

NFBPWC Magazine

MAY 2023 ISSUE



"Rosie the Riveter" Debuts May 29, 1943



Nurses' Week May 6-12



Mother's Day May 14

In This Issue

<u>Events</u>	2
<u>About NFBPWC</u>	3
<u>President's Message</u> – Megan Shellman-Rickard	4
<u>Membership News</u> – Kathy Kelly	5
<u>Advocacy Report</u> – Daneene Rusnak	6
<u>LGBTQ+ Team Report</u> – Susan Oser	9
<u>ERA Team Report</u> – Nancy Werner	10
<u>Secretary Report</u> – Sondra Nunez	11
<u>Young BPW</u> – Emily VanVleck	12
<u>Immediate Past President Report</u> – Sandra Thompson	13
<u>Justice, Equity, Diversity and Inclusion Report</u>	14
<u>Environment Report</u> – Marikay Shellman	16
<u>Bring Back the Pollinators</u> – Marikay Shellman	17
<u>Zero Waste Initiative</u> – Laurie Dameron	18
<u>Health Committee Report</u> – Keri Hess Laursen	19
<u>Rapid Response Committee</u> – Susan E. Oser	19
<u>Small Business Committee</u> – Marsha Riibner-Cady	19
<u>"Is Effective Communication Just for Business Owners,"</u> by Marsha Riibner-Cady	20
<u>Women on the Move Committee</u> – Nermin K. Ahmad & Sher Singh	21
<u>Military Affiliated Women Committee</u> – Alice Gallop West	23
<u>Social Media Committee</u> – Suzette Cotto	24
<u>United Nations Report</u> – Susan O'Malley	26
<u>International Relations Report</u> – Sandra Thompson	26
<u>BPW International News – President Dr. Catherine Bosshart</u>	27
<u>BPW International Congress, Mar del Plata</u>	28
<u>BPW International's Standing Committee United Nations</u>	28
<u>BPW International's Task Force "Child Marriage Prevention"</u>	29
NFBPWC <u>Arizona</u>	30
NFBPWC <u>California</u> Federation	30
NFBPWC <u>Colorado</u> Federation	32
<u>"Collaborating to Eradicate Human Trafficking,"</u> by Sharon Simmons	33
NFBPWC <u>Florida</u> Affiliate	35
NFBPWC <u>Michigan</u>	36
NFBPWC <u>New York</u> City	36
NFBPWC <u>North Carolina</u>	37
<u>Pennsylvania</u> Affiliate Chapter	39
<u>PA Advocacy Report</u> – Lilly Gioia	40
NFBPWC <u>El Paso Del Norte</u>	43
NFBPWC <u>Virtual Club</u>	43
<u>Virtual Club NFBPWC Benefits</u>	45
<u>Advertising Opportunities</u> with NFBPWC	46
NFBPWC <u>Advocacy Platform</u>	48
<u>Benefits of Connecting with NFBPWC</u>	49

**Submission Deadline for the June
Magazine is Tuesday, May 23rd at 5:00 pm
Mountain Time**

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

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

National Events

May 2, 2023

4:00 pm PST / 7:00 pm EST

"What is Period Poverty?"

Young BPW, Advocacy and Health Committees (Public Welcome)

<https://nfbpwc.org/event-5245533>

May 4, 2023

5:00 pm PST / 8:00 pm EST

"Violence Against Women Under the Light of Justice"

Justice Diversity Equity and Inclusion Committee (Public Welcome)

<https://nfbpwc.org/event-5245533>

May 9, 2023

2nd Tuesday of the Month

4:00 pm PST / 7:00 pm EST

Young BPW Committee Meeting (Young BPW Members Only)

<https://nfbpwc.org/event-5263813>

May 10, 2023

2nd Wednesdays of the Month

4:00 pm PST / 7:00 pm EST

"Marketing your Business or Now that I have this Business, How am I Going to Tell the World?"

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

<https://nfbpwc.org/event-4962118>

May 11, 2023

2nd Thursdays of the Month

4:00 pm PST / 7:00 pm EST

Advocacy Committee Meeting (BPW Members Only)

<https://nfbpwc.org/event-4973890>

May 17, 2023

5:00 pm PST / 8:00 pm EST

"Your Business Season" by Brooke Burns

Virtual Chapter (Public Welcome)

<https://nfbpwc.org/event-5263017>

1st and 3rd Mondays of the Month

5:00 pm PST / 8:00 pm EST

Membership Committee Meeting

Email for info: VPMembership@NFBPWC.org

2nd Monday of the Month

Health Committee Meeting

Email for info: Health@NFBPWC.org

4th Monday of the Month

4:30 pm PST / 7:30 pm EST

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

1st Wednesdays of the Month

2:00 pm PST / 5:00 pm EST

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

Email for info: DigitalTraining@NFBPWC.org

2nd and 4th Fridays of the Month

8:30 am PST / 11:30 am EST

L3 Committee Meeting

Email for info: L3Chair@NFBPWC.org

Last Thursday of Every Other Month (June, August)

Connecting NFBPWC Committees

2:00 pm PST / 5:00 pm EST

Hosted by Young BPW Chair, Emily VanVleck

Regional Events

May 18, 2023

5:00 pm PST / 8:00 pm EST

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

<https://nfbpwc.org/event-49738759>

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, Valentina Solarin, Virtual
Nominations, Manjul Batra, California
Public Relations, Suzette Cotto, NFBPWC Virtual
Rapid Response, Sue E. Oser, Michigan
Small Business, Marsha Riibner-Cady, North Carolina
Women on the Move, Nermin Ahmad, NYC

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

Special Committees/Taskforces:

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

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

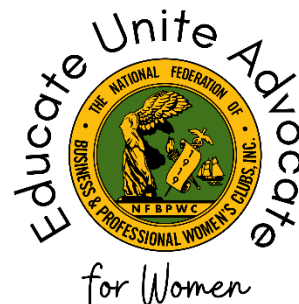
President's Message



Equal Rights Amendment

The Equal Rights Amendment (ERA) remains at the top of our advocacy platform with the following statement:

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."



Many of us held out hope that April 27, 2023, would be the day that the S.J. Res. 4 would declare the ERA ratified and valid. Despite polls showing that 83% of Americans believe that it should be incorporated into the U.S. Constitution (https://www.americanbar.org/content/dam/aba/administrative/public_education/2020-survey-civ-lit-full-report.pdf), S.J. Res. 4 did not pass, and the ERA was not brought to the floor for debate and a vote. As a non-partisan organization, NFBPWC does not endorse any one party over another, and yet, women's rights are not equally supported by all politicians. Please take a moment to participate in our campaign to contact our representatives, *Equality Has No Deadline!* The fight continues, despite the failure of S.J. Res. 4. Women, especially those represented by senators who voted against the ERA, can have the most impact. Please take a moment to tell your representatives that you support the ERA.

Our organization continues to develop the professional, business, and leadership potential of women at all levels. In order to fulfill our mission at its highest level, it is imperative that Equal Rights are guaranteed in the United States Constitution. The Executive Committee and Board of Directors continue our work to elevate this goal. We are open to collaboration and partnerships as we strive for the success of the ERA. Thank you to all the members who continue to participate in conversations about the ERA at all levels. We have been working towards the goal of Equal Rights as an organization for over 100 years and we will continue the fight together. Please share your thoughts and ideas on how we can better represent ourselves and our efforts in regard to the ERA with the Executive Committee and thank you for your continued support.

Please remember, you have an opportunity to provide constructive input and to find your own unique path in this organization. This is a chance to develop your potential, and that of NFBPWC, in a safe and welcoming space. Please continue to bring your ideas, projects, and your own light forward. Let us celebrate our successes as individuals and as an organization! NFBPWC is truly living our theme for this biennium: Cultivate Connections, Create Community. Sending personal wishes of celebration, health, and progress around the globe

Kind Regards,

Megan Shellman-Rickard
NBPWC President
2020-2024

1st Vice President Membership News



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

WELCOME NEW MEMBERS!

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



Kelle Hand	Colorado
Yetunde Teriba	Illinois
Nina York	Atlanta GA
Amber Farley	Tennessee
Elizabeth Mills	North Carolina

And WELCOME BACK to renewing members!

Larissa Miller	North Carolina
Angie Jackson-Wilson	Louisiana
Sara Tracy	New Hampshire
Zohal Wali	Arizona

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

BPW HERITAGE CONVENTIONS - Can you help us?

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

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

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

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

MOM - Meet our Members!



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



Afghan Women's Project

We hope our Muslim sisters had a peaceful, blessed Ramadan and Eid Mubarak! The committee plans to meet in May.

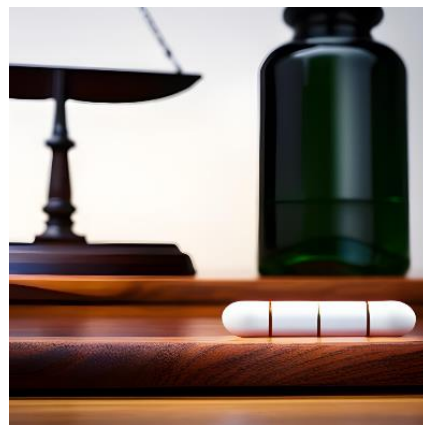
2nd Vice President Advocacy Report



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

The Mifepristone Mess

No doubt you have seen the attacks, debate, confusion, and legal posturing surrounding Mifepristone, commonly referred to as the abortion pill. The recent Supreme Court ruling will essentially maintain the status quo and preserve access to the drug while the lawsuit continues. The likely next phase for the suit will be on May 17th where arguments for the case are set for the 5th Circuit Court of Appeals.



How To Help

If you are, or know of, an attorney who is passionate about preserving access to reproductive care, please visit (and share) the [“repro legal helpline”](#) info and other resources from the [If/When/How website](#). See the image below for information regarding their call for Pro Bono legal support in the areas of Criminal Defense and Judicial Bypass. Judicial bypass is the support of youth who need access to abortion care and can be provided by ANY BARRED ATTORNEY. Training for the hearings is provided by the organization. If/When/How also has a legal defense fund that you can contribute to. Learn more about that [here](#).

Please help spread the word about these initiatives.

repro
legal
helpline

CLICK HERE TO LEARN MORE ABOUT
THE LAWYER'S NETWORK

REPRO
LEGAL
DEFENSE
FUND

Pro Bono Opportunities

The Repro Legal Helpline provides free, confidential legal information or advice about abortion laws throughout the country, including self-managed abortion, young people's access to abortion or judicial bypass, and referrals to local resources.

We are looking for attorneys who can help in the following ways:

- Criminal Defense - Providing legal representation to people who have been or are at risk of investigation or arrest related to a self-managed abortion. *We can provide training, litigation support, and co-counseling on these cases.*
- Judicial Bypass - Assisting young people who need a judicial bypass in order to access the abortion care they need without notifying or getting consent from a parent or guardian. *Any barred attorney can represent a young person in these proceedings, and we can provide the training to prepare you for these hearings.*

To join, please fill out the form below.

Unable to provide legal representation in criminal defense or judicial bypass cases, but still want to join a community of lawyers dedicated to reproductive justice that offers a variety of other volunteer and pro bono opportunities? Learn more about the [Reproductive Justice Lawyer's Network \(RJLN\)](#) [here](#).



ERA....Still Waiting

Yes, we are STILL looking for movement on the ERA. SJ4 (removal of the arbitrary deadline on the ERA) was brought to the floor for a vote but failed. Senator Schumer voted against it so that it could be brought up again, so please keep using our OCP campaign to make your voices heard. Then share the campaign with 3 friends and tell them to do the same! You can find (and share) the campaign on our website [HERE](#).

Advocacy Committee Collaborations

The Advocacy Committee is proud to collaborate with other committees on relevant issues in line with our Advocacy Platform.

Period Poverty:

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

Come work with us to bring an end to period poverty and the stigma around a basic, life-sustaining bodily function. Keep an eye on the website and magazine submissions for more details and opportunities to help further this cause.

Civic Engagement, Redistricting, Voting Education and more

Save the date for the evening of Thursday, June 8th, 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.

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

Organization of the Month - GLAAD

GLAAD's Mission (taken from their about us page)

As a dynamic media force, GLAAD ensures fair, accurate, and inclusive representation that rewrites the script for LGBTQ acceptance. GLAAD tackles tough issues to shape the narrative and provoke dialogue that leads to cultural change. GLAAD protects all that has been accomplished and envisions a world with 100% LGBTQ acceptance.

Why highlight?

GLAAD is involved in media matters making sure that LGBTQ+ people are represented fairly and accurately in news, entertainment, and other forms of media. If someone in these areas has gone above and beyond the call, they are awarded a GLAAD Media award at their annual ceremony celebrating this achievement.

Source(s):

<https://www.glaad.org/m>

This month's FYI:

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

Adult Trans Bans, Drag Laws, And More: Anti-trans Legislative Digest for Mid-April - There are so many laws moving around the United States that it can be hard to track everything. This legislative digest will give you the situation. - <https://tinyurl.com/5eakwdpe>

The following are some positive LGBTQ+ news highlights:

Washington Becomes 10th State to Give Fleeing Trans People Protection from Other States - Several states have passed shield laws in recent months to counter the anti-trans laws that are proliferating in the United States. Washington becomes the 10th! - <https://tinyurl.com/2srp4u88>

Jonathan Van Ness tells LGBTQ+ people to shout their existence in powerful speech - The "Queer Eye" star spoke to thunderous applause at a Texas rally against anti-LGBTQ+ bills. - <https://www.lgbtqnation.com/2023/03/jonathan-van-ness-tells-lgbtq-people-to-shout-their-existence-in-powerful-speech/> If you have an idea of an organization that you would like to highlight or would like to help and become more involved as an LGBTQ+ advocate, please contact Sue Oser at soser@nfbpwc.org or angelbpw1719@gmail.com.

ERA Team Report

By: Nancy Werner, NFBPWC Advocacy Team ERA Lead

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

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



Bigger NEWS Than Last Month. 4/24/23 - Today, at Hunter College in New York City, the Roosevelt House held a news conference with the most important ERA people. College President Jennifer Raab opened the hour with announcing that the “Student Sign UP for ERA” was being introduced to everyone. The first speaker, Senator Chuck Schumer of New York, and the U.S. Senate Majority Leader, was the first signer. BUT to add to his signing, he announced that he was bringing the SJR4 Bill to the Senate floor THIS WEEK of April 24. He was good with his words as I had shared in a previous article.



It will be a historic vote as he shared the legal rights cannot be abridged by sex. He quoted Eleanor Roosevelt with this statement. “Remember you have the right to be an individual, but you have the obligation to uphold these rights.” With the recent development of the Supreme Court, he shared that uncertainty of our rights as women were on the table.

One hundred years ago, Alice Paul wrote the ERA. The amendment came to Congress, and it went through the procedure. It was finally passed with 38 states ratifying it. The time limit of 7 years needs to be removed. Senator Schumer shared that women have the vote, and they will be watching how their Senators will vote.

But it only got better as we heard from Gloria Steinman. “Welcome to a country of democracy where women are not mentioned.” Our young people will bring us the change that we have been pursuing for many years.

Carolyn Maloney, a former U.S. House of Representative, stated that this will be the first time in 40 years that the ERA will be coming to the floor. She introduced the ERA twelve times during her term in office. The American public is not being heard. Now is the time. She commended the 4 Rhodes Scholars who developed the strategy of placing a petition online and having all citizens share their names and emails.

We heard from the Generation Ratify, ERA Coalition, NOW and Eleanor Smeal, of MS Magazine.

Eleanor Smeal shared that we have upped our game by becoming a viral society. News travels faster than ever. Back in 1982, we had only half of the U.S. population in support but today with the Internet, we know that it is over 70%. The student petition will provide the evidence that Americans want to see the ERA in the Constitution. Over the years our blockers have been the problem. We need to never give up or give in.

Please go to our NFBPWC One Click System and use it. Share with your Senators what you are thinking. Let them know that you support the ERA. Now that we heard that the ERA is coming to the Senate floor, use that ONE CLICK. SJR 4 is happening this week on the Senate floor. <https://www.sign4era.org/>

From the Desk of the Secretary



By: Sondra Nunez, NFBPWC Secretary 2022-2024

The year was 2016 and it was time for me to take my turn serving as the director of a 2500-member non-profit organization with up to 100 volunteers reporting directly to our executive committee. On the day of the election, many questions ran through my mind. Did I know enough? Would I be good enough? How would I, as the leader, unite our members and leaders? Yes, you read that right, unite. In the years leading up to 2016, due to disagreements and infighting we were a very fragmented group of people with different factions working against each other trying to reach membership growth and education achievement goals. Serving at the district level had become a very unfriendly place to be and we found ourselves with few people choosing to serve outside of their club. As the leader, I felt something needed to be done to change the culture of our district and I felt it was up to me to show the way.

Armed with conviction to create an atmosphere of peace, our executive committee set out on an intentional path with one end goal, to unite. In case you were wondering about my part in the unrest, let's just say, I was a big part of the problem. During the 2015-2016 year, my teammates and I did not get along. Our anger and frustration with each other spilled out, not only at the district level, but the international level as well. We were recognized around the world as one of those dysfunctional teams. So sad. Now, taking the reins as the district director, I wanted to leave a different legacy: a legacy of healing, a legacy of peace, a legacy of opportunity where all felt supported and cared for.

At our first EC meeting I shared the idea of unifying our leaders to the team and they agreed it was time to put down anger and bring out kindness and love. With intention we set the following framework for what we were about to try to accomplish:

1. Consider the experience of others before ourselves.
2. Seek open and honest communication at all costs. During that year we had to have a couple of very hard, very honest conversations with each other, which we got through because we spoke to each other with respect.
3. We each have different strengths.
4. We all work and learn at a different pace.
5. Show grace.

As we worked through our plan, leaders and members at home and abroad took notice. When we attended international leader training, leaders from around the world sought us out and wanted to be part of our team. Mid-year, the person I had been warring with in 2015, said, "it feels like our district has called a truce". Seven years later, people remember how we made them feel.



Now, more than ever, as service organizations struggle to attract and retain members and leaders, creating a safe, welcoming environment is key to our success.

Sincerely,

Sondra Nunez

2022-2024 NFBPWC Secretary

NFBPWC Young BPW

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

For those of you who weren't aware, April was Sexual Assault Awareness Month. The last Wednesday in April is also Denim Day. Denim Day was launched in 1999 following an Italian Supreme Court decision to overturn a rape conviction because the victim was wearing tight jeans. The Supreme Court ruled that because the victim was wearing tight jeans, there was no way the rapist could have taken them off by himself. The victim must have helped her attacker take them off; therefore, the interaction must have been consensual. Women protested this decision by wearing tight jeans, and the movement has continued to grow for the past 23 years. As a part of our advocacy outreach in NYC, I was honored to join the NYC Denim Day Coalition to march across the Brooklyn Bridge in solidarity with survivors and protest sexual assault and violence. I encourage each of our members, especially our Young BPW

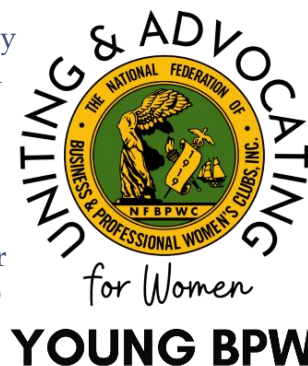


(Pictured Left: Outside of Brooklyn Borough Hall on Denim Day 2023)

members, to research Denim Day in their own cities and find ways to participate in Sexual Assault Awareness Month. I would also love to discuss how YBPW can create our own initiative around Sexual Assault Awareness Month for next year.

(Pictured Left: Outside of Brooklyn Borough

Our YBPW-led Period Poverty initiative, in collaboration with Health and Advocacy committees, continues to grow and attract new members! We will soon have some One-Click Politic campaigns available for people to support. Feel free to join us and get in on the action!



We continue to have our monthly Young BPW meetings on the second Tuesday of each month at 7 pm EST. If you have any members under 35 in your group, please encourage them to join! We have some exciting programs coming up soon that we wouldn't want them to miss out on.

Share With Us!

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

What is Young BPW?

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

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

Email youngbpw@nfbpwc.org to get involved as a Young BPW or Student today!

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



@YoungBPWUSA



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

Immediate Past President Report



By: Sandra Thompson, NFBPWC's Immediate Past President

This month I would like to encourage you to take advantage of the many opportunities that our organization has to offer. It amazes me how much we can learn to either make our life easier or just to enrich it and if nothing else to have fun.

In April I attended the Small Business Committee meeting which is chaired by Marsha Riibner-Cady and Barbara Bozeman. Now, I have never had my own business, but they talked about organizing your email. It was a great program. I learned some wonderful tips. I am trying to use them, and it has made things easier for me to find the email I am looking for when I need to respond or do something.

If you are buried in email, contact them as you may be able to hear a recording or get the PowerPoint presentation.

We had a wonderful program on fireflies for Earth Day. It is available on our website. Living in California I have never seen fireflies here, but as a child visiting relatives in Kansas, I remember being fascinated by them when we would be outside in the evening. They were magical. How nice to learn more about them.

Our Young BPW have an initiative on Period Poverty. Attend their meeting to learn more about this issue and what you can do in your community. My Burbank Club and Valley Sunset District are collecting feminine hygiene products and we will be donating them to two non-profit organizations in our community. One of them works with people getting out of human trafficking and the other works with homeless families. Eighty-seven percent of their clients are single mothers.

I have also enjoyed it when I attend other clubs' meetings as it allows me to get to know some of our BPW sisters in other parts of the country.

Many other great programs are coming up. Most of them are open to non-members so this is a great way to introduce BPW to your friends and family. Just check out our website and go to the events calendar and see what is there. There is something for everyone. If you can't make a program that interests you, often they are recorded so check back to see if you can see it at your convenience.

Justice, Equity, Diversity and Inclusion Report

By: Sher Singh, Committee Chair of Justice, Equity, Diversity and Inclusion

Violence Against Women Under the Light of Justice



Our JDEI panel presentation is about violence against women under the light of justice. Through our four panel members, we'll be presenting survivor stories of both domestic violence and child marriage, current unfair laws, current humanitarian activity combating violence against women as well as potential law amendments.

Rima Nashashibi: Human rights activist and recognized international speaker. She leads 365 Global which focuses on ending child marriage, human trafficking, and other forms of gender-based violence in the US and beyond.

Noelle Bryce: Estate planning, probate and trust administration lawyer. She is a Legal Advocate with Global Hope 365, working to end violence against women and girls.

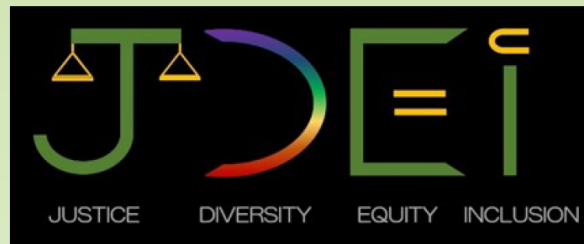
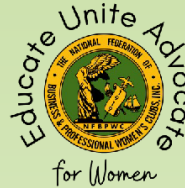
Elizabeth Sitton: A survivor of child marriage after being forced to marry at the age of 16 to a near stranger in a California cult. She tells her story in order to effect positive change with legislatures across the US.

Veera Mahajan: Author, Speaker, Mediator and Life Coach. She has a title of President of Women's Wings from the NRI Welfare Society of India.

Event flyer to share (*See flyer on the next page*)

Click here to learn more about our commitment to [Justice, Diversity, Equity, and Inclusion](#).

To register for this event, go to: <https://www.nfbpwc.org/event-5207865>



Violence Against Women Under the Light of Justice

May 4, 2023
5 pm PT / 8 pm ET

<https://www.nfbpwc.org/event-5207865>

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Panel Members

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Environment & Sustainable Development Committee

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

Simple Acts: No Mow May

Here's a Simple Act for May: No mowing your lawn for a whole month! "The goal of No Mow May is to allow grass to grow for the month of May, creating habitat and forage for early season pollinators. This is particularly important in urban areas where floral resources are often limited." (Bee City USA). No Mow May is a catchy phrase, however, it depends upon where you live. It might make more sense to have a **No Mow April** or **No Mow Spring**; whenever you notice the daffodils popping & robins eating worms, the native bees and bumblebees are beginning to emerge and need food and cover from the chilly nights.

The start of growing season is a critical time to give **lawn flowers** a chance to bloom and provide nectar and pollen for these early emerging bees and pollinators to feed themselves & their offspring. **Don't jump into Spring Garden cleanup.** Leave those leaves that you didn't rake last Fall as they provide much needed protection from the Spring winds and lingering frosts for both plants and invertebrates.

Many bees & butterflies don't emerge until late May. Notice chrysalides still clinging to the dried standing plant material you left last season. Longer grass can provide shelter for many invertebrates, and several species including ground beetles and some butterflies (fiery skipper and sagemore) use grasses as host plants. (Xerces Society).

We need to **re-think the American lawn.**

40 million acres, 2% of the land in the US, are covered in lawns which are mowed, raked, fertilized, weeded, chemically treated, and watered. These neatly kept monoculture lawns provide little food or habitat for native bees and pollinators, and the pesticides & lack of habitat are contributing to one in four bee species being on the verge of extinction. "Weed and Feed" products contain toxins such as neonicotinoid insecticides, deadly to bees & other pollinators.



Last year I experimented with leaving half my lawn un-mowed for the month of May and the pollinators did come, for example this Sphinx moth on a dandelion flower (photo to the Left taken by my grandson Dylan Rickard). When it is finally time to mow, turf grass extension specialist, Paul Koch, University of Wisconsin, explains that: "You never want to remove more than one-third of the green leafy tissue at any one time." By raising your **mowing height to four inches and mowing every other week**, your lawn will flower throughout the growing season attracting more bees & butterflies. You can over-seed your lawn with of "bee lawn seed mix" typically including white clover and creeping thyme. Longer grass shades the ground underneath keeping it cooler and maintaining moisture. It's a win-win situation. Less time mowing, less expense in upkeep, less water use, and providing a diversity of plants equals a huge positive for pollinators and your pocketbook.



Balancing the urge to have a lawn for playing with your dog and wanting to create habitat for pollinators, try mowing a smaller portion of your lawn and leaving border areas of bunch grasses and shrubs. You can always make your patio or balcony more pollinator-friendly by planting pesticide-free native plants. If your neighbors or HOA are wondering about your long grass, print out **free NO MOW MAY sign available from <https://beecityusa.org/no-mow-may>**. Office Depot will laminate them, "outside" thickness, for a minimal charge. Involve your community members and city officials or HOA board members by asking them to adopt a No Mow Spring policy.

Bring Back the Pollinators by Marikay Shellman

By: Marikay Shellman, BPW Colorado Virtual Member

We are grateful to Candace Fallon, Senior Conservation Biologist Xerces Society, for her excellent Earth Day presentation, *Fireflies: Conserving the Jewels of the Night*. With so much information in her presentation, I thought I would review some of the most important facts for NFBPWC members to remember and to act upon.

Fireflies are in trouble, threatened by 6 negative impacts:

- Habitat Loss,
- Light Pollution,
- Pesticide Use,
- Degradation of Water Quality,
- Invasive Species, and
- Climate Change.

The most important thing we can do to help these magical insects is to give Fireflies shelter that is free from pesticides, mowing, and trampling. They need moisture, clean fresh water with native vegetation in which they can burrow, and eat snails, slugs, and earthworms. Don't over tidy in your rush for Spring clean-up.



Those leaves that you left last fall need to stay on the ground providing moisture in the soil & shelter for

insects. Rather than using bark mulch, use those leaves as mulch. Don't rake or leaf blow. Refrain from mowing as female fireflies spend most of their time on the ground first as larvae & then laying eggs and mower blades are devastating. Males use taller grasses and dried plant forbs as resting places. Unkempt areas in your yard and garden, downed logs & leaf litter are ideal.

As you head to your nursery, ask for pesticide-free native plants, including asters, goldenrods, & milkweed. Native brushy shrubs will add diversity in heights for perches for fireflies.

We all need to reduce night light pollution. Fireflies and many other insects and birds need dark skies. Limit your outdoor lighting to areas only necessary like sidewalks & patios. Where you must have lighting, use dim red lights and motion detectors. Join International Dark-Sky Association.

What we can all do is advocate and educate.



Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Boulder Member

Strive for Zero Waste

Environmental Protection Agency state that over 40% of our greenhouse emissions come from the way products are extracted, produced, transported, and gotten rid of (even recycling takes energy). That's almost half the problem!

The EPA also says that striving for zero waste is one of the easiest and quickest ways to fight climate change.

Raise your awareness by asking yourself, "Every time you buy something, every time you throw something away, ask yourself where is it coming from and where is it going?"

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



YOU ARE A PART OF THE SOLUTION!

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

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

BPW Colorado Chair of Environmental and Sustainable Development
Join a chapter of Business and Professional Women

Health Committee Report

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

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

Please email: Health@NFBPWC.org to receive a Zoom link.

Rapid Response Committee Report

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

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

Small Business Committee Report

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

On April 12th, at 7pm EST,

the Entrepreneur and Small Business Team will presented the program:

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



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



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

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

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

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

Small Business email - smallbusiness@nfbpwc.org

“Is Effective Communication Just for Business Owners?”

By: Marsha Riibner-Cady, NFBPWC Small Business Co-Chair

I got a summons for jury duty.

So, I call the number given on the summons at the appropriate time on Sunday night as my husband and I are driving from WV to NC. It's a 7-hour drive that we had to make sure I would be in the right state to fulfill my civic duty. The recording said, "All jurors scheduled to report at 10 am on 4-17-23 are continued and do not need to appear." My paper says 9 am. I listened to the recording 3 times to make sure I was hearing it right. My hearing-impaired husband also listened to it 3 times and said he wouldn't go, but I should do what I think is best. Bless his heart.

There was also a number you could call if you had a question. So, I did that. Remember it's Sunday night. The voicemail said, "I'm out of the office leave a message." Not, "Hi this is so and so from the clerk's office, I'm unavailable please leave a message." In my typical Marsha style, I leave a long message, "Hi This is Marsha my file number is 123456790. I got a summons for jury duty at 9 am on April 17, 2023. The recording I called on the specified number said that 10 am jurors are continued. My paper says 9 am. I'm confused as to what I'm supposed to do. If you get this message, please call me at home or on my cell." I left both numbers.

Since the paper I received threatens to arrest you if you don't appear for jury duty, and I don't look good in orange, I pulled my fanny out of bed on Monday morning. Understand I had been in the car for 7 hours the day before traveling from WV to NC with 2 dogs and the hearing-impaired husband who listens to the radio loud enough for the houses we pass to yell at us to turn it down. Once we arrive there is the unloading of the car, putting away the stuff, starting the laundry, and picking up the dog poop... Let's say that getting up early on Monday was a stretch for me.

I dressed in business attire, black pants, and a nice blouse, and took my black jacket. You never know if you are going to hot flash or freeze to death. A Girl Scout is always prepared. The letter did say to dress appropriately. I figured having the proper number of undergarments and shoes was assumed.



I hop in the Cady CPR Solutions mobile, no harm in advertising the business while I'm out and about, right? It's only on the other end of the island, so not really a long drive, 15 minutes or so.

Once I arrive there, I take my paper and my purse and my phone and proceed to the door. Then I see a lady walking to the door and turning around and going back to her car. I say, "We can't take our purses in, right?" "Yes," she replied. So back to the car I go, take out my ID, put it in my pocket, and hide the purse. I'm hoping that all the hidden purses in the cars in the parking lot are safe. We are at the courthouse, you know. This time I also leave my phone because I probably can't have that either. I smooth sail through the metal

detector and am directed upstairs to the jury room. It's locked. The gentleman sitting next to the door tells me he's there for jury duty too. Then the purse lady walks up to us and tells us that everyone has been dismissed and directs me and my new friend to the clerk of the circuit court's office. We go there just to confirm. Again, I don't look good in orange. He also agreed that he probably didn't look good in it either. The lady behind the desk confirms "Nope, we don't need to be here."

I ask why the letter said 9 and the recording said 10. She said that jurors report at 9 and court starts at 10. Then I ask, "Who knows that unless they work here, have had a need to report to the court, or are somehow in the loop?" I ask to speak to a supervisor as the lady behind the counter has already informed me that she has nothing to do with the letter that was sent. She directs us to find Pat.

We walk out and a well-dressed mature lady is walking toward us. I asked if she is Pat. She confirms that she is. Some of you know me. I go into my routine ... I'm confused as to why the letter says 9 and the recording said 10 and there was no identifying greeting on the phone when I called the alternate number on the paperwork. "Oh, that's my desk phone," she says. Then she proceeds to tell us that she isn't in on Sunday nights. She confirms that the letter was misleading and that we are continued for up to 2 years but will be given 30 days' notice if we are to appear for jury duty. She also confirms that I may not look great in orange, and I probably don't want to eat peanut butter 3 meals a day if I was not to appear as summoned and end up in jail.

I see several problems. Most importantly I don't look good in orange, and everyone has agreed. But really folks, what's with the poor communication around the courthouse? I was also stymied about the lack of professionalism. Ok, I live at the beach, so I sort of get the whatever frame of mind. Not that I was ever allowed to or would consider having it. Who doesn't proofread a letter before they send it? (I have read this article no less than 5 times and I'm sure I missed some grammar, spelling and punctuation errors, but I turned on Grammarly, so maybe it's caught some of the issues!) What is the deal about not having some proper greeting on your office phone? I mean if it was her personal phone, that's one thing, but I'm paying her salary! The gentleman was annoyed that he drove an hour and wasn't compensated for his gas. Mars versus Venus, I guess. Do the folks in this office not understand that they are representing the county, which is really a business? If I ran my business in this hap-hazard way, would I have a business? I'm not sure what my real takeaway on this was except precise communication is a lost art or maybe it's ok if you live at the beach?

Thank you for listening!

Marsha

Women on the Move Committee Report

Nermin K Ahmad, NFBPWC Women on the Move Committee Chair

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

By: Nermin K. Ahmad

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

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

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

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

Join us. You are all women on the move, with something to learn and to teach! If you are interested in helping shape this effort, please visit the Committee page on Nfbpwc.org or email womenonthemove@nfbpwc.org.

Two projects fall under our Committee – the Afghan Women Project, which slowed down during the month of Ramadan and the Let Us Learn! Project.

Afghan Women Project:

We wish all our sisters Ramadan Mubarak.

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



Let Us Learn! Project

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

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

Let Us Learn,

The Let Us Learn campaign for Girls Education in Afghanistan has been working to advocate for access to most basic human right education for girls in Afghanistan. In this report you can find an update about the recent activities and progress made towards achieving our goals.

Meeting with Ms. Retek Rafi

Zohal, the leader of Let Us Learn, had a meeting with Ms. Retek Rafi, the leader of Afghan community in Tucson, to discuss ways in which they can collaborate for girls' education in Afghanistan. The meeting was productive, and they discussed different ideas to support girls' education in Afghanistan.

Educational Telegram group:

The closure of schools and universities in Afghanistan has been a significant challenge for girls' education in Afghanistan. However, Let Us Learn continues to work towards providing alternative ways of learning for girls.

As a Medical Lab technologist, Zohal created a Telegram group that 11 Afghan medical lab technician joined the group so far. The group shares educational materials and information about international examinations for medical lab technicians with technicians in Afghanistan who can no longer attend university.

This initiative has helped to keep these technicians updated on the latest development in their field of study, ensuring they do not miss out on vital information.

Upcoming Speech at NFBPWC Arizona annual convention

Zohal the leader of Let Us Learn, will be giving a speech about the campaign at the annual convention of the NFBPWC Arizona on April 29. This is an excellent opportunity to raise awareness about the campaign and share the progress made so far.

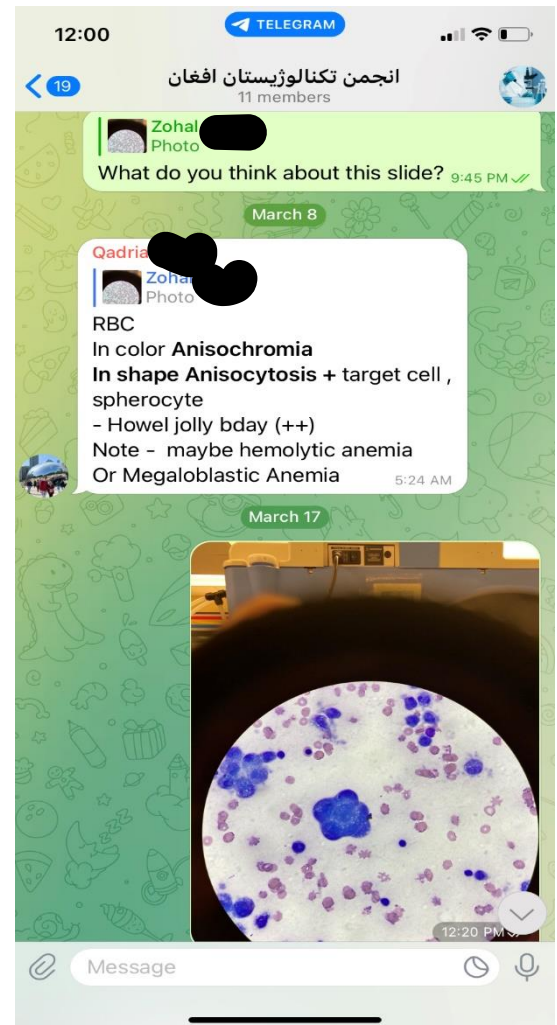
Challenges:

Some students in Afghanistan do not have access to personal devices and good quality of internet and they cannot use the Ning website effectively.

Next month plans:

Expand the Telegram group for medical laboratory technology and invite more students and teachers to join. Let Us Learn team plans to organize educational webinars to provide more learning opportunities for students in Afghanistan.

Restarting weekly meetings: To ensure the Let Us learn campaign continues to make progress, the team plans to restart the weekly meetings. These meetings will provide an opportunity to discuss future steps for the campaign and review progress made towards achieving the goals.



Military Affiliated Women Committee Report



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

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

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

Social Media Committee Report



By: Suzette Cotto, NFBPWC Public Relations Chair

What is a Press Release and Why Is it Important to NFBPWC

Being a world-class non-profit organization comes with responsibilities. For NFBPWC to sustain and grow, we must be good stewards of information that we share and make available to the public. Letting the world know what we are doing is a necessary part of our growth trajectory. We have a story to tell, and we must tell it. Digital media is a critical part of our organization's identity and mission. Making sure we have a consistent presence online is key to our strategic growth.

When I started my relationship as PR Chair with NFBPWC in March of 2020, promoting CSW 65, NFBPWC was in a scramble to align with the United Nations, who was also having to pivot their conference model, to an all-online conference instead of in-person. We were all in the throes of the pandemic and working hard to not be paralyzed by the leap of technology required to keep this important women's issues global conference alive. The entire schedule of parallel events was going to be broadcast online.

Over 10,000 people registered for the Commission on the Status of Women 65. It was a pivotal time in the history of this conference as the pandemic changed everything. The CSW67 event that we participated in this year in March was a hybrid event meaning we had a live presentation in New York City, which was broadcast simultaneously on conference software. NFBPWC has learned a great deal about how to promote and participate in online events.

A big part of our presence and giving the world a glimpse of what we are doing is the press release. NFBPWC had never done "official" press releases on a newswire when I joined the organization, and we elevated the importance of this task with a financial commitment to have a budget line-item for press releases going forward.

A press release is a highly formatted bit of information about an NFBPWC event or activity that we want the world to know about that goes to all news outlets with a digital presence and some traditional press.

Our first press release went out about the Afghan Women Project. Our most recent press release is going out about women and Period Poverty, which is the availability of period (menstrual) products for women in underserved populations... something we in the United States may for granted. It is a socioeconomic problem that needs action. Young BPW Chair Emily Van Vleck is spearheading this initiative for NFBPWC, and we are promoting it on social media as well as sharing it in a press release as this is a global conversation.

What are you working on for NFBPWC that the world should know about? You can request that a press release be sent out on your behalf. It goes to all major news markets and online news sources as well as many TV and broadcast radio station.

Creating relatable stories and news is how the world gets to know our organization and to want to join us in our important initiatives affecting the women we serve in the United State and around the world. To request a press release submission, please email PR@NFBPWC.ORG The request will be presented for approval by organizational leadership and then sent out as official news.

We have so much to look forward to in the life of NFBPWC as we bloom and grow our online presence in all the right ways.

Engage with NFBPWC on Social Media



Organization Page:

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



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



Group Page

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



<https://twitter.com/nfbpwc>



Organization Page

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



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

May Highlights in US Women's History

Celebrate **Mother's Day** and **Memorial Day**.

May Highlights in US Women's History

- **May 1, 1950** – Gwendolyn Brooks becomes the first African-American woman to receive the Pulitzer Prize for Poetry, named Library of Congress's Consultant in Poetry (later called Poet Laureate) in 1985
- **May 5, 1938** – Dr. Dorothy H. Andersen presents results of her medical research identifying the disease cystic fibrosis at a meeting of the American Pediatric Association
- **May 6 – 12 Nurses Week**
- **May 8, 1914** – President Woodrow Wilson signs a Proclamation designating the second Sunday in May as Mother's Day
- **May 10, 1872** – Victoria Woodhull is nominated as the first woman candidate for U.S. president for the Equal Rights Party
- **May 12, 1968** – A 12-block Mother's Day march of "welfare mothers" is held in Washington, D.C., led by Coretta Scott King accompanied by Ethel Kennedy
- **May 15, 1970** – Anna Mae Hays and Elizabeth P. Hoisington officially receive their ranks as U.S. Army Generals, becoming the first women to do so
- **May 21, 1932** – Amelia Earhart Putnam becomes the first woman to complete a solo-transatlantic flight by flying 2,026 miles from Newfoundland to Ireland in just under 15 hours
- **May 21, 1973** – Lynn Genesko, a swimmer, receives the first athletic scholarship awarded to a woman (University of Miami)
- **May 29, 1977** – Janet Guthrie becomes the first woman to qualify for and complete the Indy 500 car race
- **May 29, 1943** – "Rosie the Riveter" by Norman Rockwell appears on the cover of the Saturday Evening Post

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

United Nations Report



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



International Relations Chair Report



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

Francesca Burack and her team presented a webinar on "The Future of Work for Women in the 21st Century".

Francesca Burack, Ana Durate McCarty, Shyama Venkateswar and Larisa Miller presented this interesting panel.

The ever-changing work environment creates challenges for all of us. They discussed how the business world looks today and what is shaping the businesses of the future. They looked at where are the opportunities for women in the business world and how women can prepare themselves for the future workplace. They

considered what diversity, equity and including (DEI) really mean in the workplace and why they are important. They looked at the implications of technology and how to prepare for its constant change, which greatly influences how we will work in the future. If you missed this webinar, contact Francesca to see if it was recorded.

We have new clubs in Miculla, Peru, Celje, Slovenia, Akanda, Gabon, Owendo, Gabon and Libreville, Gabon. Congratulations to these new clubs.

Latin America be having their Regional Conference in Santiago, Chile, September 7 to 10. This conference is open to all BPW members, so it is a great time to visit South America.

BPW International News – President Dr. Catherine Bosshart



Dear Presidents of BPW
Dear Members

Pioneers of International Understanding and Goodwill

"You are now pioneers in the dream of peace and social justice, of international understanding and goodwill. This dream will come to pass. It matters little whether you or I live to see the day. It is only important that each of us struggle without pause towards that day."

(Lena Madesin Phillips)

BPW International has lived and developed this pioneering role internationally in the more than 90 years of its existence. We should always follow up and review this idea that underlies our organization. Our founder gave us stiff templates; could we fulfill them and do they still apply today?

International - Understanding - Goodwill

The idea of understanding and goodwill is plausible, understandable and obeys humanitarian principles. At the same time, it is a difficult undertaking, since envy, jealousy, personal ambition, and ideas of power often stand in the way. But it is worthwhile to strive for it every day. Our International Theme **New Actions Through Cooperation** is aimed in this direction. Understanding and goodwill are the foundations of cooperation; openness, patience and often forbearance are part of it.

Lena Madesin Phillips initially promoted this foundation for BPW internationally. This was truly a role for pioneering women at the time of our organization's founding in 1930. And we have achieved a great deal: BPW is now represented in 108 countries as on January 2023 with approximately 23,000 followers, women who have heard of the basic idea, are convinced by it and want to help make it a reality.

But: do we align our actions with these fundamental principles? Or do we find them out of step with the times? Are we still pioneers, or do we cling to outdated ideas?

Peoples worldwide are confronted with many needs and catastrophes in the present day, nevertheless they cling onto wars; and the concepts of international understanding and goodwill are greatly under pressure by demonstrations of power. The reaction to withdraw because of this, to care only for oneself and to reject others, is therefore obvious and again finds many supporters. However, we BPW members remember the words of our founder Lena Madesin Phillips, which we quoted above, and may say from our experience: Our international network, which is based on international understanding and goodwill, is strong and works; we are still pioneers. That is because we experience in our own network how fruitful these values are, what security our international network radiates and what advantages we can build for each other.

But also at BPW International we notice regional or national ideas that break up the network and would prefer to divide it into regional parts.

So, we are called to face again the groundbreaking guidelines of Lena Madesin Phillips, to question and apply them on a daily basis.

"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 action. Each woman must dedicate herself to protect and promote the interest of all other women in business and the professions."

The recipe of being involved locally and regionally as a citizen in one's own country and making one's constructive and forward-looking contribution, and at the same time standing up for all women worldwide, promoting them in business and the professions - this recipe is timeless and still valid and of great value.

For us and our network, the following remains true: We are pioneers for international understanding and goodwill.

«Let us build together and see what we can make.» (Lena Madesin Phillips)

Kind regards,
Dr. Catherine Bosshart
BPW International President 2021-2024

BPW International Congress, Mar del Plata

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

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

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

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

[> Website](#)



XXXI BPW INTERNATIONAL CONGRESS
XXXI CONGRESO INTERNACIONAL BPW



New Actions through Cooperation
Nuevas Acciones de Cooperación

BPW International's Standing Committee United Nations

Parallel Event - Video

The Standing Committee United Nations with Chair Chularat (Toyting) Israngkool Na Ayutthaya held a virtual parallel event on "Addressing the challenges of women rural areas: Leveraging digital transformation for sustainability " at CSW67. The video of this event can be found on the [> website](#).

BPW International's Task Force "Child Marriage Prevention"

Now we can find the Action Plan of the Child Marriage Prevention Task Force, Chair Dr. Giuseppa Seidita, on the [> website](#). See also which members are involved in the Task Force, and follow the [> News](#) about the work of this BPW International Task Force.



State Federation & Clubs News

NFBPWC Arizona

Executive Committee:

Theresa Dolan President

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

NFBPWC California Federation

Executive Committee 2022-2023:

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

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

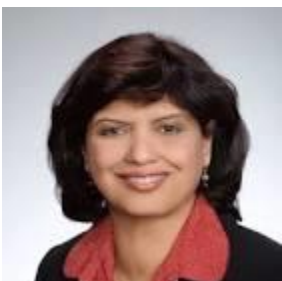
By: Bessie Hironimus, California Federation President

Article prepared by Linda Wilson

Greetings from Sunny California!

We are happy to share that the Northern and the Bay Capital Districts met recently to complete the merger of both Districts and welcome the new BPW California North District. The officers of the new District are: President, Barbara J. Davis; Vice President, Pat Long; Secretary, Katherine Winans and Treasurer Sher Singh. We welcome the District and its new leaders. With the combined talent and experience of its membership, this new District will have a strong presence in BPW.

CFBPW Annual Conference will be Friday, May 19th-Sunday, May 21st at Sheraton Ontario Airport Hotel, in Ontario, CA. This will be a hybrid event, we extend an invitation to join us via Zoom. Maria DeSousa (Berkeley BPW) will be installed as the new State President. Contact Katherine Winans at jkw@gbis.com for more information.



Maria DeSousa (Pictured Left)

Berkeley BPW's Annual Meeting and election of officers will be Saturday, April 29th, 12:30-2:30 P.M. via Zoom. For more information, call (510) 512-4934 or E-mail mcdesousa1@gmail.com. Their April newsletter is posted on their website <https://bpwcal.org/berkeley-club/>.

Downtown Sacramento continues to meet on the second Tuesday of the month via Zoom. March 14th was a presentation by their member Patricia Parra, Project Director with the Health Education Council, on local programs that build paid workforce development in underserved neighborhoods in Sacramento County. April 11th Marty Maskell talked about the successful EcoHousing development of 30 homes that she worked on in Fair Oaks, CA. Their next meeting will be Tuesday, May 9th will be on the Twinning Program they have with BPW St. Andrews, Jamaica. Members of that Club will be on the Zoom call. Downtown Sacramento BPW Club is celebrating their 104th anniversary.

Sierra Mar District's Annual Conference was Saturday, April 15th starting at 9:00 P.M. at St. Paul's Lutheran Church in Monterey Park, CA. The Conference started with a Memorial Service honoring members and former members who had passed away over the past year – Catherine "Kathy" Wills (East Los Angeles-Montebello BPW), Ronde Winkler (Past CFBPW President and El Monte BPW) and George Van Hove (former member of San Marino and San Gabriel BPWs). The State Representative was Rosemary Enzer, President of the California BPW Education Fund and a past President of CFBPW. Immediate Past NFBPWC President Sandy Thompson updated the conference on upcoming programs of NFBPWC. Josué Arias, who is the Chief Kindness Officer at the Boys and Girls Club of West San Gabriel and Eastside, was the morning speaker. His goal for this year is to pledge 20,000 people to be kind. He said that 39 percent of teens (more than one out of three teens) say they have been bullied. Nine out of ten teens believe Americans lack kindness. Almost all teens (96 percent) believe that the way adults treat one and another affects the way teens treat each other. He told attendees the benefits of kindness along with ways to be kind. There is a Kindness Hotline (1-800-7 Be Kind) to report acts of kindness. Yearly the Boys and Girls Club has a Kindness carnival. They will be taking 1,000 kids to the 2nd annual carnival at Pierce College, April 29th from 10:00 A.M. to 4:00 P.M. It will feature carnival games, food, a petting zoo and other kindness related activities. They plan to have a float in the Rose Parade. Attendees took the kindness pledge. The luncheon speaker was Monique Rodriguez, who is Sierra Mar District's Young Professional for 2023. She talked about the jobs she has held including working with homeless teens with mental health issues and managing the Tiny Homes project in Baldwin Park. She presently manages the Cal VIP program for the Boys and Girls Club, which provides intensive case management to at risk youth ages 10-18 in order to reduce the cycle of generational violence. The afternoon speaker was Ivette Aragon, Field Deputy for Congressman Jimmy Gomez, who spoke on legislation affecting women and families. The meeting also saw the election of officers for Sierra Mar for 2023-24, approval of the budget for 2023-24 and setting the meeting dates for 2023-24. Sally McMahon was elected President (Pictured Right).



East Los Angeles-Montebello BPW continues to meeting on the 4th Tuesday of the month at 4:30/5:00 P.M. at Marie Callender's Restaurant in Monterey Park. The April 25th meeting's speaker will be Bernice LaScala (Pictured Left), who works at Lanterman Regional Center and formerly MERCI's Associate Director of Programs, speaking on Services of the Regional Center. The May 23rd speaker will be Lilian Kawaratani talking on Asian-Pacific experiences for "Asian American Heritage Month" with Installation of officers for 2023-24.

El Monte BPW Annual Meeting will be Saturday, May 6th starting at 11:30 A.M. at Mimi's Restaurant, 500 West Huntington Drive, Monrovia, CA 91016. Installing Officer Sally McMahon will install the officers for 2023-24. Contact President Mavis Hansen for more information and to make a reservation: newmavis07@outlook.com.



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

Conejo Valley BPW meets on the first Thursday of the month. Their next meeting is Thursday, May 4th at 6:00-8:00 P.M. with a Persian Dinner at Abrams Import Store, 1000 Oaks Mall, Thousand Oaks. Program: Captain Jennifer Seetoo (*Pictured Right*), who is the Chief of Police for the following communities: Agoura Hills, Calabasas, Hidden Hills, Chatsworth Lake Manor, MaliBOU Lake, Topanga and West Hills.



As my Term of Office as president of the California Federation ends, I wish to thank all those who have contributed to the success of our efforts during this year. I will continue my work to make the California Federation a strong organization, as we keep "Taking Action" toward the achievement of our goals. It has been an honor and a pleasure serving our wonderful members.

Bessie R. Hironimus
President, California BPW

NFBPWC Colorado Federation

Executive Committee 2022-2023:

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

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

By: Evie Hudak, BPW Colorado - President



The BPW Colorado Board of Directors met on Monday, April 3, 2023, and selected **Saturday, June 17, 2023**, for our **Annual Convention**. The Business Meeting will take place in the morning via Zoom. In the afternoon we will hold a social event in person (venue to be determined), at which we will install the new officers, hear from various notable BPW and community members, and enjoy the opportunity to network with one another after a few long years with little opportunity to see one another in person. Registration information will be available on our [website](https://www.BPWCOLORADO.org) soon.

One of the key activities at the Business Meeting of Annual Convention is the election of officers. All 5 officer positions are up for election this year, and the Nominations Committee is still working on a slate. We will also be looking for volunteers to serve as committee chairs.

BPW Colorado's Advocacy Committee has been very busy keeping track of legislation going through the State Legislature. So far, we have taken positions on 85 bills, most of which are being passed or defeated in alignment with our positions. We don't generally take an active advocacy role at the Capitol but instead work with the Women's Lobby of Colorado for their lobbyist to take action on our priority bills. However, this year we have had 3 high-priority bills for which we sent action alerts out to our members to contact legislators on:

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

The first bill, SB 105, is moving fairly smoothly through the legislative process and looks likely to pass. The third one, SB 189, has already been signed into law. The second one, SB 172, is facing some opposition and will likely need to be amended to pass; a similar bill was defeated last year, but supporters have worked over the past year to revise it into a form that should have a better chance of passing. We were very pleased to receive this response from State Senator Robert Rodriguez to the email we sent regarding SB 172: "Thank you for taking the time to write to me about SB23-172, the POWR Act. I am grateful for your advocacy on this important issue. I am a strong advocate for gender equality and am proud to have voted in favor of this bill in the Judiciary Committee yesterday. I appreciate your feedback and expertise on this legislation."

The major topics of other bills we are following are:

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

There was even a bill we were able to support because it aligns with the new plank in the Advocacy Platform on disallowing forced arbitration!

"Collaborating to Eradicate Human Trafficking – A Discussion Panel"

By: Sharon J. Simmons, BPW Boulder Legislative Chair/BPW CO Secretary

BPW New York City sponsored this event on Zoom on April 19, 2023. It included a wonderful nice-size group of members and speakers from across our BPW states, including our National President Megan Shellman-Rickard, who all portrayed great enthusiasm. The panelists were Lindsey Lane, a former prosecuting attorney from Human Trafficking Institute; Estelle Davis, a former prosecutor and current attorney working with human trafficking; and Kelly Franklin from Courage for Freedom, who is a survivor from human trafficking in the 1980s.

A few points to think about presented by Lindsey Lane:

- Change and movement are SURVIVOR led.
- Other prosecuting attorneys need to be trained about human trafficking. She learned the hard way.
- Data is essential and drives training.
- She looks at other serious issues in countries abroad like Uganda, Belize, and South Africa, which had 2,995 cases reported and many unreported.
- Social media has bad information, and word of mouth can very much hurt the cause! Don't just believe what you read. Check first before sharing with others. There is a lot of wrong data out there.
- All the interviewed survivors stated they knew their traffickers. The users of human trafficking are 'buyers' looking for young vulnerable people. Who are the victims? – They are mostly girls and women, but boys/men as well.

- In NYC there have been 183 cases reported this year. Many are not reported. The survivors may be scared to confront the traffickers. They are in many businesses, and a lot of people end up doing labor jobs, forced by their traffickers. Watch closely at nail salons, stores, and restaurants. Many laborers are not paid or very low wages and many must pay their way out of servitude/labor/sex trade.

Estelle Davis – New York State focuses on these areas:

1. State confirmation and forwarding information to the right place/person, including visas from other countries which bring people in for child labor, etc.
2. There are 11 agencies in New York alone that respond to Human Trafficking. Housing first!
3. The Interagency Task Force studies and focuses on criminal justice, health services, developmentally disabled youth, and law enforcement.
4. Safe Harbor is provided for minors, by county.
5. The NY Department of Labor takes tips on a labor hotline and reports on minors and child labor.

She stated we need more eyes on legislation to move forward with tools to solve this issue.

Kelly Franklin – Survivor

- Trafficking is a crime of psychology. PTSD almost always follows a survivor!
- She has worked on 415 cases personally since 2013.
- Don't victimize victims or survivors.
- Give humane care after they survive. Get informed consent and help as soon as you can.
- Victim/survivors have been put through the worst crimes imaginable in most cases.
- We must protect the victims.
- Traffickers are not just gangs. They are business owners like nail salons, restaurants, and low-pay areas of work. Many are looking for younger and younger children to SELL to buyers that want them younger every year! Any age seems okay to sell, and lately 12-year-olds are often the most wanted.
- We do need to harmonize justice and get everyone on board. The buyers need to be found and prosecuted fully. Punishments are not always very long or hard on them. We need better laws to protect the vulnerable.
- Forced marriage and money laundering are also up recently.
- Tribal women are having a very hard time with this trafficking issue. There are not enough laws to protect women on reservations and some just disappear. We need better laws that help indigenous women.

General questions from the group that were answered:

How do we stop this or help?

Do not EVER help a victim as you may do more harm than good. There is training that you can go through with several groups in all states. You can't just go help. It can have fatal results.

There are modules in PDF that can be used. Kelly's group, Courage for Freedom, has many modules to use. Learn and look up groups to work with on the internet. Some are mentioned on here. Awareness is key and recognizing/helping victims with people that are trained to handle it. They can get them in housing and mental/financial assistance.

What causes the most harm to the victim?

Holding in what happened. Not sharing or reporting it to anyone. This is the hardest to deal with. Also, foster families that abuse or sell their children to buyers to make money. This is quite prevalent. Persons that are LGBTQ+ are not assumed to be victims more than others, but they can be more vulnerable.

Why do they let themselves be trafficked?

They often don't know they are being trafficked. Their buyers are very good at keeping them in the dark and the victims may trust them. Sometimes in fear, other times they just don't consciously know.

They all were eager to help in any way we may need or want in our chapters. Kelly said she is willing to ZOOM for those who want to know more and hear all about her work as a survivor.

Kelly stated that any of us can email her for more information or to talk to our chapters:

Kelly@courageforfreedom.org is her email. I for one may contact her for more information. She was so open and honest about her life as a survivor. She still has nightmares. Imagine being a survivor for just one moment. For days or years. What would we do to get out or to survive and help others learn and get out of it?

NFBPWC South Florida

Executive Committee 2021-2023:

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

For more information about this club, go to:

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

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

Our Meeting was held April 3, 2023 at the Hilton Hotel in Pompano Beach.

Speaker Monica Salis Attorney spoke about her past membership in BPW.



Nicole McDermot (*Pictured Left*), Pompano Chamber of Commerce photographer also presented. Our club secretary resigned due to business commitments and Ludmila Lavena was unanimously voted by the EC to be appointed Interim Secretary. Ludmila is also the Young BPW in our club and we are grateful to her for her commitment and great work on our social media. (*Pictured Below: Ludmila Lavena and Liz Benham*)

We are keeping our fingers crossed that we may have found a semi-permanent venue for our General Meetings. Thanks to VP Marianne Miccoli the Seawatch Restaurant has offered us a private room. Our meetings remain scheduled for the 2nd Monday of the month, and we continue to have social meetings at various venues each month so as to keep our club vibrant and the members connected.



President Elect Wendi Gabriel (*Pictured Left*) with President Liz Benham.



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 st VP Membership
Veronica Sexton	2 nd VP Advocacy
Emily VanVleck	3 rd 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 or become involved on our social media site, nfbpwc.ning.com.

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

Who would guess how long the impact of our Human Trafficking event on April 19 would stay with me! I thought I knew a fair amount – but the scope of trafficking, its impact on individuals, and on our social structure went far beyond my imagination. To think that young men and women are wooed, brainwashed, sold and used, then when ageing out from certain duties, are trained to beg, beget babies for sold adoption, to condition others, before being used for organ sales – no wonder this is a big business. Thank God NYC is training individuals in recognizing and reporting signs of trafficking. Brainwashing is so effective that people inducted into being trafficked often do not realize or recognize that they are victims. Please view the event video – it is a must see. BPW Canada member, Kelly Tallon Franklin, CEO of Canadian Courage for Freedom, the lead author of the US Human Trafficking Institute's report on the state of trafficking in the US, and the lead NY State official on the subject showed us how important dialogue is – there is the perspective of a survivor fighter, a lawyer, and a policy maker!

For our April focus on Sexual Awareness Day and Violence Against Women, members marched in support and sisterhood of Denim Day.

We are in the process of planning our second Financial Freedom: Managing your Money event, focused on how to start investing. Stay tuned for our next event focused on small business owners!

Our aim in NYC is to understand the problems and issues facing women, identify the key players and needs, and encourage action-oriented links among organizations focused on the topic.

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

NFBPWC North Carolina

Executive Committee for 2023:

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



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

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

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

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

Meeting ID: 830 7033 2328

Passcode: 612268

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

On April 20 we learned some ways to recycle paper through crafts demonstrated by Barbara.

For May 18, 2023, we will be having a club birthday party to celebrate several of our club members' birthdays as well as those folks who have birthdays in other months. Everyone with a birthday any month is welcome, of course party hats are required. It's an NC meeting you know!

What are our NC members doing?

Barbara did an amazing presentation for the Entrepreneur and Small Business Committee on “Surviving the Email Avalanche-Digging Yourself Out and Keeping the Path Clear.” She also has a new cell phone with the same number although I understand she has more to say about that in another part of the magazine!

By the time you read this, Alice would have had a wonderful Military Affiliated Women’s meeting on meet on “Veterans Benefits and You (Part 1)” on April 27, 2023. If you are interested in participating in Part 2 of this discussion, please register at NFBPWC.ORG for the June 22 meeting. Contact Alice at militarywomen@nfbpwc.org for more information.

We learned from Alice and Barbara that everyone needs tweezers and not necessarily for plucking those stray hairs! Yes, we got a demonstration of a couple of interestingly shaped tweezers used for a variety of things including sewing applications and drain clog removal. You never know what will happen during an NC meeting.

Varnell participated in judging High School Senior Projects. In NC high school seniors are required to do an original research project on a potential career. Some of the projects she watched were on: Coaching Basketball, being a tattoo artist, exercise coach, and event planner. Varnell is working hard on some crafts she is selling for the Edgecombe County Relay for Life. The event is on June 10 at the local high school. If you would like to contribute to Vernell’s team, please contact her at varnellk@hotmail.com

Mary Lou showed off her new smart watch. She hopes to get it attached to the information on her phone very soon!

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

Marsha has held her biggest class ever! 40 people learning what to do in a life-threatening emergency! More to come on that.

We missed Jo at our meeting. She was attending her daughter’s play. Diana we hope you broke a leg, well not really, you know.

NC wishes all the moms of 2 and 4 legged creatures a very Happy Mother’s Day!

Pennsylvania Affiliate Chapter

Executive Committee 2023:

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

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

By: Cathy Collins, President

I am pleased to recognize the accomplishments of our members. Member Emily Holgash was named BPW District 5 Woman of the Year at the Spring District 5 BPW Meeting. District 5 is one of 11 Districts in BPW/PA (heritage organization). Emily is a very active member in not only the heritage organization, but also our Affiliates Chapter. She holds a degree in Chemistry from Indiana University of Pennsylvania and is currently employed as a Business/Cost Analyst at BCL Manufacturing in Windber, PA. Ms. Holgash has held many Chairs and Offices at all levels of BPW to include Past State President of the Heritage organization. Emily is a 20+ year member of the National Contracts Management Associates where she has held various officer positions. In her spare time she served as a Director of Music Ministries at St. Anthony of Padua Church in Windber and holds several certifications in Lay Ministry as well as Cantor's Certifications. Congratulations to Emily!

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

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

We were pleased to have NFBPWC President Megan Shellman-Richard attend our meeting via Zoom on April 16, 2023. Her remarks were inspiring.

Our goal this year is to focus on increasing membership through increased visibility and interpersonal contact. An ad promoting our PA Affiliate Chapter was placed in the 2023 National Women's History Alliance publication. This publication is now available.

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

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

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

Members have been encouraged to continue to review the NFBPWC Website and monthly newsletter and to take advantage of the great programs that are offered. The International BPW Newsletter has recently been shared with our members.

The next meeting of the PA Affiliate Chapter is scheduled for May 21, 2023, at 7:00 pm.

Pennsylvania Advocacy Report

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

PENNSYLVANIA'S HIGH MATERNAL MORTALITY RATE A TOP PRIORITY FOR GOV. SHAPIRO:

State lawmakers welcomed Gov. Josh Shapiro's plan to put more state resources into studying the causes behind the Commonwealth's Maternal Mortality Rate. "For the first time" the Commonwealth is going to put "real resources" into studying the root causes of Pennsylvania's high maternal mortality rate which is three times higher for Black women," Shapiro said. Beginning July 1, 2023 the Governor proposed allocating \$2.3 million to expand existing maternal health programming and strategies aimed at reducing the death rate. Senator July Schwank (D/Reading) proposed two bills. SB262 adds "severe maternal morbidity" to the Health Department's list of reportable events. "Accurate and regular tracking of data is essential for the comprehensive research on maternal mortality in the Commonwealth," Schwank said. SB335 extends medical coverage to doula services. Doulas who are trained to provide physical and emotional support during child birth and post-partum are "imperative" to reducing high maternal mortality, especially in regions of the Commonwealth that lack maternal health care providers, Senator Schwank stressed. The March of Dimes already declared six of Pennsylvania's 67 counties "Maternal Health Deserts" for their lack of pregnancy and post-partum care facilities and medical professionals. Senator Schwank emphasized that the PA Women's Health Caucus 2023-2024 priorities are addressing the maternal mortality crisis, safe-guarding reproductive rights and expanding access to equity in health care, according to a PA Capital Star report.

PENNSYLVANIA REPRODUCTIVE HEALTH CARE WEBSITE LAUNCHED:

Governor Shapiro announced the establishment of 'www.pa.gov/freedomtochoose#Provider' on 4/11/23 in response to conflicting federal lawsuits that question the Food & Drug Administration's authority to approve medications as safe and effective. The new website will contain information about abortion medication, a provider search and information on planning and paying for abortions. "I believe decisions on reproductive care are to be made between women and their doctors, not extremist politicians or radical court rulings," Gov. Shapiro said. "Let's be clear: This Texas judge's attempt to restrict access to medication abortions is just another attack on a woman's right to choose."

More than 400 pharmaceutical leaders of the drug and bio-tech industry's most prominent investment firms and companies, none of which produce the abortion medication Mifepristone, issued a public statement. It was a "scorching condemnation" of a Texas federal judge's ruling invalidating FDA drug approval authority. A 4/11/23 New York Times report noted the pharmaceutical industry's extreme concern that a Texas ruling went far beyond abortion in its reach, by challenging the foundation of the U.S. regulatory system for all medicines. In a 4/20/23 New York Times statement American Medical Association President Dr. Jack Resneck, Jr. said, "In their zeal to continue upending abortion access after the overturning of Roe v. Wade, legislators, activists and litigants have pushed increasingly extreme measures that disregard medical science, insert government into the examining room and increase the odds of maternal deaths." Dr. Resneck called current litigation attacking Mifepristone's safety a "chilling attempt to intimidate patients and physicians alike." It is "one of the most brazen attacks yet against reproductive health. This would throw our health care system into chaos in ways that extend far beyond the specific fight over mifepristone. This would represent a dangerous and reckless step backwards for our country."

A 4/21/23 Supreme Court 7-2 decisive ruling sent the Mifepristone controversy back to lower courts as appeals to move forward, allowing the drug to remain available for now. Justices Alito and Thomas dissented, voting that Mifepristone be taken off the market. This case could have profound implications even for states where abortion is legal. The Supreme Court order halts the Texas ruling and a Fifth Circuit Court of Appeals ruling. BIO, a trade group representing biotechnology companies, issued a statement saying the decision was important for preserving access to approved medicines. "We must redouble our efforts to preserve and protect

the FDA's long-standing role as the authority in determining the safety and efficacy of medicines. The courts do not have the expertise or medical training to make these types of complex scientific determinations." Eric Baptist, Senior Counsel for Alliance Defending Freedom, the conservative Christian organization seeking to end the use of Mifepristone, said, "Our case seeking to put women's health above politics continues on an expedited basis in the lower courts."

STARBUCKS UNION-BUSTING TACTICS CALLED OUT AT SENATE HEARING:

A Senate Committee on Health, Education, Labor & Pensions hearing titled, "No Company Is Above the Law: The Need to End Illegal Union Busting at Starbucks," was convened by chairman Bernie Sanders (D/VT) to quiz CEO Howard Schultz. Mr. Sanders noted that an administrative law judge had found "egregious and widespread misconduct" by Starbucks in its response to a campaign in which nearly 300 of roughly 9,300 corporate-owned U.S. stores have voted to unionize. Senator Sanders accused Starbucks of not bargaining in good faith, to which Mr. Schultz responded that the company had met with the union over 85 times. A New York Times report pointed out the union's allegation that most of these sessions ended within 15 minutes. The National Labor Relations Board has issued complaints calling Starbucks denial of benefits to union stores an attempt to discourage workers from organizing. Democrats argued that unions acted as a corrective to a basic power imbalance between workers and management. A company might treat workers generously under one chief executive, then harshly under another, Massachusetts Senator Ed Markey said. "Only a union can ensure that the favorable treatment persists." A January 2023 U.S. Bureau of Labor Statistics' annual Union Membership report found union members make 15% more than nonunion workers in similar jobs. A fall 2022 Gallop poll found 71% of Americans approve of labor unions, which is the highest number since 1965. National Labor Relations Board (NLRB) General Counsel, Jennifer Abruzzo, has directed roughly 500 NLRB attorneys to enforce both the spirit and many long-forgotten parts of the National Labor Relations Act (NLRA). According to an American Prospect report, Abruzzo indicated workers need to be made whole financially when restored to their jobs, compensated not just in back pay, but also for expenses that their work benefits would otherwise have covered, should they be illegally fired for organizing activities. Unfair practices include the anti-union propaganda to which employers subject their workers in the "captive audience" meetings they compel their employees to attend.

A 6-3 U.S. Supreme Court ruling in February protected Overtime Pay in the case Michael Hewitt v. Helix Energy Solutions Group. The case disputed whether under the Fair Labor Standards Act, Michael Hewitt should be paid time and a half for hours worked beyond 40 hours a week. Justice Elena Kagan said under federal regulations defining a "salary," the company did not pay Hewitt properly. Instead it paid him as a daily worker. If he worked one day in a given week, he was paid for just that day. If he worked no days, he got no money. Daily rate workers whatever income level are not paid a base salary under Labor Department regulations, based on rules dating back to the 1940's. Under the regulations, salaried employees got paid a week's salary even if they did not work the full week. Finding for the employer would mean depriving daily workers earning less than \$100,000 a year of overtime pay.

Voting to protect overtime pay were Justices Kagan, Roberts, Sotomayor, Thomas, Barrett and Jackson. Voting for the employer were Justices Alito, Kavanaugh and Gorsuch.

EQUAL PAY DAY IN PENNSYLVANIA:

Senator Amanda Cappelletti (D/Delaware) announced her plans to reintroduce legislation requiring salary transparency requirements across the commonwealth, in recognition of Equal Pay Day 2023. The bill would require employers to disclose the pay range on job postings or the minimum compensation if a range doesn't exist. This is similar to the pay transparency law recently implemented in New York. Cappelletti wrote in a memo seeking support that this legislation "levels the playing field" in job negotiations. "Requiring employers to disclose the pay range on job postings prevents employers from perpetuating pay inequities due to the legacy of paying women and people of color less for equal work and excluding women and people of color from certain jobs and industries entirely," Cappelletti said. With a Democratically-controlled House, bills like this one or increasing the minimum wage, are more likely to receive consideration.

HELP WANTED: MORE WOMEN IN THE CONSTRUCTION TRADES

Over the next ten years the Biden administration wants to add one million more women in construction jobs. “The CHIPS and Science Act presents a historic opportunity to unleash the next generation of American innovation, protect our national security and preserve our global economic competitiveness,” Secretary of Commerce Secretary Gina M. Raimondo said. She emphasized the need to increase the semiconductor workforce as essential for the military and for the economy because computer chips are critical in autos and all manner of electronics. At a Tradeswomen Build Nations conference last fall, Secretary Raimondo recognized the challenges women are facing at construction worksites. “Women don’t want to deal with the BS. They just want to do their jobs,” she said, referring not only to child care needs, but work sites rife with sexual harassment. A report by States Newsroom found women working construction all said they have faced some kind of sexual harassment on the job, whether it was inappropriate comments on their appearance, nonconsensual touching or “jokes that go too far.” Sharita Gruberg, vice president for economic justice at the National Partnership for Women and Families, said there will need to be sufficient monitoring and enforcement from the Office of Federal Contract Compliance Programs and Equal Employment Opportunity Commission to ensure that underrepresented workers aren’t being pushed out of jobs due to sexual harassment and discrimination.

The CHIPS and Science Act, signed into law by President Biden, provides roughly \$40 billion for megaprojects. The law requires companies to ensure that the workers they hire, including construction workers building plants, have access to affordable and high-quality child care. Betsy Stevenson, an economist and public policy professor at the University of Michigan said, “I think that the important takeaway is that women can be an important source of labor for the construction industry. The childcare requirements of the CHIPS Act is there to help ensure a sufficient workforce is able to take on the work that is being funded.” Women lost jobs in education and in the service industry during the pandemic and as they returned to work many shifted to new occupations that reflect changing market conditions. Finding affordable, quality child care is an issue for many parents. It can be even more of a struggle for construction workers because daycares typically open after they are already supposed to be at work. Many women left jobs in retailing, hospitality, restaurants and childcare, which often pay low wages and offer few benefits.

According to the Bureau of Labor Statistics data, 1.2 million women were employed in construction in 2020. A University of Michigan data analysis found that women have gained jobs “at three times their share of the industry” since the beginning of the pandemic.

PA ADVOCATES URGE AGAINST TAXPAYER MONEY FUNDING CRISIS PREGNANCY CENTERS:

At 4/11/23 Harrisburg Capitol steps press conference preceded a 2023-2024 budget hearing with the PA Department of Human Services. Planned Parenthood Pennsylvania Advocates (PPPA) and the PA Women’s Law Project rallied against any further state funding for Crisis Pregnancy Centers (CPC) run by Real Alternatives. The House Appropriations Committee, chaired by Rep. Jordan Harris (D/Phila), was urged to defund so-called crisis pregnancy centers. Advocates argue that CPC’s use misleading practices to discourage people from getting an abortion. They urged Gov. Josh Shapiro to stop allocating public money to Real Alternatives, an anti-abortion organization with statewide facilities. Signe Espinoza, PPPA’s executive director, said of CPC’s, “They provide no prenatal care, and they often force a religious agenda on the people who walk through their doors. These centers should receive state investigation, not a \$6 million handout.” Governor Shapiro’s spending plan, unveiled in March, includes roughly \$6 million for the crisis pregnancy centers, including a \$1 million allotment from the Temporary Assistance for Needy Families (TANF) line item, intended to support low-income households. The allocation is similar to the \$7.3 million provided to Real Alternatives in the last budget. “Three out of four Pennsylvanians who qualify for TANF are denied it, yet 100% of six-figure anti-abortion executives willing to take those funds get it,” Tara Murtha, director of strategic communications for the Women’s Law Project, said. “TANF is not meant to be a slush fund for special interests. This grave injustice has been perpetrated by Pennsylvania for decades, and we demand it ends now.”

PENNSYLVANIA WINS SUPREME COURT CASE AGAINST STATE OF DELAWARE:

In October 2022 the Pennsylvania Treasurer and other states presented oral arguments before the U.S. Supreme Court over unclaimed checks issued by MoneyGram Payments System, Inc. After Pennsylvania filed suit to reclaim those funds, 29 other states used the Pennsylvania Treasurer's reasoning to file their own complaints against the State of Delaware for withholding restitution. Claiming that uncashed "official checks" sold by MoneyGram in Pennsylvania are a form of money order, Delaware argued they are not covered under the Federal Disposition Act. The Supreme Court ruled in March 2023 that Pennsylvania residents will have a real opportunity to reclaim millions of dollars in unclaimed property. Stacy Garrity, PA Treasurer, said, "The Supreme Court rejected Delaware's attempt to gain an unfair windfall and struck a strong blow in favor of consumers. I'm eager to get to the business of returning this money to the hardworking people it rightfully belongs to." A Special Master appointed by the Court will determine exactly how much money is owed to the state of Pennsylvania and other states. Delaware could owe as much as \$400 million to other states, including nearly \$19 million owed to Pennsylvania. This is the first time in almost 30 years that the Supreme Court has needed to make a ruling about the laws governing unclaimed property.

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



Virtual Chapter Welcomes New Members who
joined in March and April

Nina York

Yetunda Teriba

Tiffany Purifoy

Karla Kurrelmeyer, M.D.

Farah Chatilah

The April meeting was held on the 19th, via Zoom and the topic was “Surviving the Email Avalanche – Digging Yourself Out and Keeping the Path Clear” from our Entrepreneur and Small Business Committee and presented by Barbara Bozeman.

In May (Wednesday, May 17th, 2023 at 5pm PDT / 8pm EDT) the program will be:

“Your Business Season” How to identify and maximize your business cycle” Presented by Brooke Burns from Beyond Coaching.

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

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

Whether you're an aspiring or seasoned entrepreneur or small business owner, we're here to offer an environment for:

- building connections with experienced professionals who believe in you,
- sharing tools and resources that help you build influential, profitable businesses, and
- inspiring you to grow personally and professionally.

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

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

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

Who: All interested members are welcome.

Register: <https://www.nfbpwc.org/event-5263017>



Virtual Chapter Members

who will be celebrating their special day in May:

Paola Del Zotta Ferrari * Elizabeth Mills * Beth Gibson Lilja*

***Larissa Miller * Shelley Maloney ***

Virtual Club | NFBPWC Benefits

NFBPWC Virtual:

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

Which NFBPWC Benefit is most valuable to you?

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


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

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

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

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

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



NFBPWC is looking for your submissions for the next Magazine.

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

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

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

@VestaBlueStudio

Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

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

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

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

Economic Equity and Justice

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

Health Equity and Justice

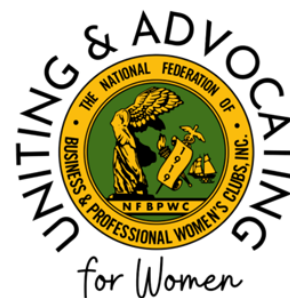
- Access to affordable reproductive healthcare, including contraception and legal abortion care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education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

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

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

NFBPWC MEMBERSHIP

A BROAD RANGE
OF BENEFITS



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

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

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

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

Our NFBPWC Heritage



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

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

Our Ambitions

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

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

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

Benefits of Affiliation

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

Individual Benefits

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

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

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

www.NFBPWC.ORG



LADIES, YOUR HEALTH IS IMPORTANT!

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



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

GOOD HEALTH PROGRAM FEATURES:



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



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



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



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



Save on generic drugs and brand name prescriptions

See the reverse side for more plan information.

What's Included in this plan?

Telemedicine

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

Mental Wellness

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

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

Dental Care

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

Vision Care

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

This plan is not insurance.

Not available in WA.

Prescriptions

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

Plan Options

 **Member Only**
\$16.00 / month

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

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

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

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

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