

NFBPWC Magazine

NOVEMBER 2023 ISSUE

Empowering Women Worldwide with Digital Literacy

November Challenge
from ESB Committee

IFBPW Submits CSW68
Statement to UN Women

A Time of Gratitude

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Submission Deadline for the December Magazine is Wednesday, November 22nd at 7:00 pm Eastern Time

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

THE NFBPWC MAGAZINE ARCHIVE			
2022-2023 NFBPWC Magazine EDITIONS			
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• NFBPWC 2022 February Magazine.pdf	• NFBPWC 2022 February Magazine.pdf	• NFBPWC 2021 February Newsletter.pdf	• NFBPWC 2021 November Newsletter.pdf
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Events Calendar

National Events

November 6, 2023

1st and 3rd Mondays of the Month

5:00 pm PST / 8:00 pm EST

Membership Committee Meeting

Email for info: VPMembership@NFBPWC.org

Nov 6th: <https://www.nfbpwc.org/event-5379963>

Nov 20th: <https://www.nfbpwc.org/event-5379966>

Part 2 - November 8, 2023

Webinar: Launch, Sustain & Grow Your Organization in the Digital World hosted by the NFBPWC Public Relations Committee

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)

Email for info: Environment@NFBPWC.org

2nd Tuesday of the Month

4:00 pm PST / 7:00 pm EST

Young BPW Committee Meeting (Young BPW Members Only)

1st Wednesdays of the Month

2:00 pm PST / 5:00 pm EST

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

Email for info: DigitalTraining@NFBPWC.org

2nd Wednesdays of the Month

4:00 pm PST / 7:00 pm EST

NFBPWC Entrepreneur & Small Business Committee Meeting (Open to the Public)

2nd Thursdays of the Month

4:00 pm PST / 7:00 pm EST

[Advocacy Committee Meeting](#) (BPW Members Only)

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

Connecting NFBPWC Committees

2:00 pm PST / 5:00 pm EST

Hosted by Young BPW Chair, Emily VanVleck

2nd and 4th Fridays of the Month

8:30 am PST / 11:30 am EST

L3 Committee Meeting

Email for info: L3Chair@NFBPWC.org

Regional Events

November 12, 2023

4:00 pm PST / 7:00 pm EST

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

More info: [Pennsylvania Affiliate Chapter](#)

November 15, 2023

5:00 pm PST / 8:00 pm EST

Virtual Club Monthly Meeting (Open to All BPW Members)

<https://nfbpwc.org/event-5420721>

November 16, 2023

5:00 pm PST / 8:00 pm EST

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

<https://nfbpwc.org/event-5420776>

November 2023 California Monthly Meetings

More info: [NFBPWC California Federation](#)



NFBPWC Biennial Conference

July 18, 2024 to July 21, 2024

Hosted by NFBPWC Pennsylvania

More Info: [2024 NFBPWC Biennial Conference: Equality Has No Deadline!](#)

About NFBPWC

Developing the business, professional and leadership potential of women.

Our Mission

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

Objectives

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

Theme for 2022-2024

Cultivate Connections, Create Community

Focus Issue for 2022-2024

Women on the Move

Contacting your NFBPWC Executive Committee (2022-2024):

Megan Shellman-Rickard, President

Kathy Kelly, VP Membership

Daneene Monroe Rusnak, VP Advocacy

Sondra Nunez, Secretary

Kalee Carmel, Treasurer

Emily VanVleck, Young BPW

Sandy Thompson, Immediate Past President

president@nfbpwc.org

vpmembership@nfbpwc.org

vpadvocacy@nfbpwc.org

secretary@nfbpwc.org

treasurer@nfbpwc.org

youngbpw@nfbpwc.org

immpastpresident@nfbpwc.org

Standing Committees:

Advocacy, Daneene Monroe Rusnak, NFBPWC 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, NFBPWC 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, Teresa Gehrke, BPW Colorado

Gender Based Violence, Veera Mahajan, California

Marketing, National Team

Magazine/Newsletter, Michele Guarino, NFBPWC Virtual

Military Affiliated Women, Alice Gallop West, North Carolina

Social Media, Suzette Cotto, NFBPWC Virtual

United Nations, Susan O'Malley, NYC

Website, Kemi Oyebade, NFBPWC Virtual

digitaltraining@nfbpwc.org

gbv@nfbpwc.org

marketing@nfbpwc.org

newsletter@nfbpwc.org

militarywomen@nfbpwc.org

socialmedia@nfbpwc.org

UNchair@nfbpwc.org

website@nfbpwc.org

President's Message



President's Letter

Gratitude

November is when the season of pumpkin spice turns into hot cocoa with peppermint as we rush around preparing for the busy winter season. So many of us struggle as we try to balance our careers, families, friends, and service commitments. In November, I try to lean into gratitude as my preferred state of mind while navigating the various duties I have as a business owner, leader, mother, friend, and activist.

My practice of gratitude extends beyond the month of November, but I strive to include it as a daily practice during this time of year because the daylight hours continue to recede, and it gets harder to get up each morning. Words of gratitude can connect us and bring us closer together. In a world that seems increasingly disconnected and polarized, verbalizing what I am thankful for creates a framework for a more hopeful future.

I am grateful to the members of NFBPWC for the continued support of our organization and its leaders. The kinship that we feel in this organization helps us move forward as we advocate for women across the nation and the globe. I am thankful that I have this amazing opportunity to serve as our president as we realize our goals together. It is an honor to work with such an incredible group of women who truly see the benefits of being part of an international women's organization. In the month of November, I am grateful for the 19th Amendment and my right to vote, as a woman; despite the many years it took for all women in the USA to be equally extended the right to vote.

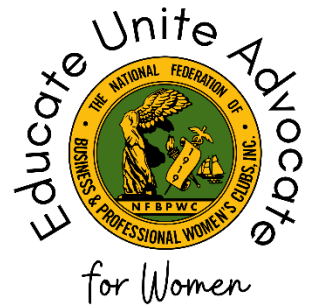
A final and fitting gratitude for all Veterans this Veteran's Day and an acknowledgment that NFBPWC began on the heels of World War I with a mission from the government to "coordinate identification of women's available skills and experience." As stated on our website (<https://www.nfbpwc.org/heritage>):

While mobilizing for World War I, the U.S. Government recognized the need for a cohesive group to coordinate the identification of women's available skills and experience. A Women's War Council, financed through a federal grant, was established by the War Department to organize the resources of professional women.

These women founded the first organization, NFBPWC, that focused on the issues of working women. As our organization continues its efforts to ensure equality and equity for working women, it is imperative that we intentionally recognize and thank our female Veterans for their service and all Military Affiliated Women (<https://www.nfbpwc.org/Military-Affiliated-Women>) for their support of our democracy. Happy Veteran's Day!

Kind Regards,

Megan Shellman-Rickard
NFBPWC President
2020-2024



1st Vice President Membership News



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

The Holidays are approaching!

How about giving the GIFT of EMPOWERMENT?

Are you starting to wonder what to give to your favorite nieces, granddaughters, sisters, or besties (over age 18)? Why not give the gift of joining an organization guaranteed to empower personally, professionally, and politically. Student membership is as low as \$30! What a great stocking stuffer for those working on their careers.



How about that busy mom who works full time from the home? I know from experience there's a sense of isolation at times, and BPW is the best medicine! The gift of membership and the friendships, skills and support our members find in this organization can last a lifetime (unlike another pair of yoga pants...About the same price too).

Hmmm, and what to get your club officers, an outstanding member, or your BPW bestie? How about a beautiful NFBPWC designer scarf!

(thank you Barbara Bozeman)

Suggested donation is \$25, including shipping. Contact Kathy Kelly at vpmembership@nfbpwc.org with your order.



WELCOME NEW AND RENEWING MEMBERS!

New	Katrina Canyon	Seattle, WA
New	Denise Rubin	El Monte, CA
New	Judith Johnson-Keyt	Tacoma WA
New	Dr. Twila Lee Wynn	Pennsylvania
RENEW	Jordan Bennett	STUDENT, Santa Clara Univ
New	Linda Cypret-Kilbourne	Michigan
New	Margaux A. Dever	Michigan

New	Brigette Robinson	Michigan
New	Yvette Wilkie	Michigan
New	Diane Rames	California Berkeley
New	Pearl Spaho	California Conejo Valley
New	Kylee Hill	California Conejo Valley
New	Cheryl Miller	California Conejo Valley
New	Cathleen Jeanty	New York
RENEW	Geneva Milligan- Keinath	Virtual Nebraska
New	Ava Ng	California East LA-Montebello
New	Donn De La Rosa	California East LA-Montebello
RENEW	Theresa G. Amador	California East LA-Montebello

Ladies, in a time where most other service organizations are declining, BPW is building up in leaps and bounds. Get ready for next year's push, **"Double or More by '24" with fabulous prizes. More details to come!**

The National Membership Committee meets on the first and third Mondays of each month, holidays excluded. Join us when you can to learn more about the tools and events that we offer that can support your Affiliate to "Double or More by '24!"

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

NFBPWC New Member Spotlight



BPW Pennsylvania

"I see myself as a positive and encouraging leader within the BPW organization because this is how I live in my everyday life."

Dr. Twila Lee Wynn, Owner/Founder of [Diamonds Women in Wisdom](#), is an Evangelical spiritual leader with a mission focused on bringing women closer to Jesus Christ.

She earned her Doctorate in Biblical Studies with the completion of Doctor of Theology, Ministry, and Divinity from the Signal of Light Bible Seminary and has served as Preacher / Associate Pastor and Family Service Counselor

Dr. Wynn is an award-winning author of [Good Morning! Have a Nice Day!](#)

She is also a radio host of the show: Diamonds Women in Wisdom

Love~Support~Unity and may be breaking into television soon!

In addition to preaching, motivational and inspirational speaking engagements, Dr. Twila recently won the Pennsylvania State Speak-Off Winner 2023-2024.

She is the mother of three, grandmother of ten, great grandmother of six.

Dr. Twila is a talented and passionate woman and has been a BPW member for five years. She is currently serving as her Club's president, and we are so happy she has joined the BPW National and International Sisterhood. Going forward, Dr. Twila is interested in furthering NFBPWC's focus area on Justice, Diversity, Equity and Inclusion.



2nd Vice President Advocacy Report



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

Priority on the ERA!

On Saturday, October 21st, I had the pleasure of joining the California BPW affiliate's Fall Board Meeting as part of an ERA Panel put together by Immediate Past President and California BPW member, Sandy Thompson. Many thanks to fellow panel members, Pattie Rayl, Nancy Werner, and Linda Wilson for their informative and inspiring contributions.

Emphasizing the importance of the ERA is nothing new for NFBPWC members and friends but I think we can all agree that there has been a greater focus on crossing the finish line recently. Likeminded organizations are concentrating efforts and these groups are encouraging the ERA's official inclusion in the Constitution in a variety of ways. Below are some helpful links and resources for you to use and share because.....

Equality Has No Deadline!

[Take Action on the ERA! Equality Has No Deadline!](#)

One Click Politics landing page for NFBPWC

[ERA Action on NFBPWC Website](#)

Link to ERA virtual backdrop for download: [Equality Has No Deadline Virtual Backdrop](#)



➤ Increase support for the Discharge Petition:

* a **discharge petition** is a way of bringing a [bill](#) out of [committee](#) and to the [floor](#) for consideration without a report from the committee by "discharging" the committee from further consideration of a bill or resolution. [Read more about it from ERA Coalition here.](#)

- There are 207 co-sponsors of H.J. Res 25. We want to focus on the remaining Democrats and the picking up 6 additional Republicans
- The number of House Members signing the Discharge Petition increased by 14 new signers to 196 during the month of September. Keep the pressure on to reach the desired 218 signatures.
- To reach out to Democrats please use list: [Discharge Petition Outreach list of current cosponsors](#) and here's where to reach [Republican Cosponsor/Discharge Petition Targets](#)

➤ House/Senate - H.J. Res. 82/S.J. Res 39 - ERA Now expresses the ERA has been validly ratified and is enforceable as the 28th Amendment and calls on the Archivist to certify and publish without delay

- [Outreach list for H.J. Res. 82 cosponsors - Representative Bush](#)
- [Outreach for SJ Res 39 - Senator Gillibrand.](#)

All the best, Daneene

LGBTQ+ Team Report

By: Susan Oser, NFBPWC Advocacy Team LGBTQIA+ Lead

Organization of the Month: One Pulse Foundation

Why highlight?

The organization was created in honor of the victims of a terrible tragedy that occurred on June 12, 2016 at the Pulse nightclub in Orlando, Florida. 49 people were killed and at least 53 were wounded. It is a community of people whose purpose is to open hearts and minds to the violence that happens towards the LGBTQ+ community.



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

FYI Positive LGBTQ+ for November:

- **11th Circuit Court Upholds Ruling Blocking Drag Ban** In a major ruling released Wednesday, the 11th Circuit Court of Appeals in the United States ruled that Florida's ban on drag will continue to be blocked from enforcement statewide.

Source(s): https://www.erininthemorning.com/p/11th-circuit-court-upholds-ruling?r=k9hlj&utm_campaign=post&utm_medium=web

- **Equal Employment Opportunity Commission (EEOC) releases proposed enforcement guidance to protect LGBTQ+ workers from harassment.** The new guidance, released on September 29th, was adopted by a 3-2 vote of the EEOC commissioners. It includes protections against harassment for LGBTQ+ workers and protections against harassment in virtual work environments.

Source(s): <https://www.reuters.com/legal/government/eec-renews-bid-update-workplace-harassment-guidance-2023-09-29/?eType=EmailBlastContent&eId=d8c14ad0-d0c8-4902-97b1-00815b0a23f5>

- **The 'first English-language trans novel' adapted for stage.** The International Theatre Program at the University of Rochester is launching its production of Sarah Ruhl's "Orlando" this October. This production offers an exploration of identity and gender fluidity. It joins a trend of an increasing and intensifying interest in the eponymous novel by Virginia Woolf. Ruhl has described her play, which she wrote in 1998, as true to the story Woolf told in the 1928 book.

Source(s): <https://www.rochester.edu/newscenter/international-theatre-fall-production-orlando-568802/?eType=EmailBlastContent&eId=d8c14ad0-d0c8-4902-97b1-00815b0a23f5>

The following is an overview of or anti-LGBTQ+ legislation in the news:

- **Ohio Republican Says Bathroom Ban Has Nothing to Do with Trans People.** Only ten states ban transgender people from bathrooms. While most bans focus on K-12 schools, three states go beyond that and target adults in other places. Ohio may become the fourth if HB183 passes.

Source(s): https://www.erininthemorning.com/p/ohio-republican-says-bathroom-ban?r=k9hlj&utm_campaign=post&utm_medium=web

- **Federal Appeals Court allows Kentucky and Tennessee to enforce bans on medically necessary care for trans and non-binary youth.** The Sixth Circuit Court upheld Kentucky's and Tennessee's bans on medically necessary gender-affirming care on September 28th by a 2-1 vote. Lawyers for the families who

brought the Tennessee challenge called the ruling a “devastating result for transgender youth and their families” and said they were “assessing [their] next steps” in defense of transgender rights.

Source(s): <https://www.nbcnews.com/nbc-out/out-politics-and-policy/appeals-court-upholds-tennessee-kentucky-bans-trans-care-minors-rcna118056>

If you have any news or leads on anything related to LGBTQ+ news, issues, and organizations, please contact Sue Oser at soser@nfbpwc.org

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.



From the Desk of the Secretary



By: Sondra Nunez, NFBPWC Secretary 2022-2024

Love cannot remain by itself – it has no meaning. Love has to be put into action, and that action is service. — Mother Teresa

As the world continues to find more and more

reasons to spread violence and hate, I am reminded we can choose love, we can choose compassion. Thank you members of NFBPWC for your continued willingness to open your hearts and minds to the needs of others. It is a privilege to be one of you.

The meaning of compassion is “sympathetic consciousness of others’ distress together with a desire to alleviate it.”

Merriam-Webster Dictionary

NFBPWC Young BPW

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

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

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

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

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

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

Who: All interested members are welcome.

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!

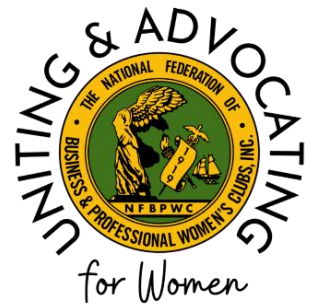
Keep in the loop of Young BPW activities and join in on them by either following us on:



@YoungBPWUSA



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



YOUNG BPW

Immediate Past President Report



By: Sandra Thompson, NFBPWC's Immediate Past President

Some of you may have noticed that we have a phone number on our website. That phone number is my home number. As a result, from time to time I receive phone calls from various people. Many of them have to do with them finding some BPW memorabilia that belonged to their mother, aunt, or grandmother. Fortunately, they do not want to just throw it out and contact me looking for some place to send it. A few months ago, I received a call from one such person. She had a collection of the old National BPW magazines. She told me she would go through everything and send me what they did not want. It had been a while since we talked, and I was surprised when my doorbell rang and there was a large box on my doorstep. I have not had time to really go through it, but I decided to pick one out at random

and share some of it with you.

The issue I selected is from July-August 1972. The magazine was called National Business Woman and was 18 pages long. It was the annual review of the last year.

One of the items highlighted in the magazine was that the Equal Rights Amendment was passed by the Congress in 1972. Michigan became the 18 state to ratify it. They were encouraging members to work toward that ratification. It is unfortunate that 51 years later we are still trying to get the ERA as an amendment to the constitution. There was so much hope in their article.

Here is part of the outgoing President's message.

"And a marvelous addition you have written on the Scroll of Achievement this past year!

Not only did the Equal Rights Amendment pass overwhelmingly in the United State Congress, but exactly half of the states required to ratify have already done so. At the time of this writing, only two have actually rejected ratification.

Programming has been in the areas "where it's at!" Over and over the reports of programs show that clubs and states are grappling with the real problems of our communities which affect all peoples, and the problems that concern women.

Of course, we have made mistakes, and of course we have not accomplished everything we hoped to do. The only person making no mistakes are dead and the only ones who accomplish everything they hoped to set their goals too low!

This past year was built on the efforts of every prior year, the work of every prior member, the plans and goals of every past administration. We have added one more to the foundation. But we must keep the same attitude of the lad who was asked one day, "Son, who made your?" And the lad replies, "I ain't finished yet!"

With the "Objectives in Action" as our program, the ratification of ERA to be completed, with true equality under the law and true equal economic opportunity for all citizens yet to be attained, and with our Collect to be lived, we can know for a truth, as "The Golden Key" so aptly puts it, "Our God is Love, and Love brings work; there's love and work for all."

On the evening of July 27th I will be privileged to call Jeanne C. Squire "Madam President". I join you in my rededication to the things this Federation stands for, and I join you in saying to her, and to the others who serve with her in leadership this year, "As a member, I will do my best. Count on me."

Osta Underwood, President"

Environment & Sustainable Development Committee

By: Marikay Shellman, BPW Colorado Virtual

Chair, NFBPWC Environment and Sustainable Development Committee (2022-2024)

Simple Acts: Recycling the Correct Way

Despite being taught to recycle everything, everything cannot be recycled. About 30% of what ends up in our recycling containers doesn't belong there. Contaminated materials being tossed into recycling bins are causing recycling centers to dispose waste by the truckloads to landfills.



Some simple recycling Do's and Don'ts

1). **Don't be a "Wish-cycler"**. While tossing items like shoes, bicycle tires, old garden hoses, Styrofoam coolers, & plastic toys into the recycling bin might be done with the best intentions, these bad recycling habits are counterproductive. "Wish-cycling", tossing non-recyclable materials into recycling bins, adds financial expense & labor to every system in the world. Someone has to manually pull these things off the conveyor belt & send them to the landfill. What can be recycled varies from community to community depending upon how far away

processors are located. When in doubt call your local recycling facility or throw it out.

2). **Do recycle all clean, dry paper & paper board products**. Shredded paper can be recycled in paper bags, but not loose. Don't recycle any soiled or coated or sticky paper, examples being envelopes with a clear plastic windows or sticky notes. Cracker, cereal, cookie boxes are okay as are the non-greasy side of pizza boxes. Rinsed out milk & juice containers are dependent upon where you live. **Used coffee cups are a no-no!**

3). **Empty, clean & dry** should be your household motto. Food residue of any kind, just one empty jar of peanut butter can contaminate an entire truckload of recyclables. Aluminum soda cans & tin cans can be recycled if they are empty, clean & dry. (I put mine through the dishwasher.) Aluminum foil with food stuck to it, bottle caps, soda can tabs & razor blades should never be recycled. Once again, **when in doubt, throw it out!**

4). **Don't recycle anything smaller than a credit card**. Small items like bottle caps or tiny pieces of paper can become stuck in recycling processing machines.

5). Try the **"poke test" with plastics**- if you can press your finger through the plastic, it doesn't belong in the recycling bin. Sandwich bags, plastic wrap, plastic grocery bags, produce bags, newspaper bags, & most cereal bags do not belong in the recycle bin.

6). Whether it's broken window glass or a broken beer bottle, **never put broken glass into your recycling bin**. It can clog machinery and/or be dangerous for employees handling recycling.

7). **Don't assume all plastic is single-stream recyclable**. The number inside the triangle of chasing arrows, called Resin Identification Codes, were not designed for consumers, but rather for processors to bale recycling materials with consistency. Ignore the numbers & recycle single-use rigid cleaned plastic containers only: water, salad dressing & shampoo bottles.

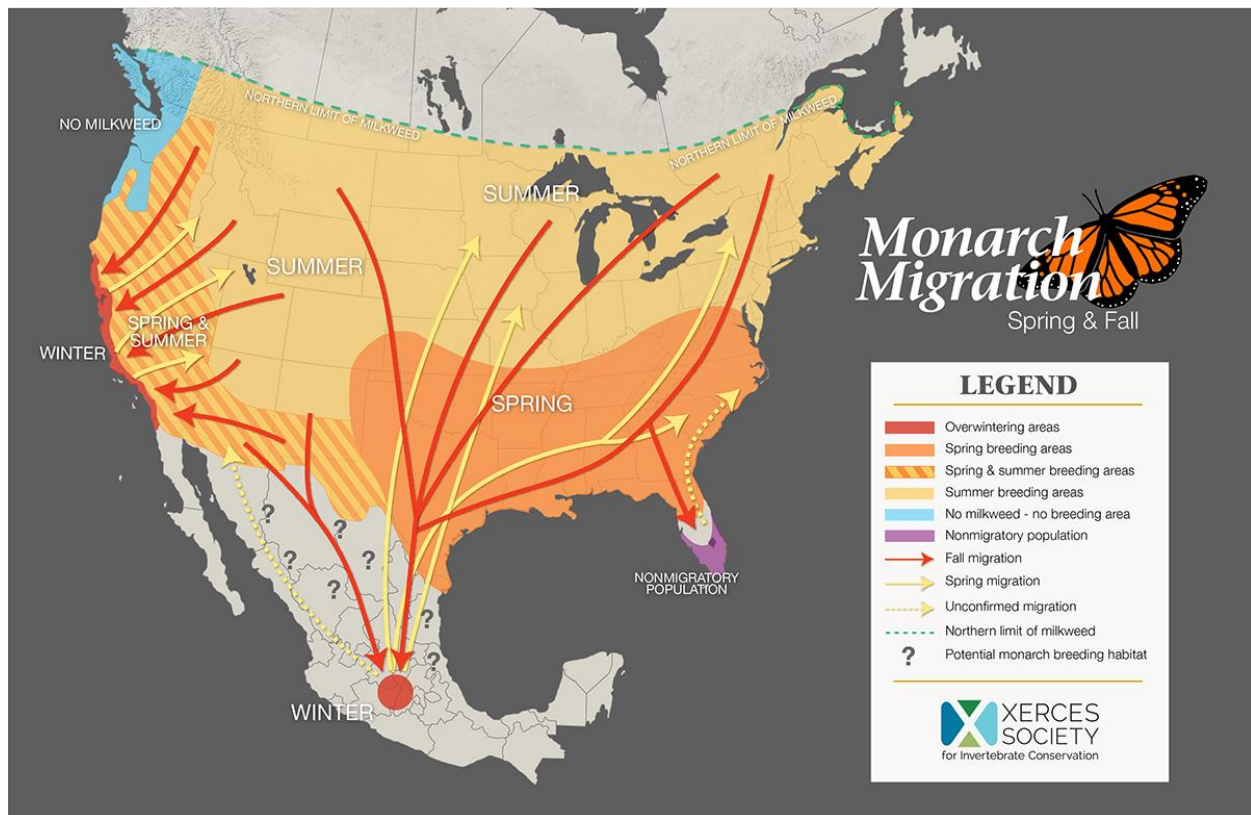
While almost anything is technically recyclable, processors need to have enough of a homogenous material supply to make it worth their cost for labor, space & marketability. Recycling is based on supply and demand. Processors need to be able to purchase materials and break them down for reuse at a cost that will sufficiently pay for labor & transportation and still make a profit for them.

Bring Back the Pollinators

By: Marikay Shellman, BPW Colorado Virtual

Chair, NFBPWC Environment and Sustainable Development Committee (2022-2024)

Many of us are feeling overwhelmed by the immense weight of news about Climate Change. To add a lift to our spirits, I thought I'd write about the amazing annual journey of the **Monarch butterflies**. Between August & October, North American monarchs migrate south. Most monarchs who spent summer months west of the Rocky Mountains migrate to California coastal areas while those monarchs who breed in the east migrate to Mexico.



- ❖ Coasting on air currents these migrating monarchs can travel up to 100 miles in one day, a total of 2500 to 3000 miles to reach their winter sites. We can't see these migration patterns from the ground as they often fly at elevations of 800 to 1200 feet high.
- ❖ Scientists theorize that monarchs must use cues like sunlight & magnetism to navigate directionally, because none of these fall migrating monarchs have ever been to their destination before. When they head north in the spring, they will breed & die.
- ❖ While a monarch's lifespan is 2 to 6 weeks, a migrating monarch's lifespan is 9 months. This lifespan is spent migrating south, clustering in large groups to survive the winter, migrating north, and breeding in the spring.
- ❖ Some species of monarchs don't migrate, such as those monarchs living in southern Florida. Scientists are still studying- is because of the milder winters or genetics or both.

- ❖ Much of the data about migrating monarchs is from community scientists who have been tracking, counting and photographing monarchs for decades. Anyone can be involved. Contact Xerces Society to be a community scientist to help with research of these beautiful animals.



Remember to LEAVE the LEAVES!

Most insects & invertebrates spend their winter right where they spent all summer. They rely on fallen leaves and other organic debris to cover and insulate them from the winter weather. Before you rake or blow those leaves, remember these are resources for nests and overwintering habitat.

Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Colorado Chair of Environmental and Sustainable Development

Dear Business and Professional Women colleagues,

I will be stepping down from being BPW Colorado Chair of Environmental and Sustainable Development. It's been a privilege and honor to serve BPW, humankind, all creatures, and our beautiful planet for so many years! I feel it's time for some new energy and direction. I've tried very hard to find a replacement. If you have anyone in mind, please do let me know. I have a "Job Description" document I can send to anyone interested.

Just to mention one of many perks of the job was getting to represent BPW Colorado and NFBPWC at the 2017 BPW International Congress in Cairo, Egypt. We met women from all around the world! My colleagues and I stayed an extra week and sailed the Nile River with Luxor Sail the Nile owned by our BPW Germany colleague. It was truly the trip of a lifetime!

My "Green News" and "Simple Actions" may be coming to an end as well. I am making a final attempt with the below document and have sent it out to all the Aides for Representatives and Senators at the Colorado capital. I

will also be sending this to any other people or organizations that have a newsletter or regular e communications and also to news and media.

Please feel free to use the following as a template or edit it to use in sending any other persons or organizations that you are connected to.

Hello to my Colorado Representatives and Senators,

First of all, thank you for all you do to make our world a better place!

Psychologists have come up with a term "Eco Anxiety." With all the climate disasters in the news every day folks are feeling the impacts of climate change. I believe by focusing on solutions, folks will feel empowered like there's something they can do instead of feeling despair and helplessness of our situation on this beautiful planet.

I've been thinking of ways to address climate change as we need to take drastic action. I'm sure you are aware of the seriousness of our situation and that humanity (and all species) are at stake.

I started sending eco-suggestions out when I was motivated in the aftermath of the Marshall Fire that occurred in Boulder County, Colorado, where I reside. Over one thousand homes burned, and thousands of people lost everything. I am still affected with PTSD even though it's been nearly two years ago.

As an organization or person sending out regular e-communications, you have the opportunity to reach many people. I'm urging you to include the "simple action" of the day, or week, or month in your communications.

For example, the majority of regular citizens don't know many simple things, including that idling their cars puts out a lot more CO2 than when driving, and lack the knowledge about phantom or vampire energy. YOU can help educate people.

Almost every day in the news, I read or hear of yet another climate disaster. But what about solutions?

Wouldn't it be great if your newsletters and news outlets and media helped us to do that by sharing a simple environmental action of the day? For example:

- Don't allow your car to idle
- Avoid using drive-throughs
- Have no-drive days every week
- Shop and bank locally and divest from big banks that support oil and gas
- Turn down the heat
- Turn off lights when you leave a room
- Use power strips and leave off when not in use to fight "vampire energy"
- Minimize using single-use plastics
- Bring your own cup to your coffee shop
- Use a reusable water bottle wherever you go
- Strive for zero waste
- Hang-line dry clothes
- Join Climate Citizens Lobby
- Get the Climate Action Now CAN app (spend only 5 minutes a day to send emails to companies that are harming the planet or supporting oil and gas such as big banks. CAN provides the text and email addresses all one needs to do is click send)

There are SO many actions we can take. They may be small changes but can add up to make a big difference. I can send you a list of simple actions with links that are ready to send. (All you need to do is add a text box to your newsletter).

Switching to renewable energies, transitioning to regenerative agriculture practices, and passing legislation such as the *Green New Deal*, and a carbon pricing bill, are really important. However, these things take time

-- time we don't have. I feel that every citizen needs to be environmentally educated and be part of the solution.

I think Colorado Governor Polis and President Biden missed a huge opportunity to reach millions of households when they gave speeches for the Marshall Fire press conference which aired on television in January of 2022. They spoke at great length on the many climate disasters that are increasing but barely a word about solutions.

I urge our elected officials and others to use media opportunities to an advantage.

I believe what the EPA says: "Over 40% of our greenhouse gases come from the way products are extracted, produced, transported, used, and even disposed of. Striving for Zero Waste is one of the quickest and easiest ways to address climate change and build healthy communities."

I also agree with Bill McKibben when he said: "We're under attack from climate change — and **our only hope** is to **mobilize** like we did in **WWII**."

Again, thank you again for all you do and your time here. We can make this happen! I look forward to hearing from you!

YOU ARE A PART OF THE SOLUTION!!!

Laurie Dameron

Climate Reality Leader

Chair of Environmental and Sustainable Development BPW Colorado

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>

Health Committee Report

Keri Hess Laursen, NFBPWC Health Committee Chair, Downtown Sacramento Member Health@NFBPWC.org

The Health Committee is seeking a co-chair, no experience required!

The Health Committee currently meets the 2nd Monday of each month at 5pm PST.

Please email Keri at: health@nfbpwc.org to inquire about serving as co-chair or to get on the Health Committee listserv.

Rapid Response Committee Report

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

What is your rapid response issue?

My job as the Rapid Response Chair is to seek out issues that the organization can take a voice on that connect to our mission and legislative platform.

And while there is an organizational mode behind the issues, what about you the individual?

Are there any issues that are valuable and speak close to your heart and in a heartbeat, you would post a social media link, video, or share an article about? What is that issue that speaks to you that you are willing to fight for and make it your personal issue.

If you have such an issue that speaks close to your heart, then perhaps that is your personal rapid response issue. You don't need organizational backing or its voice to do it because it is your path. But if you need ideas or support, connecting to an organization like NFBPWC can be a great starting point for you.

Please connect with Sue Oser at rapidresponse@nfbpwc.org if you have any ideas on topics that should be focused on and discussed as we get into the big election cycle.

Entrepreneur and Small Business Committee Report

From NFBPWC Entrepreneur and Small Business Committee

(Marsha Riibner-Cady – Chair / Barbara Bozeman Vice-Chair)

ESB and Members in Action:

This month – we are checking in on some of our members who attended another learning opportunity.

In September, Brooke Burns led a session for those curious about QR Codes:

CURIOUS ABOUT QR CODES?
Wondering how you could use them?

Join the NFBPWC Small Business Group for...

Point, Scan, Engage:
QR Codes as Your Business's New BFF
An interactive, Virtual Think & Work Session
Wednesday, September 13– 7 pm

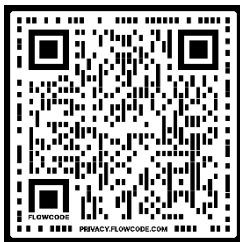
PRESENTED BY:

Brooke Burns
LIFE AND BUSINESS COACH
info@brookeburns.com
561-859-8795

SCAN ME



Here are the QR codes for a few of the attendees who took her session to heart – and business...



Marsha Riibner-Cady
Cady CPR Solutions



Teresa Gerhke
PopCykol



Barbara Bozeman
Sights & Hounds Photography

Be sure to check out their businesses via the QR codes – and let us know if your business is currently using them. We'd love to hear from you.

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December Program



As the year comes to a close, most of the world winds down a bit – but the entrepreneurs or business owners, still has a bit more work on their plate...

Join us for our December meeting for

**“Closing out the Annual Books and Gearing up for Tax Season”**

**Wednesday, December 13th, 7pm EST**

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In October and November, your ESB team took a short break to give room and support for the two-part series: “Launch, Sustain & Grow Your Organization in the Digital World - An Opportunity for NFBPWC Clubs Nationwide” facilitated by Suzette Cotto.

We hope you took advantage of this wonderful opportunity.

—

**\* You can promote your business via the NFBPWC Member Business Directory?**

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

| BUSINESS CATEGORY: PROFESSIONAL SERVICES                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p><b>iSOLvit LLC</b><br/>Management Consulting<br/>Mayfield Hts<br/><a href="http://www.isolvit.org">http://www.isolvit.org</a><br/>NFBPWC Member: Kathy Telban</p> |  <p><b>OAS</b><br/>Original Account Strategies<br/>Website &amp; Graphic Design<br/>Denver, CO<br/><a href="https://originalaccountstrategies.com/">https://originalaccountstrategies.com/</a><br/>NFBPWC Member: Alisha Harris</p> |  <p><b>A Second Office LLC</b><br/>To provide Business Management<br/>services to Entrepreneurs<br/>Berwick, ME<br/><a href="http://www.asecondoffice.com/">http://www.asecondoffice.com/</a><br/>NFBPWC Member: Michele Guarino</p> |  <p><b>IAGIFTED</b><br/>Education and Mentoring services for<br/>gifted children<br/>Miramar<br/><a href="http://www.iagifted.org/">http://www.iagifted.org/</a><br/>NFBPWC Member: Valentina Solarin</p> |

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.

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

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

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

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

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

**YOUR NOVEMBER CHALLENGE**  
**CHALLENGE #2**  
**FROM YOUR ENTREPRENEUR AND SMALL BUSINESS COMMITTEE**

The October Challenge (Challenge #1) was a great success and thank you to those who filled out their professional information –

Place of Work / Business or Organization Name and Business/ Profession Information.

Everyone who completed the challenge had their user id put on the “Magic Wheel”.

We gave it a spin and the October Challenge Winner is:

Kalee Carmel - Virtual Chapter

Kalee will be receiving a beautiful NFBPWC scarf.

Congratulations!



November's Challenge / Challenge #2:

Log on to the NFBPWC website between November 1<sup>st</sup> and November 18<sup>th</sup> and update the following information on your Member Profile:



College / University –

\*Where you studied, to include Trade/Vocation, and what your course(s) of study will be welcome too.



All who complete the challenge will be included in the next spin of the Magic Wheel.

Winner will be announced in the December issue of the NFBPWC magazine.

\*Members must have a valid mailing address in their profile to be included (how else could we send you your gift???)



**Marsha Riibner-Cady and Barbara Bozeman**  
**Your Entrepreneur and Small Business Team**

## Women on the Move Committee Report

Nermin K Ahmad, NFBPWC Women on the Move Committee Chair

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

By: Nermin K. Ahmad

### **Afghan Women Project:**

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



## Digital Training Report

By: Teresa Gehrke, NFBPWC Digital Training Chair

### **Empowering Women Worldwide with Digital Literacy**

In an era dominated by advancing technology, digital literacy is not just a skill, it's a fundamental right. For women around the globe, access to digital resources and the ability to navigate the digital landscape can be transformative. In this blog, we will explore the vital role of digital literacy in empowering women and how NFBPWC can lead in this arena.

#### **The Significance of Digital Literacy for Women**

First, digital literacy is a gateway to education. It opens doors to a wealth of educational resources, from online courses to e-books, leveling the playing field for women in pursuit of knowledge. We continually hear that education is the key to the kingdom, or in our case, queendom. What skills do you have that can elevate another woman in your life?

Second, digital literacy provides economic empowerment. Access to digital tools and platforms enables women to participate in the global economy, either through entrepreneurship or remote work opportunities. As a technology professional, who has dabbled in blockchain, I've seen how digital literacy and the ability to use tools like cryptocurrency can uplift a women's collective in more impoverished areas.

Third, women can amplify their voices. Social media and digital platforms provide a stage for women to voice their opinions, advocate for change, and connect with like-minded individuals on a global scale. If we don't hear it or see it, we can't know about it. This can level the playing field and bring attention to humanitarian and women's rights issues.

#### **The Global Difference**

NFBPWC is dedicated to promoting digital literacy and training among women worldwide, with the belief that a digitally empowered woman is an agent of change in her community. She can teach others, and even more importantly, teach children.

#### **Bridging the Digital Divide**

Who do you know who can provide accessibility to more women? Who do you know who can benefit from gaining access to digital resources, especially in marginalized communities? These conversations are needed to bring more women into the digital fray, but also to encourage women to join the technology or cyber security field. Globally, an estimated 25% of women are in the cyber security field and it needs to hear your unique voice.



## How You Can Support Digital Literacy

Get involved by volunteering your time, skills, or resources to support NFBPW's Digital Training efforts. Help raise awareness about the importance of digital literacy for women in their own communities and networks.

## Conclusion

Digital Literacy is not just about using computers; it's about accessing opportunities, amplifying voices, and transforming lives. We're driving change and empowering women worldwide. By supporting this cause, we can all play a part in building a more inclusive and equitable digital future.

October is National Cybersecurity Awareness Month. Having a sense of digital literacy also means you practice good habits like strong passwords, use multi-factor authentication to double up your defenses against bad hackers, and avoid clicking on phishing links, emails, and attachments. If you have any questions about security awareness, please contact me.

## Military Affiliated Women Committee Report



By: Alice Gallop West, NFBPWC Military Affiliated Women Committee Chair  
[MilitaryWomen@NFBPWC.org](mailto:MilitaryWomen@NFBPWC.org)

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!

## Public Relations Committee Report



By: Suzette Cotto, NFBPWC Public Relations Chair

## Engage with NFBPWC on Social Media



Organization Page:

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



<https://www.youtube.com/channel/UC2l-ciXLyvbu1dbBOsV9Tg>



Group Page

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



## October Highlights in US Women's History

### November Highlights in US Women's History

- **November 1, 1848** – First medical school for women, the New England Female Medical School, opens, in 1874 it merges with Boston University to become one of the world's first co-ed medical schools.
- **November 8, 1910** – The state of Washington passes a constitutional amendment to guarantee woman suffrage.
- **November 8, 1984** – Dr. Anna L. Fisher, a physician on the shuttle Discovery, becomes the first American mother and third American woman to fly into space.
- **November 11, 1979** – Bethune Museum and Archives opens in Washington D.C. as a center for African-American women's history, honoring Mary McLeod Bethune.
- **November 11, 1993** – The Vietnam Women's Memorial is dedicated in Washington, D.C. after being conceived by former army combat nurse Diane Carlson Evans and sculpted by Glenna Goodacre to honor the 265,000 women who voluntarily served during the Vietnam era.
- **November 13, 1938** – Mother Francis Xavier Cabrini is beatified, the first American woman citizen to become a saint.
- **November 14, 1889** – Journalist Elizabeth Cochran, aka Nellie Bly, sails around the world in 72 days, 6 hours, 11 minutes, and 14 seconds, beating the fictional record set by Phineas Fogg in Jules Verne's Around the World in Eighty Days
- **November 14, 1903** – The U.S. Women's Trade Union League is established.
- **November 14, 1946** – Emily Greene Balch, co-founder of the Women's International League for Peace and Freedom, is awarded the Nobel Peace Prize.
- **November 28, 1881** – The first organizational meeting is held for the predecessor group to the American Association of University Women (AAUW).



VIETNAM WOMEN'S MEMORIAL (SOURCE: NATIONAL PARK SERVICE (NPS.GOV))

(Source: <https://nationalwomenshistoryalliance.org/november/>)

## United Nations Report



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



### IFBPW Summits CSW68 Statement to UN Women

NGOs in consultative status with the Economic and Social Council (ECOSOC) may submit written statements on the thematic issues considered by CSW68, in accordance with [Council resolution 1996/31](#). IFBPW President Catherine Bosshart submitted our Statement on October 13. It is attached below.

- The Priority Theme for CSW68 is “Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective.”
- The Review Theme is “Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls ([agreed conclusions](#) of the sixty-third session.)”

The active participation of non-governmental organizations (NGOs) is a critical element in the work of the Commission on the Status of Women (CSW). NGOs have been influential in shaping the current global policy framework on women’s empowerment and gender equality: the [Beijing Declaration and Platform for Action](#). They continue to play an important role in holding international and national leaders accountable for the commitments they made in the Platform for Action.

To prepare the CSW68 Statement, Chularat Israngkool, 1<sup>st</sup> VP for UN with her UN Committee, gathered material from BPW members and prepared a first draft. Helena Finn, Chair of the UN IFBPW Representatives, helped with this process. Then it was sent to me to edit. I recognized excellent material from Lesha Witmer, Tess Mateo, and Marie-Claude. (There were other excellent contributors too. The material did not include names of the contributors as no names are allowed in the CSW68 Statement.) President Bosshart reviewed the final document, and we both gathered names of ECOSOC-accredited NGOs to sign on to our CSW68 Statement.

### CSW 68 Parallel Events Information

Applications for CSW 68 Parallel Events are now open. The deadline is 4 December. IFBPW may submit only one in person parallel event but multiple virtual parallel events. **Consult the NGO CSW 68 information on the NGO CSW/NY Website.**

If you have questions, you may email me at [susanomalley4@gmail.com](mailto:susanomalley4@gmail.com). I will go over your parallel event submission if you have questions.



Click on the image below to open the PDF Statement, or click [HERE](#)

United Nations

E/CN.6/2024/NGO/XX



## Economic and Social Council

Distr.: General  
December 2023

Original: Language

### Commission on the Status of Women

Sixty-eighth session

11-22 March 2024

Follow-up to the Fourth World Conference on Women and to the twenty-third special session of the General Assembly entitled “Women 2000: gender equality, development and peace for the twenty-first century”

**Statement submitted by the International Federation of Business and Professional Women (IFBPW), co-signed by Soroptimist International, Zonta International, Graduate Women International (GWI), Widows For Peace Through Democracy, Women's Intercultural Network, Women NC, NC Committee For CSW/CEDAW (NC=North Carolina), Associated Country Women of the World, United For Equity and Ending Racism and Women's Federation For World Peace International, non-governmental organizations in consultative status with the Economic and Social Council\***

The Secretary-General has received the following statement, which is being circulated in accordance with paragraphs 36 and 37 of Economic and Social Council resolution 1996/31.

## International Relations Chair Report



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

The South American Region held their Regional Conference was held September 6 to 10 in Santiago, Chile.

Some of our members were in attendance and have reported that they had a great time. One of the featured speakers was our own Past National President, Bessie Hironimus. Also, attending was Dave Hironimus, Manjul Batra, Sujata Easton and Ellora Easton.



(Pictured Left) Manjul Batra and Sujata Easton placing their fingers on the top of the tallest building in Chile.



(Pictured Top Right) Ellora Easton, Sujata Easton and Manjul Batra. Three generations of BPW members. Manjul's mother was also a long time BPW member, including being President of India. What a wonderful BPW heritage.



Manjul in the meeting room



Ellora and Manjul





Dave and Bessie Hironimus (*Pictured Left*)



Bessie, Anu Viks, RC Europe And Dawn Wells RC No. America (*Pictured Right*)



Ellora and Bessie (*Pictured Left*)



## Justice, Diversity, Equity and Inclusion Report

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



We are almost at the end of 2023 and the JDEI team have presented three workshops so far and are preparing another for January 2024.

The committee decided to take the acronym and separate out what each letter stands for. Prior to this decision we did our first February 2, 2023, on Women and Resilience.

Our list of workshops:

- o Women & Resilience
- o Violence Against Women Under the Light of Justice
- o Looking at the "D" in JDEI – The Pillars of Diversity
- o We have planned our next workshop for January on Equity – look out for the flier and register.

Our committee feels it is important for BPW to continue to have dialogue on this very important topic and its effects on women in the workplace and in all aspects of society. We must continue to support, bring awareness, and explore the opportunities for all women.

## Nominations Report

By: Manjul Batra, NFBPWC Nominations Chair, [nominations@nfbpwc.org](mailto:nominations@nfbpwc.org)

Forms for National elective office & Chairmanships will be sent out early for Clubs to prepare their members for leadership positions for the term 2024-2026.

Recommendation:

1. Club President's identify their members for club leadership or National positions and support their development during the club year.
2. As recommended earlier a scheduled independent National training program be organized for club leaders who intend to run for National Office or Chairmanships.





## 2024 NFBPWC Biennial Conference: Equality Has No Deadline!

### NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S BIENNIAL CONFERENCE

### EQUALITY HAS NO DEADLINE!

July 18-21, 2024  
Sheraton Valley Forge  
King of Prussia, Pennsylvania

**Registration opens soon!**



Save the date and make some plans to meet fellow members in Pennsylvania! This is a **hybrid event** where you can attend in-person or online. You have the opportunity to re-connect with old friends, make new ones, and work together with your BPW colleagues from all over the United States and the globe!

You are invited to attend our General Assembly sessions. Virtual or in-person, we have options for you!

Hear from a fascinating lineup of speakers, participate in workshops and elections, and kick back to enjoy happy hour receptions, good food including a Gala Awards Dinner, tours of the area, and entertainment!

# State Federation & Clubs News

## NFBPWC Arizona

### Leadership Team:

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

For more information about this club and for their **Events Calendar**, go to:  
<https://www.nfbpwc.org/Arizona>



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

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

Arizona Clubs are located in:

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

Our Events Featured By National

#### UPCOMING MEETINGS AND EVENTS

bpwarizona@gmail.com

| Today | Tuesday, July 25               | Print | Week | Month | Agenda |
|-------|--------------------------------|-------|------|-------|--------|
|       | Tuesday, July 25               |       |      |       |        |
|       | 5:30pm Phoenix BPW             |       |      |       |        |
|       | Tuesday, August 1              |       |      |       |        |
|       | 5:30pm West Valley BPW Meeting |       |      |       |        |
|       | Thursday, August 3             |       |      |       |        |
|       | 6:15pm Wickenburg BPW          |       |      |       |        |
|       | Wednesday, August 16           |       |      |       |        |
|       | 11:45am Scottsdale BPW meeting |       |      |       |        |
|       | Tuesday, August 22             |       |      |       |        |
|       | 5:30pm Phoenix BPW             |       |      |       |        |

Events shown in time zone: Mountain Standard Time - Phoenix

## NFBPWC California Federation

### Executive Committee 2023-2024:

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



**MARIA C. DESOUSA, CFBPW  
PRESIDENT**

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



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

By: Maria C. DeSousa, California Federation President

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

The California Federation of Business and Professional Women (CFBPW) Fall Board was Saturday, October 21st via Zoom.

The program was a great success.



Guru Gayatri Joshi, a renowned Odissi performer, choreographer, and instructor gave a very unique and comprehensive inspiration by linking the dance movements to the major elements of business. Guru Gayatri is also an executive professional at Wells Fargo.

Third Wave of Bloomers to the Boardroom and Beyond Presentation was chaired by Hollywood member, Marjory Hopper. Supervisor Lindsey P. Horvath who represents the 3rd supervisorial district of Los Angeles County which is home to more than two million people gave a very informative short presentation followed by a presentation by Hollywood club member Marjory Hopper.



Honorable Vice Mayor Teresa was the keynote speaker. She is the first African American ever elected in 64 years on November 3, 2020, to Fremont City Council and first African American female to graduate with nuclear engineering in the USA and made national headlines. Teresa is a Procurement Executive in the Santa Clara County Procurement Department overseeing a multi-billion-dollar budget in procurement and contract activities for over 110 County Buildings and 3 County Hospitals. She has worked at the White House, appointed to US Department of Commerce's District Export Council for international trade, and worked in senior management roles in several Silicon Valley firms including Facebook, Lam Research, Western Digital, and 24-Hour Fitness USA.

PAST NATIONAL PRESIDENT Sandy Thompson chaired the ERA Panel which was very uplifting and informative.



Manoj Joshi founder of Wellness By All Means gave a practical presentation on to overcome stress by incorporating mindful breathing.

## BPW California North District

**Berkeley BPW** met Monday, October 23rd via Zoom. Their next meeting will be November 27th via Zoom. Contact President Patricia Daniels, [padymybgpd@aol.com](mailto:padymybgpd@aol.com) for the Zoom link and information.

Berkeley club added a new member. Diane Fletcher Rames.



Diane Rames (*Pictured Left*) is the Law Office Administrator with Gwilliam Ivory Chiosso Cavalli & Brewer, a plaintiff only civil litigation law firm in Oakland, CA. Her career path to become the administrator for a law firm was built upon a solid understanding of human resources, branding and messaging from her media days and years of senior level management roles.

Diane began her professional career in media almost 40 years ago in the college town of Brookings, South Dakota with Stauffer Communications, a community newspaper network.

She was recruited by Gannett Corp and at the birth of USA Today, the nation's first full color daily newspaper, she was instrumental in building the model of connecting national and regional advertising content.

Walnut Creek, CA publisher, Dean Leshner recruited Diane to join his flagship paper, Contra Costa Times where she was a part of the team which successfully networked the late Mr. Leshner's collection of weekly community newspapers with his expanding Daily newspapers, creating the revenue engine which built the Leshner dynasty.

Diane was recruited to the San Jose Mercury News where she helped with revenue models to fund the first graphic interface of Mercury Center, the nation's first newspaper web site, helped craft the market positioning strategy for Knight Ridder to purchase the Contra Costa Group. and was part of the team that developed the business strategies which kept the San Jose Mercury News strong during a major Californian recession.

For over 20 years Diane has freelanced as a business consultant specializing in helping businesses successfully connect with the media, and to profitably serve their customers.

From 2003-2011, Diane added to her consulting role by taking on the position of General Manager of The Daily Californian, the nonprofit student run newspaper covering UC Berkeley and the surrounding Berkeley community. In this capacity she worked with over 150 UC Berkeley students each semester. She continues to advise students and today, is the regional co-chair of the National Student Advertising Competition, a college program of the American Advertising Federation.

In 2012, Diane completed her Paralegal Studies Certification and leveraged her strong writing, IT, and marketing background to directly support attorneys in the Court room by presenting evidence at trial. Currently Diane sits on the Board of the Alameda County Law Library, the Advisory Board for the Berkeley Bread Project, the Board of the East Bay Law Office Administrators and is the Treasurer of the Greater San Francisco Advertising Club.

Diane lives in Oakland, CA.

**Welcome Diane to BPW!**

**Downtown Sacramento BPW** continues to meet monthly on the second Tuesday of the month via Zoom. The October meeting was a joint meeting with St. Andrew (Jamaica) BPW, Downtown Sacramento's twin. There were 20 in attendance with ten from St. Andrew BPW. St. Andrew BPW's 2nd Vice President Allasandra Chung, who is National President of the Jamaica Red Cross, gave a PowerPoint presentation on the Jamaica Red Cross' "Psychosocial Support Programme," which they started 25 years ago. The program also trains people to provide this service including providing service to immigrants. The Club is planning their 50th anniversary in June 2024. Downtown Sacramento President Katherine shared a couple of possible sexual harassment situations and led a discussion about what can be done. CFBPW President Maria DeSousa invited St. Andrew BPW members to



attend the CFBPW Fall Board meeting via Zoom on Saturday, October 21st. The two Clubs will meet again on Saturday, January 13th via Zoom.



Allasandra "Sandy" Chung

Downtown Sacramento BPW's Tuesday, November 7th program at noon via Zoom will be on NFBPWC Military Affiliated Program and will feature NFBPWC's Military Affiliated Chair Alice Gallop West and CFBPW's Military Affiliated Chair Connie Stahl. Deadline for reservation is November 10th. Contact President Katherine for more information. Contact [bjdavis1001@gmail.com](mailto:bjdavis1001@gmail.com) or (559) 287-5006 to get the Zoom link.

**Sierra Mar BPW District's** Fall Conference was Saturday, October 28th. El Monte BPW planned the meeting. Program: October was Domestic Violence Awareness and Prevention Month – Purple ribbons, symbol of domestic violence, were given to all those in attendance. Speakers were Kim Plater and Alice Slaughter, co-founders of DVAC, Domestic Violence Action Coalition. Immediate Past CFBPW President Lynn Brandstater was the State Rep. The afternoon speaker was Nancy Krueger, who spoke on health. Via an E-mail vote Sierra Mar District decided to donate \$200 for the BPW-International van for Ukraine. The donation will be used for supplies for the van.

**East Los Angeles-Montebello BPW** met Tuesday, October 24th for its "Woman of Achievement for 2023." This year's honoree is Donna De La Rosa (*Pictured Right*). De La Rosa is the Director of School Partnerships with the Boys and Girls Club of West San Gabriel Valley and Eastside.

East Los Angeles-Montebello BPW will meet Tuesday, November 28th at 5:00 P.M. for a dinner and program at Marie Callender's, 220 S. Atlantic Blvd., Monterey Park. Reservations need to be made by contacting President Linda at (626) 307-5650 or [lindawilson@juno.com](mailto:lindawilson@juno.com).



**El Monte BPW** will meet Tuesday, November 7th at 11:30 A.M. at Annia's Kitchen, El Monte Airport, 4233 Santa Anita Avenue, El Monte, CA. El Monte BPW has changed their meeting date to the 1st Tuesday of the month. Contact President Mavis for more information and to make a reservation [newmavis08@outlook.com](mailto:newmavis08@outlook.com).

**Valley Sunset BPW District's** Fall Conference was September 30th at Burbank First United Methodist Church, 700 N. Glenoaks Blvd., Burbank, CA. The program was the "Women of Achievement" for the District and Clubs. During the business part of the meeting the District voted to contribute \$100 to the van for Ukraine to be used to purchase supplies for the van. CFBPW Treasurer Anne Marie Johnson was the State Rep. There were two First Timers at the Conference – Veera Mahajan (Burbank), who is now the NFBPWC Gender Based Violence Chair, and Muskan Lalwani, who joined Burbank BPW that day. Elaine Aftegut, who is on the CFBPW Bill Screening Committee, updated the attendees on some bills that CFBPW supports and told the attendees that CFBPW has joined the California Work and Family Coalition.

Janet Diel presented the Burbank BPW "Woman of Achievement Award 2023" to Laurie Bleick, Executive Director of the Burbank Family Services Agency (FSA). Bleick said that they have therapists on school campuses

every day. FSA was founded 70 years ago. Four women put FSA together. She pointed out that we need to talk about mental health.

Cherril-Lou Jacobson and Mary Lou Wetter presented the Conejo Valley BPW “Woman of Achievement Award 2023” to Lydia Duff Steadman. Steadman has played the violin since she was seven and is in two symphonies. In addition, at Easter she plays in the Lamb of God orchestra. In 2019, 50 people including Steadman went to South Africa in the People-to-People Ambassador Program. On her 90 birthday she plans to go on a cruise around Australia and then to Indonesia. Marjory Hopper, President of Hollywood BPW, presented the Hollywood BPW “Woman of Achievement Award 2023” to Rosemary Lord, President of the Woman’s Club of Hollywood. She is an author and an actress in television and film. She has taken an active role in saving the historic buildings in Hollywood. Lord said that, “if we don’t save buildings in Hollywood, there would be nothing left for people to see. Women built Hollywood. Women never got credit for starting the movie business.”

Rosemary Enzer, President of Valley Sunset District, presented the Valley Sunset District “Woman of Achievement Award 2023” to Joy Picus. Picus was on the Los Angeles City Council representing the West San Fernando Valley for 16 years. When California was to ratify the ERA in 1972, the chair of the California legislative committee considering it, wasn’t sure that he wanted to let it out of Committee. Picus put together a committee of organizations to call on him to let the bill be voted on. When he saw the list of organizations, he said he would bring the bill to a vote. It was ratified in November 1972. In 1985 she was on the cover of “Ms. Magazine” with others in recognition of establishing pay equity for the City of Los Angeles. She said that *Enterprising Women* by Carolyn Bird, which is the history of women, was her Bible. She has used it in many ways. When she took City Council office, there were no women in the City’s Police and Fire Department. She introduced legislation to allow women membership in private clubs. She introduced the bill in February, and it passed in May. She got the unions and the City together to work on comparable worth. It took a while to get this done. Entering gardeners and entry level clerical get the same pay. Mid-level librarians also got proper pay. She found space for a City child care center at 111 East 1st Street. After she left office, they decided to call it the Joy Picus Child Care Center.



**Burbank BPW** met Thursday, October 12th at 6:00 P.M. They have changed their meeting date to the second Thursday of the month. Their speaker was Jackie Perez (*Pictured Left*), Director of Job Development and Entrepreneurship at Alexandria House. Alexandria House is a transitional house for women and children experiencing houselessness in the greater Los Angeles area. It provides safe and supportive services to women and children experiencing homelessness and trauma. Sister Judy founded it in 1996 in Koreatown area of Los Angeles. Perez focuses on supporting women to obtain well-paying jobs and supporting women in becoming entrepreneurs so that they can achieve upward mobility and economic security.

Presently, ten families reside at Alexandria House. They can stay there for up to two years. More than 85 percent of the families they serve are fleeing domestic violence and abuse. They have a food pantry and a neighborhood center where they provide health, education, food, and clothing distribution. Their funding comes from donations and grants. They recently purchased an apartment building which has 32 apartments which they are converting to low-income housing. Each year Burbank BPW adopts a family – providing gifts and gift cards for groceries, etc. This year the family consists of a single mother with three children ranging in age from nine to thirteen,

Burbank BPW will meet Thursday, November 9th. For more information and to get the Zoom link, contact [burbankbpw@gmail.com](mailto:burbankbpw@gmail.com).

**Conejo Valley BPW** met Thursday, October 5th. The program speaker was Dr. Birgitte Tan, Transformational and Grief Recovery Coach, expert on life success, global speaker, bestselling author and founder of the International Childhood Cancer Charity.

Conejo Valley BPW will meet Thursday, November 2nd at 6:00 P.M. at Pickles Deli & Restaurant, 1940 Newbury Road, Newbury Park, CA. Program: BPW Member and Ventura CPA Lalaine Braine (*Pictured Right*) presents: "What to Know About 2023 Income Taxes." Contact Lydia Steadman [LLDSteadman@sbcglobal.net](mailto:LLDSteadman@sbcglobal.net) or (818) 889-4953 for more information and to make a reservation.



**Hollywood BPW** will meet Saturday, November 18th 10:00 A.M.-1:00 P.M. for the Susan B. Anthony luncheon and the 102nd anniversary of the Club. Susan B. Anthony Award will be given to immediate past State President Lynn Brandstater (*Pictured Left*) at the Women's Club of Hollywood, 1749 North La Brea Avenue, Los Angeles, California 90046. Reservations are made with Marjory Hopper at least four days in advance of the meeting by calling (562) 699-6288 or emailing [mjhop6334@aol.com](mailto:mjhop6334@aol.com).

## NFBPWC Colorado Federation

### Executive Committee 2023-2025:

Evie Hudak  
Linda Sue Shirkey, BPW Cherry Creek  
Angie Layton, BPW Northwest Metro  
Sharon Simmons, BPW Boulder  
Cynthia Wieme, BPW Denver

President  
1st Vice President  
2nd Vice President  
Secretary  
Treasurer

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

By: Evie Hudak, BPW Colorado – President



BPW Colorado will hold its semi-annual Board of Directors meeting on **November 6, 2023, 6:30 p.m.**, to do our planning for the Midyear Convention and Legislative Conference, which will most likely be held in early **February**. This is one of our favorite gatherings each year. So much is learned, and we always have great speakers to enlighten us about what will be happening in the new year.

We are also planning a fun Winter Holiday Party for **December 2, 2-4 p.m.**, in person at Deb Fischer's house. We plan to do a gathering similar to what we did last year, with a cookie exchange. It is an opportunity for members of our various chapters to network with one another.

A few of BPW Colorado's chapters observed Period Action Day and conducted drives for period products. Even Sharon Simmons, our state Secretary who moved to Washington, organized some women in her community to do a drive! (*Sharon is pictured in the middle*)

Our other advocacy efforts included sending out an Action Alert reminding our members to vote in support of the two statewide propositions on the ballot. We are hoping for good news on Election Day!





NFBPWC Colorado Federation has 4 affiliate chapters:

BPW Boulder

BPW Northwest Metro

BPW Denver

BPW Colorado Virtual

## NFBPWC Michigan Federation

### Executive Committee 2023:

Shirley Zeller

President

Susan Oser

Vice President, Membership

Amy Courter

Vice President, Advocacy

Sue Murphy

Treasurer

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



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

By: Shirley Zeller, President, NFBPWC Michigan Federation

Pattie Rayl, Michigan member, has been active with the Advocacy Committee. This report is from her, and gives some Michigan legislative information, as well as a proposal to work with the resolution recently passed by the NFBPWC Board of Directors on women's poverty.

You should have seen an email or newsletter article about the NFBPWC push for awareness regarding women's poverty and how it impacts menstrual care. The NFBPWC Board passed a resolution at the meeting on October 18, so we have a reference point for info. Check with your local jail to be sure they have supplies for women being held while awaiting trial/bond setting/serving sentence/etc. Perhaps that would be a good fundraiser for your branch.

In Michigan, the Michigan House approved Concurrent Resolution 4 back in March. The resolution says the Michigan Legislature calls on the Archivist of the United States to certify and publish the Equal Rights Amendment as the Twenty-Eighth Amendment to the United States Constitution and calling on the United States Congress to declare the Equal Rights Amendment ratified.

It's still sitting in the Michigan Senate in the Government Operations Committee, awaiting release to the floor by the Democratic leadership. There is some urgency, as the slim Democrat majority may disappear in November. There are two current democratic state representatives running in their local mayor races.

The state legislative term also ends in December, meaning all bills die, and would have to be re-introduced to start fresh.

In Washington DC, the ERA Coalition is working to bring together a bipartisan group of lawmakers to sign a discharge petition to get House Joint Resolution 25 out of committee for a full vote. They need 218 US Representatives to sign the discharge petition.

Use of a discharge petition is rare, but apparently it also had to be used back in the '70s to get action on the original bill!

## NFBPWC New York City

### Leadership Team:

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

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

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



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



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



## NFBPWC North Carolina

### Executive Committee for 2023:

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

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



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

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

We invite everyone to attend our meetings on the third Thursday of the month at 8:00 pm Eastern by registering online at: [www.NFBPWC.org](http://www.NFBPWC.org).

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

During our October 19 meeting, Barbara and Alice were able to meet and discuss their favorite candy as it related to NFBPWC! *(See excerpt below from Barbara)* Marsha was unable to be there, but found the newest M&M flavor, Smores. As a lifelong Girls Scout and former Boy Scout volunteer, I definitely had to try this flavor. Marsha keeps coming back for “smore” with NFBPWC! Full disclosure, she and former first Dude of NC didn’t think the candies tasted like Smores.





Varnell sent this picture of her GED students participating in community service. They are making exercise bands to be donated to the physical therapy department at the local hospital.

Marsha was on the road to Erie, PA where she watched her oldest son, Mitchell, compete in the National Strongman Competition. He placed 23 out of 40!

Barbara is on her way to "shoot dogs!" Barbara takes pictures of dogs; no dogs are harmed during her picture taking.

Don't forget to shop locally for all your holiday needs and to support small businesses. Jo Naylor has an Etsy store, check it out at...

<https://www.etsy.com/shop/Joniquas>

More next month from NC!

## Happy Thanksgiving to all.

By: Barbara Bozeman, NFBPWC North Carolina Member

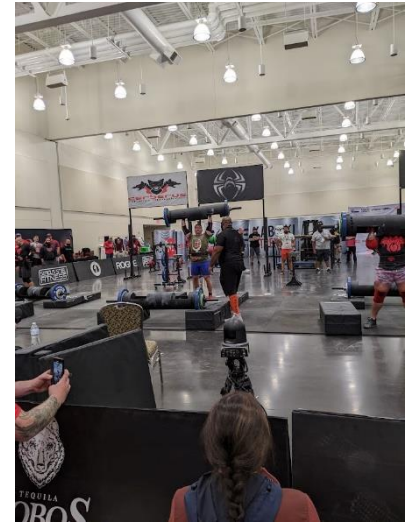
Alice Gallup-West and Barbara Bozeman shared their favorite candy and how it related to their BPW experience.

Both chose products from a factory in the little town of Hershey, Pennsylvania that shares its name.

Alice said, for her the Hershey Chocolate bar was her favorite. The Hershey Bar is the flagship product of the Hershey line. And NFBPWC is the flagship women's program in the world. That's a match made in chocolate heaven!!



Barbara also chose a Hershey product – but for her it was the Hershey Kiss. Kisses remind her of NFBPWC because even single bite leave a lasting impression – just like NFBPWC.



## Pennsylvania Affiliate Chapter

### Leadership Team 2023-2024:

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



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



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

By: Cathy Collins, President

**The PA Affiliate Chapter has been selected to host the 2024 NFBPWC Biennial Conference (July 18-21, 2024), in King of Prussia, PA, near Philadelphia. The Sheraton Valley Forge Hotel will be the Conference hotel and the adjacent Element hotel can also be used for housing.** The special rate for the Sheraton is \$169 plus tax per night with breakfast available at an additional charge. The rate for the Element hotel is \$179 per night plus tax and includes breakfast. The code for hotel reservations and the Conference registration form will soon be available on the NFBPWC website once the NFBPWC Executive Committee finalizes details. We are looking forward to welcoming members to Pennsylvania in July 2024. Nancy Werner serves as Conference Chair.

We continue to focus this year on increasing membership. I have been happy to welcome 5 new members since April 2023. Our newest member is Dr. Twila Lee Wynn.

**MEMBER RECOGNITION:** Denice Robinson, PA Affiliate Chapter Treasurer, chaired the 44<sup>th</sup> Annual BPW Ecumenical Event in Washington, PA. Sponsorship for this event rotates between BPW PA (heritage organization) and Ohio BPW. In addition to Denice, three PA Affiliate Chapter members participated. Our newest member Dr. Twila Wynn provided the welcome, opening prayer, and call to worship. Dr. Ella McElwee shared the luncheon invocation and Emily Holgash was the song leader.

Nancy Werner, PA Affiliate Chapter Recording Secretary, attended the recent California BPW Board of Directors Meeting on Zoom. Nancy presented the "ERA 100th Convention" powerpoint to the group as part of an ERA panel. Nancy shared that Sandy Thompson, Immediate Past National President, was the Chair. Also highlighted were Patti Rayl of CA, Linda Wilson of CA and Daneene Monroe Rusnak, our NFBPWC VP of Advocacy. Nancy reported that they heard the perspective from the ERA Coalition and the 4 bills that are presently being considered in our US Congress. Nancy said it was great visiting sunny CA even if on zoom.

Since most of our PA Affiliate Chapter members are also members of the BPW/PA Heritage organization we do a great deal of our recruiting at BPW/PA State and local meetings and events across Pennsylvania. Our members have received membership applications which they can use when recruiting new members. I recently provided an update on the PA Affiliate Chapter, NFBPWC, at the District 5 BPW Fall meeting (one of 11 Districts in the BPW PA heritage organization) as part of our recruiting efforts.

We continue to provide information on our Facebook page thanks to members Ginny Bailey and Emily Holgash, who do research and place information on this page. We are also working on adapting our Facebook page to use as a recruiting tool. Please check our Facebook page out at NFBPWC – Pennsylvania (*link above*).

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

Lilly Gioia, PA Affiliate Chapter Legislation/Advocacy Chair continues to provide members with the latest legislation information affecting women. Lilly attends monthly NFBPWC Advocacy Meetings as part of the NFBPWC Advocacy team. Her report follows this report.

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

**The PA Affiliate Chapter met via Zoom on September 17, 2023. The next meeting of the PA Affiliate Chapter has been scheduled for November 12, 2023, at 7:00 pm. via Zoom.**

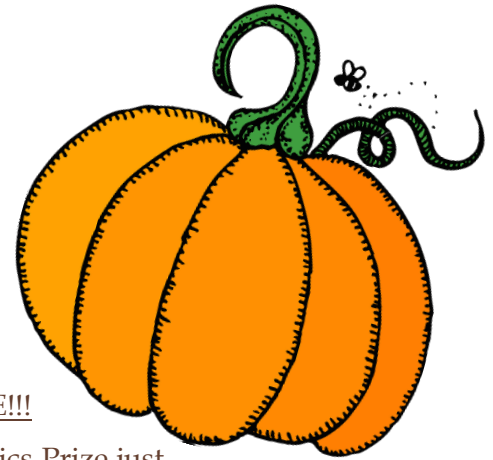
**HAPPY THANKSGIVING TO ALL!**

## Pennsylvania Advocacy Report

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

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 Long Overdue Nursing Home Reforms  
 Growing Problems with U.S. Mail Theft  
 Accommodating Menopause at the Workplace



### WOMEN 2023 NOBEL ECONOMICS & MEDICINE PRIZE-WINNERS SHINE!!!

According to Stanford professor Dr. Jennifer Burns, the 2023 Nobel Economics Prize just awarded to Dr. Claudia Goldin is both a “vindication” and a “reminder” of how male-dominated economics remains. Ever since the early 1970’s when women first entered the field in significant numbers, they have faced discouragement, discrimination and harassment. In 2002 Harvard Economics Professor Claudia Goldin published transformative research titled, “The Power of the Pill: Oral Contraceptives and Women’s Career and Marriage Decisions.” With scant male interest, few economists studied women’s labor market outcomes or the potential impacts of rising female employment on growth and G.D.P. 2008 Nobel Economics prize-winner Paul Krugman noted how Claudia Goldin’s critical research proved that rising U.S. female employment had an impact equal to the effects of globalization on economic growth. With increasing access to contraception in the 1970’s there was a “quiet revolution” in the economic role of women as they began to view work much the same way that men did, Dr. Goldin found. Her profound 200 year historic overview revealed, how women began delaying marriage, and were more likely remain employed after marriage. Women have outpaced men in education, poured into the labor force and found meaning in their work.

According to Claire Cain Miller, who has reported for the Upshot since 2014 on Dr. Goldin’s work, “Women’s work was not given full credit in historical sources,” or “the societal forces that affected them.” In 1800’s public records, married women’s occupation was often listed as “wife.” Uncovering other sources of data showed that women often worked in agriculture and other family businesses. In the first half of the 20<sup>th</sup> century, societal changes made it possible for more women to work. These shifts included the rise in high school graduation rates and technological advances. Inventions like the washing machine made housework less demanding. There was a growth in office jobs. A prior generation of women entered a society where their employment options were limited to teaching or nursing. Many women did not plan for careers of their own.

In a working paper published the day she won the Nobel, titled “Why Women Won,” Professor Goldin noted that the period between 1963 and 1973 was crucial. It included the passage of the Equal Pay Act, strongly advocated by Business & Professional Women USA. The *Roe v. Wade* decision and admission of women to many Ivy League schools were other factors. Women began keeping their birth names and divorcing more often. Today Dr. Goldin has shown that women are more likely than those in previous generations to work throughout their lives. Fears that corona virus pandemic school closures would force women to drop out of work and erase decade of gains haven’t materialized. Women largely kept working and are increasingly doing so past retirement age, often because they have invested in their careers and are still enjoying them. Professor Goldin is 77, and still working. She received her doctorate in 1972 and was the first woman to be offered tenure in Harvard’s economics department in 1989. Cain Miller points out how important Dr. Goldin’s work is in “disproving the conventional wisdom that women are paid less because they choose lower-paying careers, by showing that the pay gap is larger within occupations.” The largest gaps are in the highest earning professions, like medicine and law.

If equally productive workers were paid the same on an hourly basis, the differences in pay would disappear. Men’s and women’s careers and pay are basically the same when they start working, but they change when children arrive. Goldin’s research shows mothers are less likely than before to quit after their first

baby. “They try as hard as they can not to.” Research reveals a driving force behind America’s gender inequity remains because U.S. employers pay disproportionately more for long, inflexible hours. Anyone who scales back for a time, or who is unavailable on weekends or evenings, is at a disadvantage. Closing these remaining gender gaps would require more flexibility in where and when work gets done, research shows. Dr. Goldin illustrated how the process of closing the gender wage gap has been uneven over the course of history. Progress has been halting. Today, women in the United States make a little over 80 cents for every dollar a man makes. The wage gap widens a year or two after a woman had her first baby. “We’re never going to have gender equality until we also have couple equity,” Dr. Goldin has stated. While there has been “monumental progressive change, at the same time there are important differences which often tie back to women doing more work in the home,” she said.

Paul Krugman wonders after reviewing Goldin’s work whether women’s victories “are in danger.” “In the current political environment,” he writes, “I think we should also be worried about retrogression. Conservatives have succeeded in overturning Roe v. Wade, with many red states quickly moving to ban abortion. A significant faction is now setting its sights on restricting access to birth control, and you shouldn’t assume that it won’t happen.”

### 2023 Nobel Prize in Medicine Awarded to Dr. Katalin Kariko!!!

Facing the worst pandemic in 100 years, the trail-blazing work of Drew Weissman and Katalin Kariko on messenger RNA enabled potent Covid vaccines to be made in less than a year. Their work transformed vaccine technology, according to a 10/2/23 New York Times report. The daughter of a Hungarian butcher, Dr. Kariko came to the United States 20 years earlier when her research program there ran out of money. She had long been obsessed by mRNA, which provides instructions to cells to make proteins. She rejected established orthodoxy that mRNA was clinically unusable. At the University of Pennsylvania, Dr. Kariko had great difficulty in acquiring a permanent academic position. Lacking research funding for many years, she instead worked with more senior scientists to continue her work as an adjunct professor. Ten years ago Dr. Kariko retired from university research, being told she was “not faculty quality,” though she remains an adjunct professor there. Her mRNA work was very difficult because it was met with indifference and lack of funds, she said. In 2013 Dr. Kariko left her lab at the University of Pennsylvania School of Medicine to join BioNTech, a pharmaceutical firm which helped develop one of the leading Covid vaccines. In a Wired magazine article, Dr. Kariko related that when I told them I was leaving to work elsewhere, “they laughed at me and said “BioNTech doesn’t even have a website. It was particularly horrible as that same week I had just been diagnosed with cancer. I was facing two operations and my husband, who had gone back to Hungary to pick up his green card, had got stranded there because of some visa issue, meaning he couldn’t come back for six months. I was really struggling, and they told me this.”

This pioneering work “fundamentally changed our understanding of how mRNA interacts with our immune system,” the Nobel panel that awarded the prize said. It “contributed to the unprecedented rate of vaccine development during one of the greatest threats to human health in modern times. Two biotech companies noticed a paper the team published in 2005, Moderna in the United States and BioNTech in Germany where Dr. Kariko eventually became a senior vice president. Women represent a small fraction of those awarded Nobel prizes in science, a reflection of how women are still largely underrepresented in the field of science and scientific awards.

In an interview published by the University of Pennsylvania, Dr. Kariko said that every October her mother used to tell her, “I will listen to the radio that maybe you will get the Nobel Prize.” Dr. Kariko said she would answer: “Mum, you know, I never even get a grant.”

### LET THE SUN SHINE ON SALARIES:

According to a BusinessWeek 6/19/23 report, the fight for pay transparency in the U.S. is being waged largely state by state where publishing salary ranges on job postings has become mandatory. The gender pay gap has remained stubbornly wide for decades, but a recent rush of legislation and directives aimed at bringing greater transparency on pay, appears to be succeeding where other mandates have not. The European Union and 21 U.S. states now prohibit corporate recruiters from asking job applicants for their salary history, a practice that



experts say can entrench pay discrimination throughout a woman's career. The U.S. Office of Personnel Management has proposed a similar ban that would apply to all federal workers. A 2020 Harvard Business Review analysis found that such bans resulted in an 8% pay increase for women and a 13% increase for Black employees. The Harvard study found businesses with reporting requirements have an incentive to reduce pay gaps, not just for public relations reasons, but also to attract talent. But, if not combined with fines, pay reporting legislation or other measures can fail to bring change. Iceland's 2018 law demanding "equal pay, equal value," meant positions with comparable skills, hours and intensity must be paid the same regardless of the industry or the job. That law forced companies to justify the reasoning behind each pay and bonus decision. In these 10 years Iceland has halved its gender pay gap. Pay transparency measures have been more effective in countries with higher rates of unionization, experts say. Minna Cowper-Coles of the Global Institute for Women's Leadership at King's College London stressed that politicians should be doing more to tackle structural obstacles to women's advancement in the workplace, including expanding the supply and lowering the cost of child care.

#### CALIFORNIA FILES FIRST-OF-ITS-KIND FRAUD LAWSUIT AGAINST "CRISIS PREGNANCY CENTERS:"

On 9/21/23 California Attorney General Rob Bonta filed a lawsuit charging two Crisis Pregnancy Chains with violating California's False Advertising Law and Unfair Competition law for falsely advertising "abortion pill reversal" [APR] as safe and effective. In administering unproven and possibly dangerous high-dose progesterone, anti-abortion groups claim to "reverse" an underway medication abortion. The lawsuit seeks an injunction to block further dissemination of the misleading claims, in addition to other remedies and penalties available under state law, according to a Ms. Magazine 10/16/23 report. The suit maintains that CPC's are engaging in a conspiracy to "falsely and illegally advertise Abortion Pill Reversal as a valid and successful treatment option," despite being fully aware of the lack of scientific certainty about its safety, and failing to alert patients to possible side effects such as the risk of severe bleeding. "Those who are struggling with the complex decision to get an abortion deserve support and trustworthy guidance – not lies and misinformation," AG Bonta said announcing the lawsuit. CPC's masquerade as reproductive health clinics to draw women and teens with unplanned pregnancies to their sites and use medical disinformation to pressure them to carry pregnancies to term. The American College of Obstetricians and Gynecologists (ACOG) calls APR "unethical" and "not based on science." The New England Journal of Medicine calls APR "unproven" and "an unmonitored research experiment" on pregnant people. The only controlled clinical study of the efficacy and safety of APR was halted in 2019 due to safety concerns after three of the first 12 women enrolled suffered "severe hemorrhage requiring ambulance transport to hospital."

#### Pennsylvania CPC's Acquire Dark Money -- Despite Gov. Shapiro's Funding Cut:

Despite Governor Josh Shapiro's withdrawing taxpayer dollars from PA Crisis Pregnancy Centers in his first budget, the prevalence of dark money being funneled into CPCs across the country continues. One recent investigation by nonprofit outlet REWIRE found that many receive generous anonymous donations and large checks from religious organizations and, in turn, provide non-medical care that may require patients to "attend classes or participate in church activities." A REWIRE reporter told NPR's Here & Now that "what they advertise or how they get people through the door is things like free pregnancy tests or free ultrasounds, but in fact, very few of their staff or volunteers have any medical training whatsoever. So usually those ultrasounds are non-diagnostic, meaning they're not real medical ultrasounds." CPCs may also incentivize patients to return by using internal currencies, sometimes known as "baby bucks" for further services or baby-care goods such as diapers. According to a report in Pittsburgh's City Paper, Gov. Shapiro's decision to cut CPC funding doesn't go into effect until 12/31/23 and won't stem the tide of dark money flowing from conservative donors to CPCs. Dr. Val Arkoosh, PA Secretary of the Health & Human Services Department (DHS), said "Every woman seeking reproductive health care has the right to unbiased, medically accurate care and counsel." Gov. Shapiro pledged to be "steadfast in defending" the right to abortion services in Pennsylvania. The DHS plans to issue a new request for applications for reproductive health services as allocated in the 2023-24 budget.

Pennsylvania's Proposed Legislation Dealing With Crisis Pregnancy Centers includes Representative Mary Jo Daley's H.B.1589 PROTECTING PREGNANT PERSON PRIVACY legislation reintroduced 7/25/23, recognizes that while U.S. health care providers are subject to information disclosure provisions under HIPPA, crisis pregnancy centers are not required to provide similar privacy protections. Daley stressed that CPC's collect and

store extensive personal client data to essentially create “digital dossiers” to surveille and attempt to influence every person who interacts with them. This information includes everything from demographic data to sexual and medical histories, to ultrasound photos, and is a dangerous invasion of privacy. H.B.1589 puts safety parameters around crisis pregnancy center data collection and prohibits them from sharing personal information without written permission of the individual.

S.B.237 COMMONWEALTH SAFETY & TRANSPARENCY ACT, introduced 1/23/23 by Senator Judy Schwank sets standards for Family Planning Services. This bill will align regulations of the Health Care Facilities Act to cover ALL providers of pregnancy related services. All organizations should conform to healthcare-related regulations and patient safety provisions. Any organizations receiving taxpayer dollars are required to disclose the use of those dollars in advertisements. Information provided on their services should be medically accurate.

Federal Legislation to Protect Access to Contraception: PA Senator John Fetterman joined Oregon Senator Jeff Merkley and 37 other co-sponsors on 6/14/23 introducing S.1999, the RIGHT TO CONTRACEPTION ACT. North Carolina Democratic Congresswoman Kathy Manning had 146 Democratic co-sponsors for her bill H.R.4121. Also introduced on 6/14/23, H.R.4121 protects an individual’s ability to access contraception, to engage in contraception, and to protect health care providers’ ability to provide contraceptives, and information related to contraception. These bills intend to thwart conservative efforts already underway to halt access to birth control.

#### LONG OVERDUE FEDERAL NURSING HOME REGULATION REFORMS:

Here’s a news flash: Women tend to outlive men. For this and many reasons, the quality of nursing home care is a major “women’s issue.” President Biden’s administration’s 9/1/23 proposals to require nursing homes to hire more workers is the greatest change to federal nursing home regulations in 30 years to care for America’s 1.2 million nursing home residents. Since Wall Street private equity/hedge funds bought up 80% of nursing home chains, their profit-focused business model led to intense cost-cutting, understaffing, skimping on supplies, lack of infection control, charging Medicare and Medicaid for services never provided, and contributed to 200,000 elderly and nursing home staff deaths in the Covid pandemic. The private equity stake in the nursing home industry grew from \$5 billion in 2000 to more than \$100 billion by 2018. These profits soared during the Trump administration when hedge fund owners hired a lobbyist who already had access to the White House because he was the same lobbyist for President Trump’s Florida Golf Resort. Shortly after this lobbyist went to work, nursing home inspections were relaxed. Next, violation fines were cut in half. Infection control was allowed to be reduced. As the 2020 presidential election neared, to express their gratitude, the corporate nursing home industry held an impressive Manhattan fundraiser for then President Trump, donating \$3 million to his re-election campaign. When the pandemic hit, understaffed and lacking supplies, nursing homes saw immense viral spread.

In 2020 President Biden’s team was instructed to reverse the deterioration of care. “Too often the private equity model has put profits before people,” the President’s Nursing Home Task Force reported. The Biden administration committed itself to establish staffing minimums and care requirements including beefed up inspections, mandatory infection control and fines large enough to cause major improvements or lose Medicare and Medicaid funding. The Center for Medicare Advocacy called the Biden Nursing Home Plan the most far-reaching changes for nursing homes in decades going back to the first nursing home law in 1987 when the Reagan administration first instituted national standards for care. New minimum staffing standards would require at least one registered nurse to be on duty at all times. This is one of the biggest changes for these facilities, as they currently must have nurses for only eight consecutive hours each day. The Center for Medicare Services stated that “The federal minimum staffing standards proposed are...a floor—not a ceiling—for safe staffing.” Nursing home officials say they cannot afford to pay higher wages because state Medicaid program reimbursements are inadequate, but hedge-fund owned for-profit homes continue to provide substantial returns to investors. In an effort to cope with serious staff shortages, the administration will offer \$75 million in scholarships and tuition as part of the new proposal to grow the workforce.

### USPS SAYS MAIL THEFT IS GETTING WORSE:

The USPS Inspector General finds “Project Safe Delivery” instituted to deal with rising mail theft incidents has shown poor results. The USPS has not finalized an overall plan to address mail theft, according to a Government Executive 10/6/23 report. Letter carriers are being robbed on the job and blue collection boxes are being broken into. Management pledged to complete its overall mail theft plan, but will only implement it by September 1, 2024. Higher rates of mail theft have garnered widespread attention, including from many members of Congress who have sounded the alarm and held hearings on the subject. Meanwhile, Postmaster General Louis DeJoy plans to increase the price of a stamp to \$0.68 in January 2024, marking the fifth price hike since President Trump nominated him for the job. Prices for marketing mail, periodicals and packages will all increase. The price of a stamp will have increased by 24% in the more than three years since DeJoy took office. That roughly equals the rate of increase USPS oversaw in the preceding 11-year period. First-Class mail volume has declined by 6% on the year, while revenue for the product is still up 2%. Critics say USPS should use latitude afforded by the 2022 Postal Service Reform Act to identify new revenue streams.

Annie Norman of the Save the Post Office Coalition said, DeJoy’s obsession with raising prices is one more example of “how he’s just not the right fit to lead USPS.” Instead of hiking prices on existing services and consolidating physical locations, he should be focused on bringing in new revenue.”

### THE NEXT FRONTIER FOR CORPORATE BENEFITS: MENOPAUSE

Symptoms associated with the transition to menopause, which can last a decade, are often a drag on women’s careers and arise at a time when they may be stepping into larger executive roles, according to a Mayo Clinic study published this year that found 15% of women either missed work or cut back on hours because of menopause symptoms. That loss of productivity costs women an estimated \$1.8 billion each year. An 8/19/23 New York Times report indicated “that many companies looking to attract and retain talent have expanded their benefits packages to include fertility treatments, paid parental leave programs, child care, and some are now wrapping in menopause-specific care. Reporter Alisha Gupta wrote that menopause benefits can include virtual access to the small pool of roughly 1,000 certified specialists in the country, who can be difficult to find locally, and coverage for often expensive hormone treatments that may not be included in some insurance plans. Corporate support service providers for menopause say uptake has been fast. More than 40% of female workers are at least 45, the age at which women typically transition to menopause and experience an array of symptoms from insomnia to hot flashes, brain fog, erratic and sometimes heavy periods (known as flooding), night sweats, body aches, energy decline, mood changes, sexual dysfunction and most precarious to long-term health, significant sleep disruption. Any combination of them can harm self-confidence, memory and mental health. Those symptoms can be debilitating because there are few effective treatment options and there is very little research into why and how menopause changes the body. Despite the high cost and common experience of menopause, it has mostly been ignored in the workplace. A Bank of America 2023 survey found that 58% of women felt uncomfortable talking about menopause at work because it seemed too personal and because they worried they might be judged by co-workers.

A 5/15/23 BusinessWeek report noted that by 2025 the number of postmenopausal women globally is expected to rise to 1.1 billion. Many sufferers don’t attribute their experience to this natural phase of life and struggle to cope. Menopause often occurs right as women are moving into senior or executive leadership roles while simultaneously raising children, caring for elderly parents and potentially facing ageism. An April 2023 Mayo Clinic study found that of the 4,400 women age 45-60 it surveyed, 13% had experienced challenges at work related to menopause symptoms, and about 11% had missed workdays because of those symptoms. A separate assessment conducted by Elektra Health, a telemedicine startup for menopause care based in New York, found that 20% of women surveyed had left or were considering leaving a job because of menopause symptoms. BusinessWeek reporter Lindsey Tramuta writes that these studies come at a time when there’s been increasing coverage about perimenopause and menopause in mainstream media. Celebrities including Michelle Obama and Drew Barrymore have spoken about their experiences and a growing crop of female-led startups is working to shake off the taboos while cashing in on what is shaping up to be a \$15 billion industry for menopause-related products. British business psychologist Lee Chambers says his mission is to normalize



menopause in business. “It’s a real hormonal journey that men don’t have a reference point for, but because the workplace has been built by men, for men, there is no consideration for this experience,” Chambers said. The bottom line is a lack of awareness and supportive policies regarding menopause in the workplace is causing women to step back from senior roles, costing the economy.

## NFBPWC Texas Affiliate

### Leadership Team:

Lourdes Reyna                      President of Paso Del-Norte

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

Texas has 1 active affiliate:

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

## NFBPWC Virtual Club

### Leadership Team:

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

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

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

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

## Virtual Club | NFBPWC Benefits

### NFBPWC Virtual:

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

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

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

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

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

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

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

- Private **discussion forums** on issues relating to women hosted on the website.
- **Members' only information** related to NFBPWC and women's issues.
- **Private Membership Directory** supporting members and their organizations.
- Participate in the **United Nations System** worldwide through CSW and other programs annually.

Advocate for women's issues on a national and international level and cultivate worldwide friendships in one of the original women's networking organizations!



NFBPWC is looking for your submissions for the next Magazine.

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

Submission Deadline for the December Magazine is Wednesday,  
 November 22<sup>nd</sup> at 7:00 pm Eastern Time

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

@VestaBlueStudio

## Advertising Opportunities with NFBPWC

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

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

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

*As an example, if you wish to advertise in the upcoming March e-Magazine, you must send your submission and payment on or before February 14, 2023.*

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

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

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



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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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



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

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

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

### **Economic Equity and Justice**

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

### **Health Equity and Justice**

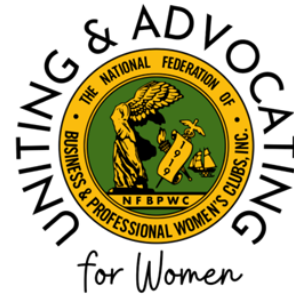
- Access to affordable reproductive healthcare, including contraception and legal abortion care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education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

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

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

## NFBPWC MEMBERSHIP

A BROAD RANGE  
OF BENEFITS



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

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

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

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

### Our NFBPWC Heritage



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

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

### Our Ambitions

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

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



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

### Benefits of Affiliation

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

### Individual Benefits

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

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

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



## LADIES, YOUR HEALTH IS IMPORTANT!

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



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

### GOOD HEALTH PROGRAM FEATURES:



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



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



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



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



Save on generic drugs and brand name prescriptions

See the reverse side for more plan information.

## What's Included in this plan?

### Telemedicine

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

### Mental Wellness

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

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

### Dental Care

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

### Vision Care

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

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

*Not available in WA.*

### Prescriptions

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

## Plan Options



**Member Only**

**\$16.00** / month



**Member + 1**

**\$20.00** / month



**Member + Family**

**\$25.00** / month

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

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

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