United Nations Report



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



[HTTPS://WWW.NFBPWC.ORG/UN-CSW](https://www.nfbpwc.org/UN-CSW)

## United Nations (UN) Sustainable Development Goals (SDG) Supported by BPW & Citizens' Climate Lobby (CCL)

Article submission by Marsha Riibner-Cady, NFBPWC President North Carolina

2-19-2023 by E. McKeown

All of the United Nations SDGs dove tail together to draw a road map to a brighter future for all with stabilization of our climate while improving human health and building a thriving economy. Those SDG listed below are the most pertinent shared goals:

**\*SDG #13 Take urgent action to combat climate change and it's impacts.** Citizens Climate Lobby (CCL) is an international organization with a local presence. We urge elected officials to enact laws that help to stabilize the climate. Learn more at <https://citizensclimatelobby.org/>

**\*SDG #1 End poverty in all forms.** Switching to clean, renewable energy is good for stabilization of our climate future while building a thriving economy. For example, the Southeast USA could have tremendous gains in a net-zero economy. <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/economic-cost-climate-change-turning-point.html>



**SDG #3 Ensure healthy lives, promote well-being for all ages.** Cleaner air from meeting America's Paris clean air targets would help avoid premature deaths and other reproductive, perinatal and children's health problems. <https://onlinelibrary.wiley.com/toc/13653016/2022/36/1>

**SDG #7 "Ensure access to affordable, reliable, sustainable and modern energy for all.** CCL supports electrification at home and in the workplace that can offer such energy. Use the link below to see how you can benefit from the transition to clean energy with rebates, lower utility bills and more. <https://www.rewiringamerica.org/app/ira-calculator>. CCL also supports [energyinnovationact.org](https://energyinnovationact.org).

**SDG#14 Conserve and sustainably use ocean/seas and marine resources for sustainable development.** Atlantic coast offshore wind energy is one way to achieve a brighter future, but we want to make sure we are properly considering the welfare of our marine and aerial wildlife. Learn more about Board of Ocean Energy Management (BOEM) extensive research at: <https://www.boem.gov/environment/environment>

**SDG # 15 Protect, restore and promote sustainable use of terrestrial ecosystems.** CCL supports expanding forests and climate-smart forestry & farming: Growing Climate Solutions: House Resolution (HR) 2820/Senate Bill (S.) 1251, Forest Act: HR 5508/S. 2950 learn more at: [www.congress.gov](https://www.congress.gov)

## International Relations Chair Report



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

Did you know that we have 6 BPW Clubs in Turkey and one in Syria?

Here is how you can help – a message from International President, Dr. Catherine Bosshart

Again, a catastrophic disaster strikes the human beings, the earthquake in Turkey and Syria. The images of

destruction are horrific and do not let one rest. Our thoughts are with the people in the disaster area who survived the earthquake, but now have to live on in great hardship and severely traumatized.

BPW International has 6 clubs in Turkey and 1 club in Syria. We are helping in close cooperation with the BPW Clubs in the region, and we are in contact with the club representatives. We plan with them the help with the BPW Donations. It is still unclear how we will be able to help. However, the BPW on the ground guarantee that our help will reach where we want it to and that it will bring what is needed.

Thank you all for your generosity.

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

For information on how to make a donation, please go to the International website <https://www.bpw-international.org/>.

While I was in St. Kitts, Regional Coordinator for Europe, Anu Viks was giving us pins. Here is a picture of the pin.



## BPW International News – President Dr. Catherine Bosshart

### BPW International Help “Earthquake Turkey and Syria”



BPW International collects for the earthquake victims in Turkey and helps with the BPW Clubs on site.

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

great hardship and severely traumatized.

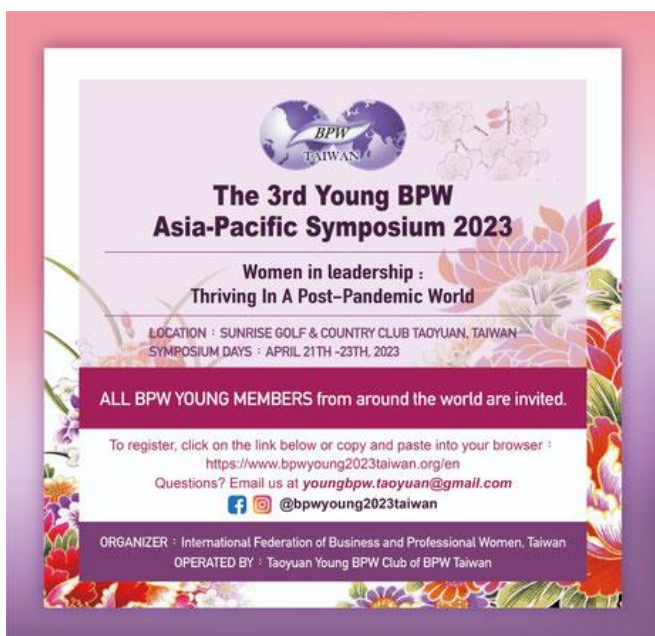
BPW International has 6 clubs in Turkey and 1 club in Syria. We are helping in close cooperation with the BPW Clubs in the region, and we are in contact with the club representatives. We plan with them the help with the BPW Donations. It is still unclear how we will be able to help. However, the BPW on the ground guarantee that our help will reach where we want it to and that it will bring what is needed.

Thank you all for your generosity.

*Dr. Catherine Bosshart, BPW International President 2021-2024 (February 11, 2023 Message)*

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

### BPW International 3<sup>rd</sup> Young BPW Asia Pacific Symposium



Women in leadership: Thriving In A Post-Pandemic World  
**21 April 2023 to 23 April 2023**

Sunrise Gold & Country Club, Taoyuan, Taiwan

Organizer: BPW Taiwan and Young BPW Taoyuan, Taiwan  
**Links**

- > [Information Flyer](#)
- > [Registration](#)
- > [E-mail for Questions](#)
- > [Info on Events](#)

#### Deadlines

- > Early Bird - February 15, 2023 - USD 350
- > Regular - March 31, 2023 - USD 450
- > Late - April 21, 2023 - USD 500

# State Federation & Clubs News

## NFBPWC Arizona

### Executive Committee:

Theresa Dolan                      President

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

## NFBPWC California Federation

### Executive Committee 2022-2023:

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

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

By: Bessie Hironimus, California Federation President

## NFBPWC Colorado Federation

### Executive Committee 2022-2023:

Evie Hudak	President
Linda Sue Shirkey, BPW Cherry Creek	1 <sup>st</sup> Vice President
Angie Layton, BPW Northwest Metro	2 <sup>nd</sup> 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

Our annual Midyear Convention and Legislative Conference on Feb. 11 was awesome!  
Here are some details:



### At the Legislative Conference:

- We reviewed the process that BPW Colorado uses to take positions on issues. Part of this included an explanation that generally BPW does not advocate directly on bills, but relies on the Women's Lobby of Colorado – of which we are a member – to do lobbying for us. However, once in a while we do have a priority bill. This year that bill is SB 23-105, Ensure Equal Pay for Equal Work. We mentioned that we sent out an Action Alert to our members about how they can individually advocate for the passage of this bill.
- We reviewed the changes that NFBPWC made to their Advocacy Platform and considered how those might be incorporated into BPW Colorado's Platform. [See notes from the Business Meeting as to how we voted on that.]
- We had a presentation by Ashley Wheeland of the Women's Lobby of Colorado talking about what women's legislation has been introduced already and others that we are expecting during the current session of the Colorado General Assembly.



- We had a presentation by Dani Newsum of Cobalt Colorado (formerly the Colorado chapter of the National Abortion Rights Action League) about how our state is fairing since the Supreme Court's Dobbs decision to revoke Roe vs. Wade. Cobalt is part of the Colorado Reproductive Rights Coalition and is working on a package of bills, "Safe Access to Protected Healthcare":
  - One to protect patients and providers receiving reproductive care in Colorado from out-of-state threats.
  - One to target the deceptive practices of anti-abortion "crisis centers" that outnumber abortion providers in the state 20 to 1.
  - One to ensure that there is insurance coverage for protected services.



### At the Business Meeting:

- We had brief updates from our state officers, three visiting officers from NFBPWC, a representative of CWEF, our committee chairs, and our chapter presidents.
- We voted on the following changes/additions to our Advocacy Platform:
  1. Add the following to the Economic Equity & Justice portion of the Platform: "DISALLOW FORCED ARBITRATION AS A SOLE MEANS OF DISPUTE RESOLUTION."



2. Amend the following plank in the Health Equity & Justice portion of the Platform as follows:  
“Access to affordable care for all, ESPECIALLY reproductive healthcare, including contraception and legal abortion care.”
  1. Amend the following plank in the Human Rights portion of the Platform as follows: “Support equal treatment of and end discrimination against ALL women, ESPECIALLY BIPOC (black, indigenous, and people of color), minority, and marginalized women.”
- We had 3 volunteers for the Nominations Committee, to be chaired by Cynthia Wieme.



At the Symposium:



- The first workshop was “Using Social Media” presented by Joyce Feustel.



- The second workshop was “Growing Your Membership” presented by Kathy Kelly.



## NFBPWC South Florida

### Executive Committee 2021-2023:

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

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

## NFBPWC Michigan

### Executive Committee 2022-2023:

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

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

## NFBPWC New York City

### Executive Committee:

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



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

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

We are excited to see the evolution of our programs – in March, not only will we have a post-CSW meet up to discuss what we have learned and what we need to do, but we intend to mark each day by paying respect to outstanding women, who have led the way for all of us.

Our Financial Freedom: Introduction to Investment event went very well, and will be followed by two more events, intended to help business and professional women own their investment strategies.

Our Executive Committee deemed it better to have a post-CSW event given the return to more in-person activities. This zoom event will be focused on what we learned, what surprised us, and what is still missing. Please look out for our invitation!

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

## NFBPWC North Carolina

### Executive Committee:

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



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

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

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

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

Meeting ID: 830 7033 2328

Passcode: 612268

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

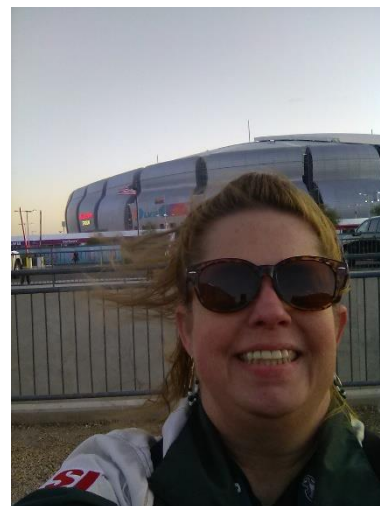
On February 16, 2023, our speaker was Elaine McKeown who shared her environmental advocacy with us. Please see her article attached below Thank you Elaine for sharing your passion for the environment with us.

Our March 16, 2023, meeting will focus on our members sharing, our own brand of happy hour, and of course the wearing of the green. Please register at [www.nfbpwc.org](http://www.nfbpwc.org) and join us. Everyone is welcome!



### What are our NC members doing?

This February, Dr. Jo Naylor, lifetime Philadelphia Eagles fan (51 years) tailgated at Super Bowl LVII in Glendale, Arizona. Here she is pictured on the right in front of the Super Bowl Stadium. She drove solo from Provo, Utah to Glendale, AZ to support her EAGLES!!! She met many fans from ALL NFL teams and was able to celebrate the exciting plays and atmosphere that comes along with a Super Bowl. Unfortunately, the Philadelphia Eagles lost by a field goal in a well fought game.



And don't forget Jo's Etsy store at <https://www.etsy.com/shop/Ioniquas?coupon=BPW22>

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

By the time this hits the press, Alice will have held her Military Affiliated Women's meet and greet on February 22. Contact Alice at military [women@nfbpwc.org](mailto:women@nfbpwc.org) for more information.

Beads and Bangles and Feathers, oh my!

Barbara Bozeman - aka Sister #8523 of Sisters on the Fly(SOTF), participated with 11 other SOTF Sisters in the Mardi Gras Parade in New Bern, North Carolina on February 18th. Sisters on the Fly offers empowerment and sisterhood through exceptional outdoor adventures - and operates with the credo of "We Have More Fun than Anyone!" ([sistersonthefly.com](http://sistersonthefly.com))



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

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

#### Notable upcoming events for *Pioneers in Skirts* ([www.PioneersinSkirts.com](http://www.PioneersinSkirts.com))

- **SXSW-EDU:** International Women's Day (**March 8**) screening (in Austin Texas) with a post-screening event titled: *Using The Power Of Film To Encourage An Honest Dialogue About Ambition & Careers*. Ashley and Lea-Ann will go on stage with 2 educators who have already screened the film to their students. They will answer questions about the making of the movie as well as talk about how to use the power of this film to positively interact with and influence students.
- **University of Southern California:** **March 23** screening with a post-screening event titled: *The Current State of Female Directors in Hollywood*. Up-and-coming female directors will share their experiences as they work to achieve their career dreams, topic experts will share the latest 'Women in Film' studies.

Marsha was a guest speaker at the February Virtual Club meeting. Since February was heart month her topic was "What are you gonna do?" She shared what to do when there is a medical emergency focusing on Heart-related emergencies. Check out her website at [www.cadycprsolutions.com](http://www.cadycprsolutions.com)

Happy St. Pat's Day and Women's History month!

### March is Women's History Month

NFBPWC - North Carolina recognizes

**Susie Marshall Sharp**



(1907 – 1996)

First woman judge in North Carolina (1949)

First woman elected chief justice of a state supreme court (1975)





## 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>

Article submission by: Cathy Collins, President

The Pennsylvania Affiliate Chapter held our first meeting of the New Year on January 15, 2023. Our second meeting was held on February 21, 2023. I am pleased to announce that we are 23 members strong which includes 7 new members in 2022.

Our goals this year include increasing membership and promoting our Affiliate Chapter through increased visibility. In order to increase visibility we are placing an ad in the 2023 National Women's History Alliance publication. Additionally, we are sponsoring a vendor table at the BPW/PA State Convention in June 2023. Pamphlets, book markers, Membership Applications, and other information will be available with members on hand to promote membership recruitment. Several of our members plan to attend the BPW/PA Board Meeting on March 4, 2023, and will promote membership for the PA Affiliate Chapter.

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.

Lilly Gioia, PA Affiliate Chapter Legislation/Advocacy Chair continues to provide the members with the latest legislation issues and Pennsylvania happenings affecting women. We are grateful for all her research and in-depth analysis.

PA Affiliate Chapter member Amanda Owen, Executive Director, Justice Bell.org is researching the possibility of working together with her organization to provide a Zoom program in August around Women's Equality Day. More to come!

Members have been encouraged to continue to review the NFBPWC Website and newsletters. Three members (Cathy Collins, Nancy Werner, and Lilly Gioia) attended the National Board Meeting on January 24, 2023.

## Pennsylvania Advocacy Report

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

### LANDMARK COURT RULING FINDS PA SCHOOL FUNDING UNCONSTITUTIONAL:

In a nearly 800-page blockbuster decision, Commonwealth Court Judge Renee Cohn Jubelirer ruled that the Pennsylvania General Assembly has not fulfilled its legal constitutional mandate to provide a "thorough and efficient" education system. The present funding system deprives students in school districts with low property values and incomes of the same resources and opportunities as children in wealthier ones. This marks the beginning for officials to change how the state pays for education. Among 50 states allocating education funds, Pennsylvania ranks 43<sup>rd</sup>. During last year's four-month trial the Public Interest Law Center and Education Law Center represented plaintiffs from six school districts, the NAACP and the Pennsylvania Association of Rural



and Small Schools. Evidence at trial proved that state schools are underfunded by \$4.6 billion, an estimate that does not account for Special Education, according to a 2/8/23 Associated Press report.

Testimony by educators and former state education officials, outlined how deteriorating buildings and overcrowded classrooms have affected students – using lower test scores as proof – compared to those in better-funded districts. Lawyers for defendant Republican legislative leaders argued that the General Assembly ultimately gets to decide education funding, saying that if voters are unhappy, they can remedy the issue at the ballot box. They also questioned whether districts spent money effectively – noting that schools could consolidate athletic programs rather than cut staff or purchase cheaper technology.

In 2016 Pennsylvania passed a Fair Funding Formula that determined funding allocations across the state's 500 school districts, but the new system only applied to new funds. It also used outdated population numbers. In practice, this deprived schools in the eastern half of the state, which is growing, and kept money in western school districts which are shrinking. Public Interest Law Center attorney Dan Urevick-Ackelsberg said that running all state education funding through the Fair Funding Formula is not enough to fix the funding system. He compared distributing money according to that formula, to “rearranging the deck chairs on the Titanic. There is not enough funding in the system.”

Montgomery County Rep. Matt Bradford told the PA Capital Star that “This is a tremendous opportunity not only for students who have been short-changed” of a constitutionally appropriate education, “but also the property taxpayers who have borne the brunt” of Harrisburg’s failure to appropriately fund education. The petitioners in the case did not ask for a specific dollar amount. Instead, they asked the court to order the General Assembly to implement a new system to pay for public education.

Bruce Baker, University of Miami Education Professor and researcher of public school financing, told the AP Pennsylvania is the most inequitable state for school funding, along with Illinois. The cost of addressing substantial disparities will be high compared to other states because it means dealing with huge gaps involving big school districts like Philadelphia, Allentown, Scranton and Reading. An appeal is possible within 30 days. Judge Cohn Jubelirer did not direct the legislature on how much aid to distribute, or how, or give a deadline.

#### PROPOSED RULE COULD LOWER CREDIT CARD LATE FEES:

Currently credit card companies charge up to \$41 in late fees, but a new proposed rule by the Consumer Finance Protection Bureau (CFPB) will cap late fees at \$8. CFPB Director Rohit Chopra said penalties are charged for “no purpose beyond padding the credit card companies’ profits.” The new CFPB rule will amend the Credit Card Accountability Responsibility and Disclosure Act of 2009 where a loophole states only that late fees must be “reasonable and proportional.” The CFPB assesses that credit card companies bring in about \$12 billion in late fees annually. The new rule could shrink that by as much as \$9 billion annually. Aaron Klein, senior fellow in economic studies at the Brookings Institution, noted that the rule does not need Congressional approval. He doesn’t expect it to go into effect and be felt by consumers until 2024 due to the lengthy process rules undergo including a public comment period. It is possible that the banking industry will take legal action to fight the rule which could delay its implementation.

Credit card debt rose by 18.5% in the past year, shooting up to \$930.6 billion, a record amount, according to the credit reporting agency TransUnion. The average credit card rate was 19.95% as of 2/1/23, the highest since the financial services company began tracking them in 1985. A March 2022 CFPB report on late fees found that the average late fee was \$31 with repeat late fees at \$36 on average. Aaron Klein noted that late fees are a large cost to consumers on the margin... “People facing greater economic difficulty and hardship pay more in fees. For folks who are living paycheck to paycheck, and sometimes that paycheck comes a day or two after the credit card bill is due, these late fees really add up and put a much greater squeeze on those living on the razor’s edge.” How many working single moms living on the edge are we talking about here?

#### SHARP RISE IN MATERNAL MORTALITY DURING THE PANDEMIC:

Maternal health is widely seen as a key indicator of a society’s overall well-being. Even before the pandemic hit, the United States was the most dangerous place in the industrialized world to have a baby, with the greatest

risks concentrated in Black and Native American communities. Pregnant women and new mothers died in sharply increasing numbers during the pandemic, and not just because of a rise in medical complications that may accompany pregnancy and childbirth, Roni Rabin reported in the New York Times. An even greater toll was exacted by other causes, like drug overdoses, homicides and car accidents, according to a January 2023 study published in the Journal of the American Medical Association Network Open.

Associate professor of public health at University of Texas San Antonio, Dr. Jeffrey T. Howard said, “It is really heartbreaking to see. There is definitely a problem in our country for women who are either pregnant or in the postpartum period, who are vulnerable and under a lot of stress. We are failing these women as a society and failing their children.” Dr. Howard and his colleagues analyzed death certificates which list the underlying cause of death and include a pregnancy checkbox. The certificates ask not only whether the deceased was pregnant at the time of her death, but whether she had been pregnant during the six weeks beforehand or at any point during the previous year. In 2020 there were increases in deaths related to pregnancy complications, as well as deaths from other causes. Drugs, motor vehicle collisions, homicides and suicides were the most common of these. Experts at the Centers for Disease Control and Prevention say that the vast majority of maternal deaths—some 80 percent—are preventable.

Native Americans were particularly vulnerable. High rates of Type 2 diabetes, obesity and susceptibility to Covid contributed to pregnancy complications. In addition, starting prenatal care late in pregnancy due to inability to afford medical care worsen serious conditions as preterm labor, hemorrhaging or bleeding, and pre-eclampsia or high blood pressure related to pregnancy.

#### POST-ROE OVER \$89 MILLION NOW FUNDS ANTI-ABORTION CENTERS:

Ashley Underwood, director of Equity Forward, a reproductive rights watchdog organization, told the PA Capital Star that anti-abortion “clinics” are a “major problem” across the country in the post-Roe era. In more than a dozen states, including Pennsylvania, more than \$89 million in public funds have been allocated to Anti-Abortion Centers (AAC’s) also called Crisis Pregnancy Centers (CPC’s). These organizations provide non-medical prenatal services and abortion alternatives to pregnant people. Underwood said that rural communities are especially vulnerable to misleading messaging from Anti-Abortion Centers due to the lack of licensed maternity care facilities, including obstetrics and gynecology in rural regions of the country. She expressed concern that clients aren’t being provided accurate information about their reproductive care options.

Nationally, March of Dimes research found that more than 2.2 million women of childbearing age live in “maternity care deserts.” Just 17 Pennsylvania healthcare facilities provide abortion services, 14 of which are Planned Parenthood affiliates, compared to the 160 Anti-Abortion Centers across the commonwealth. In September 2022 state and congressional hearings saw lawmakers question how the “clinics/AAC’s” used patient data, spent funds and engaged with clients. They raised concerns about deceptive practices. The commonwealth is one of seven states to supply Anti-Abortion Centers with monetary support from a combination of state funds and federal Temporary Assistance to Needy Families (TANF) welfare funds. Pennsylvania’s AAC’s were recently allocated more than \$7.2 million in public funds, including \$6,263,000 in state appropriations and \$1 million in TANF funds intended for needy families.

#### WOMEN MARCH ON 50<sup>TH</sup> ANNIVERSARY OF ROE V. WADE RULING:

In dozens of cities nationwide from Honolulu to Hartford, thousands participated in Women’s Marches where state legislators are making new laws affecting women’s health care. Women’s March Executive Director Rachael O’Leary Carmona said, “All the fights for the years to come will be at the state level.” The Women’s March leadership intends to build infrastructure in the states now for the next election in two years, Carmona told the New York Times. The pandemic limited the ability of the Women’s March to hold events and draw crowds, but since the shock of the Roe decision, organizers see new energy propelling the movement with strong showings at events in 2023. The marquee event was held in Madison, Wisconsin where thousands of women bundled in coats and pink hats marched down State Street. About 200 actions in 46 states led national organizers to place prime importance now on state politics. The Women’s March protests began in 2017 following the election of Donald Trump.

Marchers gathered in Dallas, Boston and Tallahassee Florida where Vice President Kamala Harris spoke denouncing “extremist Republicans” abortion restrictions and forcing health care providers “to risk going to jail for just doing their job. Can we truly be free if a woman cannot make decisions about her own body? Can we truly be free if a doctor cannot care for her patients?” Vice President Harris said.

On what would have been the 50<sup>th</sup> anniversary of the Supreme Court’s landmark Roe v. Wade decision, the abortion rights supporters across the country demonstrated just two days after the annual anti-abortion March for Life returned to Washington, according to a HuffPost report. Simultaneously, the White House took executive action to protect medication abortion in the face of growing reproductive state level health restrictions. President Joe Biden’s memorandum directs the Health and Human Services (HHS) secretary, in consultation with the attorney general and the Homeland Security secretary to consider new guidance to protect patients and health care providers. It directs the HHS secretary to ensure that patients are protected from harassment, threats or violence while trying to access legal reproductive care, including medication abortion.

#### THE NEXT ABORTION TARGET – DRUGSTORE CHAINS:

At a 1/26/23 Walgreens California shareholders’ meeting about 80 anti-abortion activists with the organization Live Action showed up to protest the company’s decision to distribute pills used to terminate a pregnancy. Bloomberg Businessweek’s 2/6/23 issue reported that 100 protests in early February across the country were planned by the group Progressive Anti-Abortion Uprising. In states where prescriptions for abortion pills are legally filled, drugstore operators CVS Health Corp., Rite Aid Corp. and Walgreens can expect protestors. A Valentine’s Day demonstration at Walgreens headquarters outside Chicago was called for by Student’s for Life. They also declared March 4<sup>th</sup> as a day of protest against the three major pharmacy chains planning to dispense abortion medications. Big drugstore chains are now the new battleground in the abortion rights fight. Medication abortion accounts for 54% of all US abortion, according to preliminary 2022 data from the Guttmacher Institute though the FDA’s authority to regulate mifepristone is being tested in Texas federal court. Businessweek suggests that big drug chains are going to remain in the hot seat over abortion pill access.

#### PENNSYLVANIA HOUSE FINALLY CONVENES FOR 2023-2024 SESSION:

After February 7<sup>th</sup> Special Elections filled three vacant seats with Democratic Representatives, House Speaker, Rep. Mark Rozzi, called for the adoption of new operating Rules beginning 2/21/23. Lawmakers face important debates beginning with providing additional and more equitable education funding after a landmark Commonwealth Court ruling found Pennsylvania practices “unconstitutional.” A constitutional amendment extending the statute of limitations for prosecution of criminals who sexually assaulted children is a high priority, as is increasing Pennsylvania’s poverty-level \$7.25 minimum wage with Democrats now in control of the House.

The PA Capital Star’s 2/9/23 report stressed that retired teachers and state employees have not received a cost-of-living adjustment in 20 years. Democrats propose boosting pension benefits during the fiscal year that ends June 30 and to tie future hikes to inflationary increases. A public hearing on this issue is scheduled at the end of March. The average PA retiree receives \$24,226.56 per year. Meanwhile as usual, without voting, Harrisburg lawmakers all received their annual automatic pay raises. Their cost-of-living inflationary increase came to \$103,600. Senator Kristin Phillips-Hill (R-York) wants lobbying reform. “No paid lobbyist should be able to also have an inside track in advising state agencies, commissions and schools on matters that may pose as a conflict of interest,” Phillips-Hill wrote in a memo seeking her colleagues’ support. Senate Democrats announced plans for legislation to address gun-related safety measures, including a proposed assault weapons ban, universal background checks and storage requirements for firearms.

Several proposals on reproductive rights will be considered in coming months including a bill to prohibit health plans, healthcare clearinghouses and healthcare providers from disclosing information about a person’s reproductive health services without the patient’s written consent. Much will depend on the priorities of newly elected Governor Josh Shapiro to be revealed in his upcoming Budget address to the Legislature.

### TAX TIME & JOBS AT THE INTERNAL REVENUE SERVICE:

A first order of business for the 2023 Republican-controlled House of Representatives was to claw back over \$80 billion in funding to an agency struggling to make up for years of budget cuts, the I.R.S. New funding approved in 2022 and promised over the coming decade, still amounts to little more than a lifeline for an agency eviscerated by years of funding cuts, according to Bloomberg Businessweek. Since 2010 the IRS has lost more than 23,000 workers and is projected to shed an additional 50,000 in the next five years to retirements. Many of the losses have come from departments that help enforce tax laws and assist taxpayers. Investments in the Inflation Reduction Act (IRA) signed by President Joe Biden on 8/16/22 could take years to show results while the agency rebuilds. IRS funding—or the lack thereof—has been one of the most under-the-radar political fights in Washington over the past decade, Businessweek noted.

GOP members of Congress were successful in enforcing waves of budget cuts when they controlled both the House and Senate. Some refunds took years to process. In time only 11% of calls to the IRS would reach a human customer service representative. Even as it struggled to keep up, the agency was assigned fresh tasks, including implementing the 2017 Republican tax law and distributing three rounds of stimulus payments during the pandemic. Complaints about awful service reached a fever pitch in 2020. This forced lawmakers to reckon with rebuilding the diminished agency. Some Republicans came to agree with Democrats on the principle that the IRS needed more money.

Mark Everson, IRS commissioner under President George W. Bush, says some Americans view the IRS with skepticism or even hostility which can make it difficult to recruit. He says that perspective is misguided because the agency is staffed by civil servants who perform tasks essential to running the government. Even after the IRS gets new employees in the door, it will take time to train them to handle the complicated tax returns of high earners. Treasury Secretary Janet Yellen says the highest earners will be the focus of new audit teams. The IRS and Democrats have moved to reassure Americans that the additional audit activity will affect only those making \$400,000 or more and that the additional staff includes a range of positions—not just enforcement officials. “This is funding for answering phone calls and upgrading computer systems,” Senate Finance Committee Chairman Ron Wyden (D/OR) said. Audits on Americans reporting \$5 million or more in annual income fell to a rate of 2.35% in 2019 from 16% a decade earlier, according to the Government Accountability Office. Those who do follow the law have nothing to fear. The public should welcome a better funded IRS, because it means taxpayers will be able to get through with questions and it’s good for the US budget. It deters would-be tax cheats, Businessweek reporters Laura Davison and David Ingold write. Unless and until there is a Republican-controlled Senate, House and White House, efforts to claw back the infusion of additional resources to improve IRS services is a non-starter.

## NFBPWC Paso Del Norte

### **Executive Committee:**

Lourdes Reynes                      President

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



## NFBPWC Virtual Club

### Executive Committee:

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

For more information, you can visit the website at: <https://www.nfbpwc.org/Virtual>  
Or email: [virtual@nfbpwc.org](mailto:virtual@nfbpwc.org)

### VIRTUAL CHAPTER BRIEF



Recognizing February as Heart Health Month, the Virtual Club welcomed Marsha Riibner-Cady of Cady CPR Solutions who gave a wonderful presentation:  
**"What Are You Gonna Do?"**  
on February 15<sup>th</sup>.

The presentation gave a great insight into what to do in the event of heart-related emergencies.

Sandy Thompson will be the speaker at our March Virtual Club event:

#### *PARLIAMENTARY PROCEDURE - ENSURING INCLUSIVENESS AND FAIRNESS*

A well-run meeting is where all views matter, time is used wisely, and business is conducted effectively. Learn to use standard processes, techniques and functions to participate and manage meetings that ensure efficiency, inclusiveness, fairness, and clear results.

Length: 30-45 mins



This program is one of the many topics available through the NFBPWC L3 program (Lifelong Leadership and Learning).

The Virtual Club event for March will be held on March 15<sup>th</sup> - at 8pm EST.  
Registration is available on the events page of the NFBPWC website.



Our members who will be celebrating their special day in March:  
Michele Guarino \* Cyndi McCabe \* Brittany Dottolo  
Carmen Vincent \* Kalee Carmel \* Erica Weitman \* Joyce Turner  
Best wishes to all!



## Virtual Club | NFBPWC Benefits

### NFBPWC Virtual:

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

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

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


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

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

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

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

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



NFBPWC is looking for your submissions for the next Magazine.

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

Submission Deadline for the April Magazine is Friday, March 24th at 5:00 pm  
Mountain Time

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

@VestaBlueStudio

## Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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



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

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

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

### Economic Equity and Justice

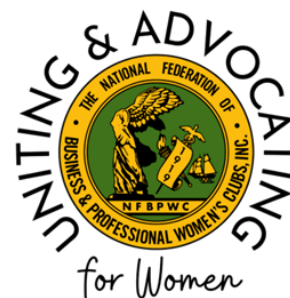
- Access to pay equity and retirement equity
- Access to education, training, and promotional opportunities
- Access to equal opportunities in the workplace and corporate boards
- Access to women business enterprise procurement process
- Access to quality, affordable dependent care (child, elderly or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

### Health Equity and Justice

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

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

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



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

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

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

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

## Our NFBPWC Heritage



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

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

## Our Ambitions

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

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

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

### Benefits of Affiliation

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

### Individual Benefits

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

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

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

[www.NFBPWC.ORG](http://www.NFBPWC.ORG)



# LADIES, YOUR HEALTH IS IMPORTANT!

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



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

## GOOD HEALTH PROGRAM FEATURES:



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



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



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



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



Save on generic drugs and brand name prescriptions

See the reverse side for more plan information.



## What's Included in this plan?

### Telemedicine

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

### Mental Wellness

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

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

### Dental Care

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

### Vision Care

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

***This plan is not insurance.***

*Not available in WA.*

### Prescriptions

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

## Plan Options

 **Member Only**  
\$16.00 / month

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

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

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

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

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