

NFBPWC Webinar
"Leadership Gap /
Way to Go"

*ERA
Action
Items*

Kindness
Matters

**Neurographic Art
Session**

HOSTED BY NFBPWC NC

NFBPWC Magazine

FEBRUARY 2024 ISSUE

HAPPY
VALENTINE'S DAY

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Submission Deadline for the March Magazine is Friday, February 23rd at 7:00 pm Eastern Time

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

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2022-2023 NFBPWC Magazine EDITIONS			
2022 NFBPWC Magazine		2023 NFBPWC Magazine	
<ul style="list-style-type: none">NFBPWC 2022 January Magazine.pdfNFBPWC 2022 February Magazine.pdfNFBPWC 2022 March Magazine.pdfNFBPWC 2022 April Magazine.pdfNFBPWC 2022 May Magazine.pdfNFBPWC 2022 June Magazine.pdfNFBPWC 2022 July Magazine.pdfNFBPWC 2022 August Magazine.pdfNFBPWC 2022 September Magazine.pdfNFBPWC 2022 October Magazine.pdfNFBPWC 2022 November Magazine.pdfNFBPWC 2022 December Magazine.pdf	<ul style="list-style-type: none">NFBPWC 2023 January Magazine.pdfNFBPWC 2023 February Magazine.pdfNFBPWC 2023 March Magazine.pdfNFBPWC 2023 April Magazine.pdfNFBPWC 2023 May Magazine.pdfNFBPWC 2023 June Magazine.pdfNFBPWC 2023 July Magazine.pdfNFBPWC 2023 August Magazine.pdfNFBPWC 2023 September Magazine.pdfNFBPWC 2023 October Magazine.pdfNFBPWC 2023 November Magazine.pdfNFBPWC 2023 December Magazine.pdf		
2021 NFBPWC NEWSLETTERS			
<ul style="list-style-type: none">NFBPWC 2021 January Newsletter.pdfNFBPWC 2021 February Newsletter.pdfNFBPWC 2021 March Newsletter.pdf	<ul style="list-style-type: none">NFBPWC 2021 April Newsletter.pdfNFBPWC 2021 May Newsletter.pdfNFBPWC 2021 June Newsletter.pdf	<ul style="list-style-type: none">NFBPWC 2021 July Newsletter.pdfNFBPWC 2021 August Newsletter.pdfNFBPWC 2021 September Newsletter.pdf	<ul style="list-style-type: none">NFBPWC 2021 October Newsletter.pdfNFBPWC 2021 November Newsletter.pdfNFBPWC 2021 December Newsletter.pdf

Events Calendar

National Events

February 8, 2024

2nd Thursdays of the Month

4:00 pm PST / 7:00 pm EST

Advocacy Committee Meeting (BPW Members Only)

Register at: <https://nfbpwc.wildapricot.org/event-5485102>

Thursday, February 15, 2024 (due to Valentine's)

2nd Wednesdays of the Month

4:00 pm PST / 7:00 pm EST

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

Register at: <https://nfbpwc.wildapricot.org/event-5420753>

February 17, 2024

2:00 pm PST / 5:00 pm EST

NFBPWC presents: "Leadership Gap / Way to Go" (open to the Public)

Register at: <https://nfbpwc.wildapricot.org/event-5523806>

February 20, 2024

5:00 pm PST / 8:00 pm EST

"Grief - No Time Limit - Stages are Phases of Acceptance and Hope" hosted by the NFBPWC JDEI Committee (open to the Public)

Register at: <https://nfbpwc.wildapricot.org/event-5556461>

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

Period Poverty Meeting - 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

4th Thursdays of every other Month

4:00 pm PST / 7:00 pm EST

NFBPWC Military Affiliated Women Committee Meeting (Open to the Public)

Last Thursday of Every Other Month

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

February 10, 2024

BPW Colorado Midyear Convention

Register [HERE](#).

February 15, 2024

5:00 pm PST / 8:00 pm EST

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

Register at: <https://nfbpwc.wildapricot.org/event-5420812>

February 21, 2024

5:00 pm PST / 8:00 pm EST

Virtual Club Monthly Meeting (Open to All BPW Members)

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

February 2024 California Monthly Meetings

More info: [NFBPWC California Federation](#)

March 10, 2024 (No February meeting)

4:00 pm PST / 7:00 pm EST

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

More info: [Pennsylvania Affiliate Chapter](#)



NFBPWC Biennial Conference

July 18, 2024 to July 21, 2024

Hosted by NFBPWC Pennsylvania

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

Developing the business, professional and leadership potential of women.

Our Mission

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

Objectives

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

Theme for 2022-2024

Cultivate Connections, Create Community

Focus Issue for 2022-2024

Women on the Move

Contacting your NFBPWC Executive Committee (2022-2024):

Megan Shellman-Rickard, President
Kathy Kelly, VP Membership
Daneene Monroe Rusnak, VP Advocacy
Sondra Nunez, Secretary
Treasurer
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

Leadership through Collaboration

NFBPWC offers innumerable leadership opportunities for members at the local, national, and international levels. On February 17th, NFBPWC and BPW International leaders will be participating in a program to support growth, understanding, and comfort zone for members of organizations, to take positions of leadership, set a clear vision, and make informed decisions for different levels of leadership (<https://www.nfbpwc.org/event-5523806>). This is an opportunity for members to learn more about being a leader in our organization as we approach the NFBPWC Biennial Conference where nominated members will run for National office. Looking forward to March, BPW International is offering all members the opportunity to apply for the Leaders' Summit, an in-person event in NYC that will be held immediately prior to the 68th Commission on the Status of Women (<https://www.nfbpwc.org/event-5554512>).

We are excited to announce that the partnership between BPW Canada and NFBPWC will bring our organization back to the Commission on the Status of Women (CSW) with an approved Parallel Event for the 4th year in a row! The hybrid event will take place on March 13, 2024, and is a collaboration between the two BPW International Federations (BPW Canada and NFBPWC). NFBPWC Young BPW Emily VanVleck and BPW Canada Past National President Karin Gorgerat are collaborating to bring us another excellent event titled **"Global Collaboration to Tackle Period Poverty"** (<https://www.nfbpwc.org/event-5585243>). As we receive more information about other CSW68 events hosted by international members, you will be able to find that information here: <https://www.nfbpwc.org/UN-CSW/>.

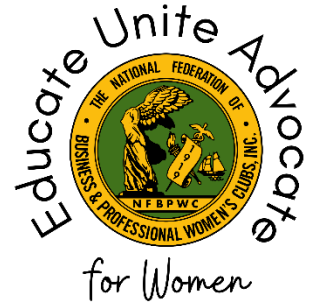
It is my pleasure to formally announce that registration is open for the **2024 NFBPWC Biennial Conference: Equality Has No Deadline! July 18-21, 2024, in King of Prussia, PA.** Advanced registration for both members and guests will be available through March 15, 2024. Hotel registration links are also available. This event will offer you the opportunity to connect with other National and International members in Pennsylvania with an incredible schedule already set and continuing to grow. Register here: <https://www.nfbpwc.org/event-5451639>. The Executive Committee has worked very hard to provide members with the best possible rate for registration by offering Sponsorship Opportunities which can be accessed through this link: <https://www.nfbpwc.org/event-5577085>. We are pleased to let you know that we have already procured four sponsors to help fund this summer's event! There are sponsorship opportunities from \$100 - \$10,000 and EC Secretary, Sondra Nunez, will be leading this effort.

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

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

NFBPWC will continue to light a path for our future that promotes justice, solidarity, diversity, inclusion, innovation, and celebration in 2024. Sending personal wishes of celebration, health, and **progress** around the globe!

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



1st Vice President Membership News



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

Welcome BPW Washington!

It's official! We have a new Affiliate charter for Washington state. We want to congratulate President Rosalind Scott and the 17 Founding Members and welcome them back to BPW National and International. We are looking forward to many more BPW WA joining us in the months ahead.

Patrice Beckwith
Betty Buckley
Katerina Canyon
Diane Duranti
Peggy Harris
Michael Healy
Evelyn Hinken
Jayne Huston

Judith Johnson-Keyt
Milly Lewendon
Katherine Meade
Jacqueline Petrick-Lee
Rosalind Scott
Patty Slagle
Nancy Sorensen
Sylvia E. Valine
Margaret Way



NEW AND RENEWING MEMBERS IN JANUARY!

RENEW	Dr. Trish Knight
RENEW	Michele Guarino
RENEW	Barbara Schmouder
RENEW	Titilola Adisa
RENEW	Daneene Monroe Rusnak
New	Roberta Sexton
New	Dana Brown
New	Patrizia Hironimus
RENEW	Carolyn Grady
New	Carolina Flores-Helizon
New/Renew	Betty Allums
New/Renew	Theresa Amador
New	Lalwani Muskan
New	Stacy Gonyou
New	Frances August
New	Tracey MacDermott
RENEW	Linda Miller
New	Denise Stepanik
New	Jennifer Van Ingen
New	Elizabeth (Anne Marie) Mitchell

Virtual (Gypsy)
Virtual (Maine)
Virtual (PA)
Virtual (Georgia)
Virtual (Ohio)
Michigan
Michigan
California - Chico
Virtual (Wisconsin)
California - El Monte
California - Berkeley
California - East LA Montebello
California - Burbank
Colorado - Boulder
Colorado - Boulder
Colorado - Denver
Virtual (Ohio)
Pennsylvania
Pennsylvania
California - East LA Montebello

2023 Membership Reconciliations

I want to personally thank the Federation and Affiliate presidents, membership chairs and others who supported the process to report our year-end membership numbers to BPW International. Although we did experience some attrition with two clubs folding, we are so excited to report that, at this writing, we are reporting 439 NFBPWC members, 24 students for a **total of 463 members**. The 2023 official count was 342 members. That is an official **35% increase** in our overall NFBPWC membership. Well done ladies!

In a time when most community service organizations are declining, BPW continues to attract amazing women from all over the United States who share our mission to be the leading advocate for working women.

We continue to reach out to lapsed members with the hope of converting them back to active membership. To support this effort, the Membership Committee developed a lapsed-member survey to (1) re-engage that member, (2) discover what brought them to BPW initially and (3) support them in finding their BPW niche. Please find that survey in the Member Resources section (Members Only login) on the NFBPWC website.

We did need to add some members who were missed in the National database. Be sure to forward your new member's name, email and club to newmember@nfbpwc.org so we can get welcome them and give them access to all our benefits of membership.

The Membership Committee wishes each of our BPW Sisters a Happy 2024! We have some big plans for this year!

Next, get ready for our BIG membership drive:

Double or More in 24

with a chance to win fabulous prizes with every new member you bring in before the National Convention next summer. More details will follow shortly via email.

The National Membership Committee usually meets on the first and third Mondays of each month, holidays excluded. **In February, we plan to meet on the 5th and 19th.** We welcome members to join us and learn more about the tools and events NFBPWC offers that can support your club to "Double or More by '24!"

Contact Kathy Kelly, vpmembership@nfbpwc.org for more information.

CSW 68 March 11-22, 2024



If you missed our January 23rd webinar on the United Nations Commission on the Status of Women (CSW) please contact Kathy Kelly for the recording or check out the CSW portal on our website. Also, Kathy is collecting NFBPWC members' names who want to attend and share a room with another member (or 2 or 3) to save on hotel costs.

We have two options in New York City with excellent room rates. Djenabou Bou is serving as our NFBPWC Travel Agent. Contact Kathy or Djenabou for more information.

Celebrations of Life



Marie Clifton, October 11, 1940, to December 20, 2023

I have known Marie Clifton for more than 25 years. I met her at my first Sierra Mar BPW District after I moved to Monterey Park. She joined BPW in May 1982. She belonged to at least three different BPW Clubs – San Marino, which folded, and then she joined San Gabriel, which folded, and then it was East Valley. She served in various offices in the San Marino and San Gabriel Clubs. Those Clubs also recognized her contributions with certificates and plaques. She served as a Page at State Conventions (as they were called at that time) and continued to serve as Page at Sierra Mar District Conferences until Sierra Mar's June Training meeting in June 2023. Early on she took the Individual Development course and became the leader of the Sierra Mar Individual Development team. The first course she taught was in 1993 for the El Monte Club. Later, Sally, Maryann and I taught the course with her telling us what we were to teach. My area was Protocol, Parliamentary Procedure and Related Topics. Marie found the place and made all the arrangements for the sessions. Marie credited the ID program and BPW for helping her greatly and as a result, she was dedicated to helping others get ahead by providing opportunities for them to learn from the Individual Development modules.

Most of us would agree that although she was never a President of Sierra Mar District, she was the one who kept us together. She was the one who got Sierra Mar officers by perhaps twisting arms. She found places for Sierra Mar to have District meetings, copied the materials for the packets, took reservations for attendees, ordered the lunches for us and made sure everything ran according to Sierra Mar's Bylaws and policies and procedures. By the way it has taken three people to replace her. In 2020 Sierra Mar BPW District awarded Marie Clifton its Ms. BPW plaque for her dedication to BPW and the Individual Development Program (ID). For all this Sierra Mar District awarded her Ms. BPW plaque. This was a well-deserved honor.

The celebration of her life will be Saturday, January 27th starting at 11:30 A.M. at the Spaghetti Factory in Duarte. Memories of Marie can be given at: <https://obituaries.neptunesociety.com/obituaries/west-covina-ca/marie-clifton-11594141>

As Mavis Hansen says, "There will never be another one like Marie, so let us be grateful to have known her and have her in our lives. I am sure she loves her new wings."

Submitted by Linda Wilson

2nd Vice President Advocacy Report

ERA ACTION ITEMS



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

As we work towards achieving gender equality, we must take concrete steps to support the Equal Rights Amendment (ERA). To help in this effort, we have put together a checklist of action items that can make a real difference in advancing women's rights. We encourage you to review these action items and consider how you can contribute to the cause. Let's work together to ensure that all individuals, regardless of gender, have equal rights and opportunities under the law.

- ☐ Use our [One Click Politics](#) widget to tell your members of Congress to support SJ Res 4 and HJ Res 25 to remove the arbitrary deadline on the ERA
 - 0 Bonus points if you use the widget to make calls to your MOC
 - 0 **Extra** bonus points if you use the social sharing buttons to post the campaign on social media
 - 0 **Extra, Extra** bonus points if you record and send a video.

Consider using this [virtual background](#) for your submission (and anytime you're in a virtual meeting!)
- Q Review the [Republican Cosponsor/Discharge Petition Targets](#). If you reside in the states of Representative on these lists or have organizational members, family or friends who do, please reach out to them
 - 0 *The Discharge Petition for H.3. Res. 25 will move the bill out of committee without action by the committee chair onto the House floor for a vote. It needs 218 signatures, as of 1/17/24, 203 House members had signed the Petition. We are 15 signatures away from getting the bill to the floor. Adding seven or eight of these Representatives shouldn't be that hard, but they need to know that our ERA advocates are watching: [Discharge Petition Outreach list of current cosponsors](#).*
- Q Sign the national student-led [Sign4ERA petition](#)
 - 0 *This national petition campaign supporting the Equal Rights Amendment, initiated by Hunter College students, now has nearly 80,000 individuals signed up supporting the ERA. The Petition Campaign is an easy way to get members, friends, colleagues and members more involved in getting the ERA Across the finish line*

NFBPWC members are invited to join the A-Team for the next Advocacy Committee Meeting on **February 8, 2024**.

Vice President of Advocacy, Daneene Monroe Rusnak, will preside as the Committee Chair as we discuss current and future issues, initiatives and goals.

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

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

Who: All interested members are welcome.

Helpful Links:

- [Committee webpage](#)
- [Projects we are currently focused on](#)
- [View the 2022-2024 Advocacy Platform Flyer](#)

Register at: <https://nfbpwc.wildapricot.org/event-5485102>



Marikay Shellman
Fine Artist

Monoprints and Paintings

View the website to see the
phenomenal collection of artwork
available for purchase:

[MagpieAcresStudio.com](https://magpieacresstudio.com)

LGBTQ+ Team Report

By: Susan Oser, NFBPWC Advocacy Team LGBTQIA+ Lead

LGBTQ+ Icon of the Month: Marsha P. Johnson

Why highlight?

If you know about the Stonewall Uprisings, eight days of protest that gave birth to the modern LGBTQ+ rights movement, chances are you know about Marsha “Pay It No Mind” Johnson. As an organizer and advocate, Johnson was a central figure in the 1969 rebellion. Following that fateful week in June, Johnson continued to advocate for the rights of LGBTQ+ people, particularly poor trans femmes of color. Alongside Sylvia Rivera, she co-founded Street Transvestite Action Revolutionaries (STAR), an organization dedicated to sheltering houseless LGBTQ+ youth. Johnson’s impact can still be felt today, as her legacy and name are evoked in the names of LGBTQ+ organizations, by projects that collect resources for trans people, and through the work of activists that seek to end violence against Black trans femmes.



Source(s):

<https://www.youtube.com/watch?v=0dduj7IMKL0>
<https://outhistory.org/exhibits/show/tgi-bios/marsha-p-johnson>
<https://www.imdb.com/title/tt5233558/>
<https://marshap.org/>
<https://www.them.us/story/happy-birthday-marsha-interview>
<https://www.them.us/story/new-statue-marsha-p-johnson-fighting-whitewashing-lgbtq-history>

Good LGBTQ+ News for February:

- ✓ **Affirming Actions and Gender Euphoria Among Transgender and Nonbinary Young People** <http://tinyurl.com/3y2z7hws> Gender euphoria is defined as satisfaction or joy caused when one's gendered experience aligns with their gender identity, rather than with the gender they were assigned at birth.
- ✓ **Pope Francis says priests can give blessings for same-sex couples.** <http://tinyurl.com/5ywwhyme>. The Pope made the announcement on December 18th, representing a historic change for the Catholic Church. Many LGBTQ+ Catholics celebrated the change, hoping this would create a more welcoming space for them within the Church.
- ✓ **Washington Blade publishes Year in Review for 2023.** <http://tinyurl.com/58nt5bnj> This collection of the top 10 national news stories from 2023 include the Pride Celebration at the White House, and the scandals surrounding former Congressman George Santos.

And now for the BAD news:

- ✓ **A New Report Exposes the Network of Extremist Groups Behind the Anti-Trans PR Machine** <http://tinyurl.com/mtthja8u> Researchers stressed that anti-LGBTQ+ disinformation is part of a larger reactionary conservative movement.
- ✓ **Only 5 Days into The Year, 125 Anti-Trans Bills Have Been Filed.** <http://tinyurl.com/46v2xct9> Over 125 bills targeting the transgender community have been released in 2024, more than double the pace of 2023.

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 100th ANNIVERSARY MARCH

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.



Last month we saw Wednesday, December 13th come and go with all the hype concerning the march in Washington D.C. The ERA- Coalition worked hard for us to remember that it was December 13, 1923 when the ERA was first introduced in Congress. They invited every group who has voiced or has promoted the ERA passage. We learned all about the day through our connections with the MS. Memo. But now, a month later, what is happening?

Soon after the March, a letter was sent to the White House, Senators and others in power calling for the publication of the Equal Rights Amendment. It was written by the ERA Publication Task Force. It was signed by 84 diverse organizations. A response was received...

The White House narrative is that President Biden is pro women, pro Roe and the other party is trashing women's rights. Given that we briefed the White House Council on the danger of allowing the Dobbs decision to be handed down without publication of the ERA, it is apparent that the Biden Administration is giving the Supreme Court a clear lane to rollback women's rights.

It is dangerous not to have the ERA published in this environment.

Jean Sweeney, Co-Head of the National Publication Task Force continued to share some more facts for us to ponder. We lost the Roe framework and the Comstock Laws of the 1870 and the Chamberlain-Kahn Act of

1918 remain as trap laws. Now add the Artificial Intelligence has been denied the proper Constitution with the 28th Amendment in 4 years.

What can we be doing? We need to be attending political events and asking our candidates about the ERA publication. I enjoyed Jean Sweeney calling us “warriors,” because that is exactly what we are. We MUST stand up and fight. No one is going to do it but us.

Last month I asked you to do the following and it is still waiting for you to do. Call Colleen Shogan at **202-357-5900** –Here is your message – My name is _____. I am calling from _____(name your state). I am asking that you do your duty and publish the Equal Rights Amendment as the 28th Amendment. The E.R. A. has fulfilled the requirements set forth in Article Five of the Constitution and we can wait no longer for full constitutional protection.

She is the National Archivist.

Also, if you haven’t signed the <http://www.sign4era.org> to receive notifications, please do so. We are looking for a million signers. Please keep in touch with your Senators using the NFBPWC “One Click.” We have been promised a revisit and we need to be ready. Keep clicking.

Bylaws & Resolutions Report

By: Trudy Waldroop, Bylaws & Resolutions Chair, NFBPWC 2022-2024 (Email: ILoveBPW@yahoo.com)
Bylaws@NFBPWC.org

BYLAWS

Part 1

What are they?

Bylaws is a document that relates to the basic rules for an organization to its structure and manner of operation. Bylaws are an organization’s highest authority and take precedence over the parliamentary authority whenever there is a conflict and which are always stated in the organization’s bylaws. For the National Federation of Business and Professional Women’s Clubs the parliamentary authority is *Robert’s Rules of Order Newly Revised* (latest edition). An organization may not have in their bylaws anything which conflicts with a law of a higher organization. Bylaws can never be suspended!

Why do we need them?

It tells the members of the organization their rights and responsibilities and how to conduct themselves at meetings. Every person who joins an organization should be given right away a copy of that organization’s bylaws – along with any other rules that organization has adopted.

What’s in them?

At least the Name of the organization, their Object, Members, Officers, Meetings, Executive Committee, Board, Committees, Parliamentary Authority and Amendments. An easy way to remember these is the mnemonics it’s NO MOM E CPA. These are the minimum that shall be listed in bylaws, an organization may wish to add others/topics. If your organization has a Board of Directors add an article to it after the article on Executive Board/Committee.

Briefly what each of the above items should contain.

Name	the full, exact name of the organization.
Object	of the organization expressed in a single sentence.
Members	who can join, classes of membership, dues, when due.
Officers	name of officers, term, how elected or appointed.

- Meetings when meet, the annual meeting special meetings, and the quorum of each.
- Executive Committee bylaws should state what the Executive Committee consists of, its powers, duties, quorum, and other duties. If a Board of Directors is desired a separate Article is listed.
- Board of Directors would also indicate who it consists of, its powers, duties, and quorum.
- Committees Standing Committees first, their name, composition, election and duties. Special committees should be in a separate Article.
- Parliamentary Authority what it is (name and author) and should be stated in one sentence.
- Amendment this Article would contain the procedures for amendment on how to change the current bylaws.

From the Desk of the Secretary



By: Sondra Nunez, NFBPWC Secretary 2022-2024

Kindness

Naomi Shihab Nye -1952

Before you know what kindness
really is
you must lose things,
feel the future dissolve in a moment
like salt in a weakened broth.
What you held in your hand,
what you counted and carefully saved,
all this must go so you know
how desolate the landscape can be
between the regions of kindness.
How you ride and ride
thinking the bus will never stop,
the passengers eating maize and chicken
will stare out the window forever.
Before you learn the tender gravity of kindness
you must travel where the Indian in a white poncho
lies dead by the side of the road.
You must see how this could be you,
how he too was someone
who journeyed through the night with plans
and the simple breath that kept him alive.
Before you know kindness as the deepest thing inside,
you must know sorrow as the other deepest thing.
You must wake up with sorrow.
You must speak to it till your voice
catches the thread of all sorrows
and you see the size of the cloth.
Then it is only kindness that makes sense anymore,
only kindness that ties your shoes



and sends you out into the day to gaze at bread,
 only kindness that raises its head
 from the crowd of the world to say
 It is I you have been looking for,
 and then goes with you everywhere
 like a shadow or a friend.

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!

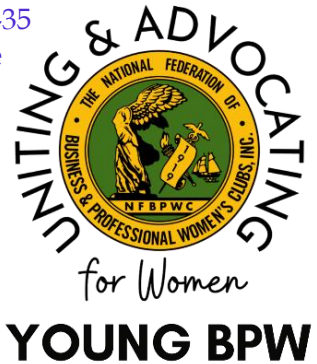
Keep in the loop of Young BPW activities and join in on them by either following us on:



@YoungBPWUSA



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



Immediate Past President Report



By: Sandra Thompson, NFBPWC's Immediate Past President

Have you ever been to King of Prussia? Do you know where King of Prussia is? You will have the opportunity to visit King of Prussia this coming July. NFBPWC Biennial Conference will be held there. Registration is now open and there is information on the National website about the conference.

If you haven't figured out where it is, I will tell you that it is just outside of Philadelphia, PA.

Steeped in the history and lore of the American Revolution, the King of Prussia area is next to Valley Forge National Park, where George Washington and the

Continental Army camped in the winter of 1777, readying themselves to fight British Redcoats for the nation's independence.

More than 250 years later, the area has also become known as the site of the country's third-largest shopping mall and a massive business park with hundreds of shops, restaurants and offices.

The King of Prussia name refers to an inn built in the area in the early 1700s and is now occupied by the local Chamber of Commerce. Centuries later, the area is renowned for its hospitality and the numerous diversions at the namesake mall and contemporary town center. The mall opened in the 1960s and remains anchored by old-school department stores, including Macy's, Neiman Marcus, Nordstrom, Bloomingdale's and Primark. The town center, completed in 2016, is a prime example of new mixed-use development.

King of Prussia is considered to be an [edge city](#) of [Philadelphia](#), consisting of large amounts of retail and office space situated at the convergence of four highways.

Many events are being planned. So please mark your calendars and plan on attending our Biennial Conference as this is a wonderful time to get to know your BPW sisters from around the country.



Main Street King of Prussia

Justice, Equity, Diversity and Inclusion Report

By: Sher Singh, NFBPWC's JDEI Chair, dei@nfbpwc.org



Webinar: "Grief: No Time Limit-Stages are Phases of Acceptance and Hope"

February 20, 2024-5 pm PT/8 pm ET

Grief is a challenging, yet little talked about subject. Join us as Ellen Shane and Kara LC Jones share their approach to grief experience.



Born in Montreal, Canada, **Ellen Shane** (*pictured right*) lived there until 1996, when she moved with her family to Southern California.

She cofounded the 501(c)3 nonprofit charity, The Emily Shane Foundation, to honor the memory of her youngest child, Emily Rose Shane, following her tragic murder at the age of 13 in April 2010. Emily was in 8th grade in middle school and struggled academically. She fell into a “grey” area; not needing or qualifying for special education yet having trouble achieving her best academic ability without outside support.

Due to a lack of resources within the educational system to address students like Emily, the foundation established a unique educational initiative, the SEA (Successful Educational Achievement) Program. The SEA Program empowers underserved students in the mainstream middle school classroom with individualized and intensive essential academic tutoring and mentorship. The program is comprehensive and was developed with a middle school teacher with over 40 years of classroom experience. The SEA Program solely serves those unable to afford this support. Since its inception in the spring of 2012, the SEA Program has made a difference in the lives of over 1000 middle schoolers across Los Angeles and Ventura counties.



Kara LC Jones (*pictured left*) is the Creative Grief Educator and heARTist behind Grief + Creativity and will guide us through a Creative Grief experience tool.

Kara is a Carnegie Mellon graduate who interned for 3 years at Mister Rogers Neighborhood and has spent the last couple of decades exploring creative approaches to grief experience.

She has authored several books including: *Mrs. Duck and the Woman*, *Flash Of Life*, and *1000 Permissions Granted*. Kara has also contributed to publications such as *They Were Still Born*, *Journal of Family Social Work*, *Living With Grief*, *Elegy*, and more. For more

about her heARTwork, see www.GriefAndCreativity.com.

Environment & Sustainable Development Committee

By: Marikay Shellman, BPW Colorado Virtual

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

Simple Acts: EAT LESS PLASTIC

The average person ingests about a credit card's amount microplastic per week. It has become so alarming that Consumer Reports' cover page January 2024, announces "HOW TO EAT LESS PLASTIC." The Washington Post, World Wildlife Fund, National Geographic, PBS, NPR, Bon Appetit, and EcoWatch are among many publications addressing this dangerous health issue.



Microplastics, miniscule pieces less than 5 millimeters, are everywhere, not only in our oceans and soils and in the guts of insects and fish, but also in human organs, even in the air we breathe. Synthetic plastic production has grown by more than 400 million tons annually.

Bisphenols, BPAs, and phthalates, which make plastics flexible and durable, have been found to interrupt the regulation and production of hormones leading to the increased risk of diabetes, cancers, cardiovascular disease, birth defects, and neurodevelopmental disorders to name a few. DEHPs, the most studied phthalates, are present in plastic products such as toys, shower curtains, medical devices, packaging film, and garden hoses, are classified by the EPA as a probable human carcinogen.

Simple ways to avoid microplastics in your day-to-day life

- 1) **Don't heat food in plastic.** Yes, it is so easy to heat leftovers or takeout in those plastic containers. Don't. The BPAs and phthalates added to Tupperware, takeout boxes, pre-made frozen meals leach easily into your food when heated. Don't wash plastic containers in the dishwasher as the heated water degrades the plastic.

- 2) **Drink filtered tap water.** Although microplastics are in 94% of American tap water, water filters eliminate 100% of known microplastics. Plastic bottled water, soda, and sports drinks are known to be one of the largest sources of microplastic ingestion. Glass or stainless-steel bottles are best as many BPA-free plastic and aluminum water bottles have undisclosed liner materials made from resin, polymer, or epoxy.
- 3) **Avoid plastic food containers.** Plastic products with recycling codes 3, 6, and 7 contain phthalate, styrene, and bisphenols which are more damaging than other plastic containers unless they are labeled “greenware” or “biobased”, a safer option. Forego any plastic wrapped items, even peanut butter, and choose glass containers instead. Use wax paper or aluminum or food-grade silicone for wrap. High-fat items such as yogurt, milk, cream, and butter readily leach chemicals from plastics. Although more expensive, purchase these products in glass containers.



4) **Eliminate takeaway cups.** The lining in most takeout containers, your morning coffee or tea, are made with HDPE grade plastic which leak estrogenic chemicals and some even contain heavy metals. Bring your own stainless steel or glass reusable cup to your favorite coffee shop, cutting down on waste.

5) **Use loose leaf tea instead of tea bags.** A majority of tea bags consist of approximately 25% plastic, releasing 11.6 billion microplastics and 3.1 billion nanoplastics into your drink. Paper tea bags are glued together with polypropylene, another plastic.

- 6) **Beware of the types of fish you eat, especially shellfish.** Limit your intake of seafood to cut back on the amount of microplastics you ingest. 386 aquatic species, more than half of which are commercially sold, have been found to contain large amounts of microplastics. These microplastics and nanoplastics move from the fish stomach into its muscle tissue, which is the part that we eat. Unfortunately, ocean plastic continues to grow.

Collectively, we need to reduce our dependence on plastic. Only by increasing our awareness of the plastic crisis and spreading the word can we reduce the presence of microplastics in our food.

Bring Back the Pollinators

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



In protecting our planet for future generations, it is imperative that we push our government officials to do everything in their power to limit the effects of climate change. As a member of People & Pollinators Action Network (PPAN) and the Xerces Society for Invertebrates, our community has advocated for a study to be conducted on pollinating insects and bats. Senate Bill 22-199, Native Pollinating Insects Protection Study, passed and Research and Development began in February-July 2023, followed by Analysis and Synthesis July- October

2023. Recommendations and Final Report was just released January 2024 by Governor Polis in partnership with Colorado Department of Natural Resources, University of Colorado Museum of Natural History, Colorado State University Extension, and Xerces Society for Invertebrate Conservation. The five areas of immediate priorities and actions are:

- 1) Protect imperiled native pollinating insects.
- 2) Protect, restore, and connect pollinator habitats.
- 3) Mitigate environmental changes that negatively impact pollinators and their habitats.
- 4) Reduce the risks from pesticides to pollinating insects.
- 5) Monitor and support native and manage pollinator health.

Pollinating insects and bats around the world are declining rapidly which is quite literally a matter of life and death for all of us.

In 2023, 20 states have introduced legislation to protect pollinator habitats. Illinois, Maryland, Massachusetts, Minnesota, and Colorado have enacted laws to restore and conserve pollinator habitats. 24 states have introduced legislation to limit the use of harmful pesticides, six of which have enacted laws limiting the use of toxic pesticides, Connecticut, Nevada, Hawaii, Illinois, Colorado, and New York. (www.ncelenviro.org)

To keep up to date on pollinator protections in your state, check out NCEL's Bill tracking map available on their website. Write to your congress members and thank them and/or encourage them to protect our pollinators.

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

Rapid Response in 2024

With the new year there will be new issues and old to respond to.

This current presidential year will have a lot of issues to respond to from immigration to the economy, and of course women's issues that affect all of us here in the NFBPWC organization. While it can be overwhelming, it's important to note that we all cannot just speak on one issue alone. We need to be cognizant of all issues but put a voice to those issues that affect us or those we care about personally or the ones that most speak to us.

So what issues are you going to speak about this year? What issues are most important to you in 2024? What issues do you think should be important for NFBPWC in 2024?

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.

Place
Your Ad
Here

Entrepreneur and Small Business Committee Report

By: Marsha Riibner-Cady – Chair, and Barbara Bozeman – Vice Chair

**Join us in February
for a Neurographic Art Session!**

Ever wondered how art can unlock your brain's potential?

Join us for a fun and engaging one-hour Neurographic Art Session. We will introduce you to a technique that combines artistic expression with brain science to enhance creativity, reduce stress, and improve problem-solving abilities.



***All you need is a pen and paper!**

Thursday, February 15- 7 pm-EST

Hosted by NFBPWC-NC

This interactive working session will be
presented by Brooke Burns, Life and Business Coach
Questions? Email: info@brooke-burns.com





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

Meetings are held monthly on the second Wednesday of the month. *Except for February 2023

Registration will be open on the website as of January 28th.

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/>

RESULTS FROM THE JANUARY CHALLENGE

CHALLENGE #4

FROM YOUR ENTREPRENEUR AND SMALL BUSINESS COMMITTEE

As a reminder – the challenge for January – our 4th and final challenge:

January Challenge / Challenge #4:

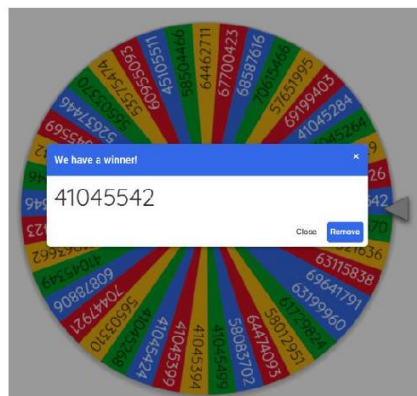
LinkedIn profile and Website Information help us better know our business base.

Connecting professionally through LinkedIn and websites gives us all a great insight and allows our other business and professional members to find kindred spirits and make clean connections outside of the website.

Log on to the NFBPWC website between January 1st and January 15th and update the information on your Member Profile.

There were 43 member numbers on the wheel as we gave it one last spin...

Congratulations to



Sharon Simmons!
(Aberdeen, WA)

Thank you to everyone who participated in the last 4 challenges.



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



Digital Training Report

By: Teresa Gehrke, NFBPWC Digital Training Chair, digitaltraining@nfbpwc.org

Sextortion

Online sextortion is a form of blackmail where someone is threatening to share a nude, sexual image, or video of you to the public, like friends or family, unless you do what they demand. Typically, it is a financial demand or extortion to avoid sharing the images or videos publicly.

Why is Online Sextortion important to know about?

Sextortion is a crime because of the illegal act of threatening and blackmailing a person by threatening to release sexually explicit photos of that person. If the situation is ignored, your personal content may be published online or the blackmailer harasses and threatens you until their demands are met. These criminals are known to even reach out to loved ones to harass them as well.

Where are sextortion schemes common?

Sextortion schemes occur online where young people feel most comfortable, such as social media platforms, most commonly on Instagram, Snapchat, and Wizz. It also occurs on gaming and dating sites, through sexting, video chat applications and forums, like Discord.

Who is targeted by online sextortion?

Predators and blackmailers create fake profiles and accounts to target minors. Unfortunately, more teens and minors are becoming victims to online sextortion. Adults, posing as peers online, target minors on messaging platforms befriending their target and gaining their trust. Then, the trust is manipulated and the victim is taken advantage of by them. High pressure and fear cause social, mental, psychological, and physical distress.

How can online sextortion be prevented?

The best way to avoid online sextortion is to always be cautious and aware of who you are contacting, especially if it is with strangers. Sexually explicit content can be gathered by impersonation or by using malware to control a victim's webcam, so it is important to also be aware of any links and attachments from sources you do not know and NEVER share sexually explicit images with others. If you are already threatened, it is important to:

- Resist the urge to engage with the blackmailer.
- Never pay the ransom. There's no guarantee that if you pay they won't still release the sexually explicit content.

- Save all communications, including texts, emails or voice communications. This is evidence. Take screenshots.
- Do not be afraid to get an adult, the police, or FBI involved. Ask for HELP!
- Remember, it's not your fault. Somebody maliciously and intentionally attacked you online. It's their fault!

Helpful Links:

- [What is Sextortion? How to Prevent Online Blackmailing](#)
- [FBI - Sextortion](#)
- [What Can Happen If You Ignore Your Blackmailer](#)
- [National Center for Missing & Exploited Children - Sextortion](#)
- [Sextortion case linked to 12-year-old's death](#)

For additional assistance or questions, please email: digitaltraining@nfbpwc.org.

Nominations Report

Manjul Batra, NFBPWC Nominations Chair

Webinar: Leadership Gap / Way to Go

This webinar is led by Nominations Chair, Manjul Batra.

Members & Non-members invited to attend.

February 17, 2024 from 1:00 PM to 5:00 PM Eastern Time (10AM Pacific, 11AM Mountain, 12PM Central)

This program is to support growth, understanding & comfort zone for members of organizations, to take positions of leadership, setting a clear vision, and making informed decisions for different levels of leadership.

The information is provided today by our National & International leaders of Business & Professional Women to provide a clear vision of the BPW organization, its foundation, and tools provided for leadership growth & participation.

Speakers are in order of presentation and are to speak on the subjects mentioned below: Each speaker has 30 minutes.

- Bessie Hironimus, Secretary BPW International: *International BPW Constitution, procedures and its applications.*
- Elizabeth Benham, President, BPW International: *International operations, UN Advisory agencies, opportunities in International Trade & more.*
- Daneene Monroe Rusnak: Vice President, Advocacy NFBPWC (2020-2024): *Public Policy (Advocacy) platform, commission on status of women, application & use.*

Break 5 minutes.

- Kathy Kelly: Vice President Membership, NFBPWC, (2021-2024): *Training programs, availability of benefits, website information & use.*
- Megan Shellman-Rickard: National President, NFBPWC, (2020-2024): *The Nitty Gritty of leadership at all levels*

The Zoom Host will be Michelle Husby from Berkeley BPW.

Zoom details will be sent after registration. You can register now at: <https://nfbpwc.wildapricot.org/event-5523806>

(The above speakers will be available later for questions or extra information via phone calls, day & time period to be specified. Details provided on the day of the program.)

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/>



Organization Page

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



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

February Highlights in US Women's History

February is Black History Month

Black History Month recognizes and honors important people and events in the history of African-American history. In 1926 noted historian, Carter G. Woodson, originated the idea of "Negro History Week". Woodson chose the second week of February because it marked the birthdays of two Americans who greatly influenced the lives and social condition of African Americans – former President Abraham Lincoln and abolitionist Frederick Douglass.

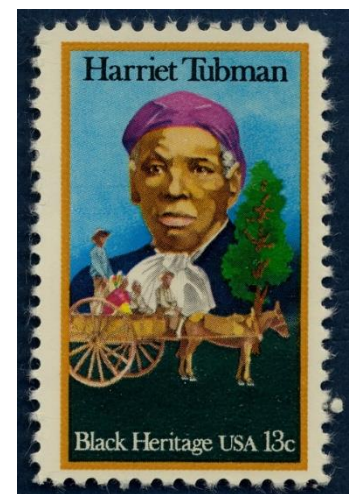
The tradition of what became Black History Month greatly influenced the expansion of academic scholarship and the corresponding recognition of the rich history of African Americans

Take the [Black Women's History Challenge](#)

Celebrate [Black History Month](#)

February Highlights in US Women's History

- **February 1, 1978** – First postage stamp to honor a black woman, Harriet Tubman, is issued in Washington, DC
- **February 4, 1987** – First "National Women in Sports Day" is celebrated by Presidential Proclamation



- **February 11, 1989** – Rev. Barbara Harris became the first woman bishop in the American Episcopal Church and in the Anglican Communion worldwide.
- **February 12, 1869** – The Utah Territorial Legislature passes a bill allowing women to vote
- **February 15, 1921** – The Suffrage Monument, depicting Susan B. Anthony, Elizabeth Cady Stanton, and Lucretia Mott, sculpted by Adelaide Johnson, is dedicated at the U.S. Capitol
- **February 15, 1953** – Tenley Albright became the first American woman to win the World Figure Skating championship
- **February 17, 1870** – Esther Hobart Morris in Wyoming became the first American woman Justice of the Peace
- **February 24, 1912** – Henrietta Szold founds Hadassah, the largest Jewish organization in American history, focusing on healthcare and education in the Israel and the U.S.
- **February 24, 1967** – Jocelyn Bell Burnell makes the first discovery of a pulsar, a rapidly rotating neutron star
- **February 27, 1922** – U.S. Supreme Court upholds the 19th Amendment to the Constitution, which guarantees women the right to vote

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

United Nations Report



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



Do register for the NGO CSW68 Forum!

It is free and all events are online. (Some events are both in person and online.) The Forum runs from March 10 (Consultation Day), the day after the IFBPMC Summit (March 8-9), to March 20. It runs 24 hours each day to accommodate all time zones. [Our NGO's official name at the UN is the International Federation of Business and Professional Women, not BPW-International.] Go to the NGO CSW/NY's webpage and register for the CSW68 Forum so that you will have access online to all events, including parallel events, conversation circles, booths, morning briefings, and the webpage for each event. This year there will be an Artisan Fair held at the Armenian Center.

You can browse the website now - it is much easier than last year. The calendar of events should be posted soon. If you have a question, go to NGO CSW/NY CSW68 to find the answer. There are many tutorials to answer your questions and to explain how to get involved with advocating for the 6 recommendations that NGO CSW is suggesting for the negotiated Outcome Document.

The event I am organizing with Marilou McPhedran, Senator Canada, is "Addressing Poverty: Basic Livable Income Bills" sponsored by Feminist Parliamentarians and co-sponsored by the International Federation of Business and Professional Women. It is on Tuesday, 12 March, at 12:30.

Hope to see you there on Zoom.

International Relations Chair Report



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

Great news NFBPWC and the Canadian Federation will be hosting a Parallel event at CSW68 in New York. Our time will be March 13, 2024, at 2:30 p.m. Eastern Time. You can join either in person or on Zoom. For your information I am repeating how to register from my January article.

This is a once-a-year event and I encourage you to take time and register and attend several events. There are 100s of events to choose from and of course register for our event. You can register for as many as you want for free.

Registration is now open. It takes about 2 minutes to register. It is a very simple form. When you register, you will receive a confirmation email with pertinent information and a link to login to the virtual portal to start exploring?

To register just go to <https://ngocsw68forum.vfairs.com/>.

NGO CSW68 Forum registration will not get access to the UN CSW and the UN building. The UN CSW and NGO CSW68 Forum are two totally separate events. Registration for the NGO CSW68 Forum will not get you a UN grounds pass or access to the UN building.

For more information about official registration for the UN CSW, visit [UN Women's website](#)

I hope to see you all on line or in person for this exciting event that brings women from around the world together.

NEWS -Due to unrest and increasing costs the International Executive Committee has elected to move the International Congress to St. Kitts. That means it will be in our Regional. The Congress will be held November 17 - 20. If you have never been to an International Congress, this is a great time to plan to attend. St. Kitts is a beautiful island and they are very hospitable. We will be staying at the same hotel that we were at for the Regional meeting last January. It will be a long time before the International Congress comes back to our Region. So save the date. Here are a couple of pictures of St. Kitts.



THANK YOU!!

A big thank you to all of you who contributed to raising funds to send to our BPW Sisters in the Ukraine. Last October we asked you to make donations so that we could help send money to aid our BPW sisters in the Ukraine.

BPW UK President Jo Kinsey has worked with Amelie LeClerc from BPW France and together they have secured funding totaling €25,000 or \$27,815 to purchase a van to send to the Ukraine. But they did not want to send it empty, so additional funding was needed to fill it up with medical supplies, solar panels, and everyday needs.

Thanks to your generous donations we raised \$1,000. This money was sent to BPW International and is being spent to fill up the van with these needed supplies.



UK President Jo Kinsey is most grateful for our support. You have made a difference in these ladies' lives. Thank you for your generous support.

BPW International Leader's Summit in New York



The annual **BPW International Leader's Summit in New York**, March 8-9, 2024, is a meeting for BPW members from all over the world who are interested in developing our association and who take their findings back to their countries and disseminate them there.

The Clare Fulcher Dinner, March 8, initiated as a meeting to acknowledge the UN Representatives, is open to all and brings the Leader's Summit to close in a festive setting.

Leaders' Summit - Friday and Saturday, March 8-9, 2024, Harmonie Club, 4 East 60th Street, New York, <https://www.harmonieclub.org/>: 90 places available, **Ticket: 300 Euros** for the catering (breakfast upon arrival - coffee break - buffet lunch - coffee break) on both days (tickets for both days only). This price is lower than the cost price; BPW International is paying for the Leaders' Summit venue in full and for part of the catering costs; all speakers, moderators and contributors are working voluntarily and free of charge.

Clare Fulcher Dinner - Friday, March 8, 2024, Reception with Aperitif Riche 17:00-19:00pm local time, Harmonie Club, 4 East 60th Street, New York, <https://www.harmonieclub.org/>: 90 places available. **Ticket: 75 Euros**. The program allows us to network and includes an Aperitif Riche and a Candle Lighting Ceremony.

Registration is mandatory; participation in the Leaders' Summit does not include registration for the Clare Fulcher Dinner.

Tickets will be allocated, with BPW members holding an office having first priority. In addition, participants from as many countries as possible will be considered. Registrations from Young BPW will also be accepted.

The following forms must be filled out in order to be considered:

Pre-Registration: <https://form.jotform.com/bpwinternational/pre-registration-2024-NewYork>

Questionnaire: <https://form.jotform.com/bpwinternational/questionnaire-LS-2024>

Full information can be found here: <https://www.bpw-international.org/un/csw68-2024/>

Hotel in New York - Westgate New York Grand Central

As in previous years, hotel rooms have been reserved for BPW members at the Westgate Hotel in 2024. All details can be found in the adjacent flyer from the Westgate Hotel.

> [Flyer as pdf](#)

> [Booking Link](#)

> [Website Hotel](#)

Booking Code on the website: 65-245

BPW International: CSW68 Parallel Event

The National Federation of Business and Professional Women's Clubs (NFBPWC) and Business and Professional Women of Canada are proud to be co-hosting a hybrid parallel event at the 2024 United Nations Commission on the Status of Women (CSW68).

Register soon for:

CSW68 Parallel Event: Global Collaboration to Tackle Period Poverty

Date: March 13, 2022

Time: 2:30 PM - 4:00 PM (note time change/spring forward on March 12th)

[Use this [time difference calculator](#) to determine the time in your area. Note that the time will change for some countries when the U.S. moves to Daylight Time]

REGISTRATION DETAILS:

To register for **this online Zoom event only** please register here using this event registration form on nfbpwc.org within this event. <https://nfbpwc.wildapricot.org/event-5585243>

This is a Hybrid event.

In-person has a limit of 200 attendees at the Salvation Army Auditorium in New York City.

Virtual has a limit of 400 attendees and it will be held on Zoom.

CONTACT

Please feel free to contact us at csw@nfbpwc.org if you have any questions!

LEGAL NOTICES:

- **Consent to Public Posting of Photos and Video:** When you register for, and by entering a NFBPWC Zoom event online, you consent, individually and on behalf of your company, to be photographed or recorded by the meeting organizers and the NFBPWC organization. Participants consent to their images and video being reproduced for subsequent use in the media, webcasts, internal and external

promotional purposes, and inclusion on websites and social media. Images are shared publicly with open access for use.

- **Information Consent:** By completing the registration form, you are agreeing to allow NFBPWC to store the personal information submitted. NFBPWC will use this information to provide you the content requested, as well as occasional organizational updates to your inbox. You can unsubscribe at any time.



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 Google Calendar

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

California Winter Board and Public Policy Conference

California Winter Board and Public Policy Conference will be Friday, February 23rd-Saturday, February 24th at the Courtyard by Marriott, 2100 Empire Ave., Burbank and via Zoom. The Winter Conference will start at 9:00 A.M. on February 23rd. The Keynote speaker will be Carolyn Hoskins (*pictured left*), Founder, Executive Director and Curator of the Domini Hoskins Black History Museum and Learning Center, Belmont, CA. The Public Policy Conference will start at 1:30 P.M. on February 23rd and will end at 3:00 P.M. on February 24th. Aria-Vue Daugherty, who is the Director of Generation Ratify California, Female Leaders in Power Co-Chair for California Youth and Government and Santa Barbara Women's Political Committee Young Feminists Co-Chair, will be the keynote speaker on February 24th speaking about the Equal Right Amendment at 11:00 A.M. Contact Katherine Winans at jkw@gbis.com for more information.



BPW California North District

BPW California North District under the presidency of Pat Long, led a successful and well attended conference on January 20th via Zoom from 9:00 A.M. to 1:00 P.M.

The event was attended by CFBPW President who asked the members to observe a moment of silence for the passing of longstanding active member of California North District, Twila Stout.

State Rep and Public Policy Chair, Rosemanry Enzer gave an overview of the upcoming State Board and Public Policy Conference and encouraged all members to attend.

Cher Singh invited and introduced the keynote speaker, Sacramento only female mayoral candidate Dr. Flo Cofer (*pictured right*).



BPW California North District
President Pat Long



Valley Sunset District President &
State Rep, Rosemary Enzer



Select BPW California North District Attendees via Zoom (pictured left).

Berkeley BPW met Monday, January 22nd at 6:00 P.M. via Zoom

Two of the younger BPW members, Sujata Batra Easton and her daughter Ellora Easton (both Berkeley BPW members) took an adventurers family to New Zealand and jumped 15000 feet.



Sujata Batra Easton, Jai Easton & Ellora Easton



Sujata Batra Easton



Berkeley BPW's next meeting will be Monday, February 26, 2024, at 6:00 P.M. via Zoom. Contact President *Patricia Daniels*, padmybgpd@aol.com for the Zoom link and information on future programs.

Berkeley member, Manjul Batra in collaboration with NFBPWC have organized in Leadership conference on February 17, 2024. Details are posted on CFBPW and NFBPWC websites.

Downtown Sacramento BPW's met Saturday, January 13th starting at noon with their Twin Club St. Andrew, Jamaica on Zoom. The program was **"Cross Culture Look At Sexual Abuse Identification, Treatment and Support."**

Downtown Sacramento BPW will meet Tuesday, February 13th from noon-1:15 P.M. via Zoom. The meeting will be a discussion of the CFBPW Public Policy Statement and possible Focus Issues. Contact judybell9a@comcast.net or 916.961.0316 to get the Zoom link. Deadline for reservation is February 9th. Contact President Katherine at jkw@gbis.com for additional information.

Chico club is working with renewed energy.

Chico had added a new member. Patrizia Hironimus (*pictured left*). Executive Director at Butte Environmental Council (BEC) coalition building 2024

Patrizia is Experienced Director of Advocacy with a demonstrated history of working in the Executive Office industry. Skilled in Marketing, Staff Retention, Program Coordination, and Contract Management. Strong community and social services professional graduated from University of California, Berkeley.



Sierra Mar District

Sierra Mar BPW District's Winter Conference was Saturday, January 20th from 9:00 A.M. to 1:00 P.M. at St. Paul's Lutheran Church, 2009 S. Garfield Avenue, Monterey Park, CA. The speaker was Whittier League of Women Voters President Margo Reeg. She talked on "The Importance of Voting in Primary Elections. Finding the Information To Be A Well Informed Voter." CFBPW Finance Chair Denise Luckhurst was the State Rep. Sierra Mar President led a discussion on the CFBPW Public Policy Statement and Focus Issues.



CFBPW Finance Chair Denise Luckhurst and State Representative at the meeting with Sierra Mar and BPW District President Sally McMahon



Speaker Margo Reeg, Co-President of the Los Angeles League of Women Voters and President of the Whittier League of Women Voters



El Monte BPW members – front Esthela, Carmen, Mary; back Zennie, Mavis (Secretary of Sierra Mar and President of El Monte) and Denise (Treasurer of Sierra Mar)



Front Maryann (Secretary of East Valley BPW), Sandy Thompson (NFBPWC Past President and Parliamentarian of NFBPWC); back Helen (First Timers Chair of Sierra Mar) and Jo Anne (Parliamentarian of East Los Angeles-Montebello BPW)

East Los Angeles-Montebello BPW's January 23rd program was the recognition of Young Careerist Elizabeth Anne Marie Mitchell. Elizabeth works at Sam's Club through the company Crossmark/Product Connections as an "Engagement Specialist," interacting with members while promoting a variety of products available for purchase. Due to her many years of experience as well as her dedication to her duties, she is often sent to the two most important events for the Walmart/Sam's Club brand, travelling across the country to present new and exciting products to Corporate Officers and managers. In 2021 she was able to achieve a life-long dream by competing on "Jeopardy," but she lost out to the reigning champion Matt Amidio. In her free time, she is an avid bowler, having been a participant in the sport for more than 25 years, and enjoys travelling and visiting independent or used bookstores everywhere she goes.



East Los Angeles-Montebello Parliamentarian Jo Anne introducing the Young Careerist



President Linda presenting the Young Careerist 2024 plaque to Elizabeth Anne Marie Mitchell



Secretary Karen



(Right to left) Marjory, Lilian, Aida and Rick



(Left to right) Donna, Jo Anne, Marian and Ray



East Los Angeles-Montebello BPW's February 27th program will feature Angela Pao-Johnson (pictured left), Executive Director of MERCI, speaking on the services that MERCI provides to the community. The program will start at 4:30 P.M. for networking and 5:00 P.M. for dinner and program at Marie Callendar's Restaurant in Monterey Park. Reservations need to be made by contacting President Linda at (626) 307-5650 or lindalwilson@juno.com.

El Monte BPW will meet Monday, February 6th at 11:30 A.M. at Annia's Kitchen, 4233 Santa Anita Avenue, El Monte. Contact Mavis mavishansen12@twc.com for more information and to make a reservation.

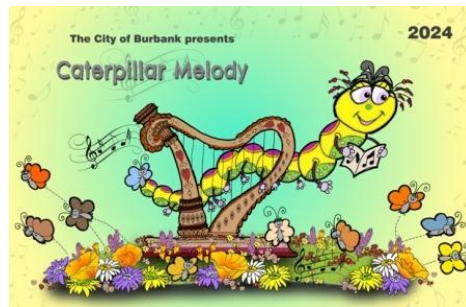
Valley Sunset BPW District

Valley Sunset BPW District's Winter Conference will be Saturday, February 3rd 9:30 A.M. registration and 10:00 A.M. meeting at Burbank First United Methodist Church, 700 N. Glenoaks Blvd., Burbank, CA 91502. Valley Sunset District Members-at-large are planning the program. CFBPW Program/Projects Chair Marjory Hopper is the State Rep. The program will be on the CFBPW Public Policy Statement. Contact President Rosemary renzer3335@aol.com for more information.

Burbank BPW met Thursday, January 11th via Zoom. The program was Linda Cozakos, President of the Burbank Tournament of Roses Parade, talking about their float in the 2024 Pasadena Rose Parade, which won the Mayor's Trophy for the "Most Outstanding Float From a Participating City."



Linda Cozakos



City of Burbank's Float, which won the Mayor's Trophy



Zoom attendees at Burbank BPW's Program

Burbank BPW does not plan to meet in February. Their next meeting will be March 14th at 6:00 P.M. Contact President Diane mydependencylawyer@gmail.com for the link.

Conejo Valley BPW's met Thursday, January 4th at 6:30 P.M. at Patron's Mexican Restaurant, 3709 East Thousand Oaks Blvd., Thousand Oaks, CA 91362. The program was Raphaelia "Raye" Keene discussing the CFBPW Public Policy Statement.

Conejo Valley BPW's next meeting will be Thursday, February 1st at 6:00 P.M. with dinner at Mediterraneo, 32037 Agoura Road, Westlake Village, CA. Program: SPA RELAIS. Contact Lydia Steadman LLDSteadman@sbcglobal.net or (818) 889-4953 to make a reservation and for more information.



CFBPW
CALIFORNIA FEDERATION
OF BUSINESS AND PROFESSIONAL WOMEN

Presents



bpwcal.org

These Rights Are Ours: The ERA and Other Advocacy Issues Affecting Women

Friday, February 23 11 am—4 pm

Saturday, February 24 9 am—3 pm

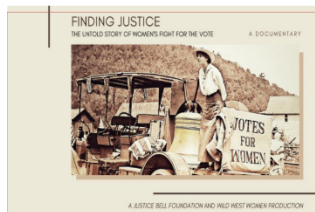
Courtyard by Marriott Los Angeles-Burbank Airport

2100 Empire Avenue – Burbank, CA 91504

Featured Speakers:



Carolyn Hoskins



Amanda Owen



Fabiola Carrion



Aria-Vue Daugherty



Maria Elena Durazo

Friday, February 23

- 11:00 Keynote Speaker Carolyn Hoskins, Domini Hoskins, Black History Museum & Learning Center
- 12:30 Luncheon
- 1:30 Brady United to Prevent Gun Violence
- ◆ Unraveling the Gender Gap: Why Women Earn Less than Men
- ◆ Film by Amanda Owen *Finding Justice: The Untold Story of Women's Fight for the Vote*

Saturday, February 24

- 10:00 Guest Speaker Fabiola Carrion, Director Reproductive and Sexual Health, National Health Law Program
- ◆ ERA Update—Aria-Vue Daugherty, Director Generation Ratify California
- 12:30 Luncheon
- 1:45 Legislator of the Year Award—State Senator Maria Elena Durazo

Non-member registration and lunch (Members please use the members form)

FRIDAY, FEBRUARY 23, CONFERENCE & LUNCH—\$55 (Conference Only — \$10)

SATURDAY, FEBRUARY 24, CONFERENCE & LUNCH \$65 (Conference Only — \$10)

Name: _____ Email: _____

Phone: _____ Dietary Restrictions? _____ Friday \$ _____ Saturday \$ _____ Total \$ _____

MAIL CHECK MADE PAYABLE TO CFBPW AND THIS TO FORM BY FEBRUARY 14 TO: More Info: bpwcal/events-listing

Katherine Winans – CFBPW Registration, 1171 Chaparral Court, Minden NV 89423, Phone/Fax Number: 775 267 0539

SEND THROUGH ZELLE USING THIS EMAIL: bpwvdsd@gmail.com

With Zelle payments you still need to mail or email the registration form as above.

NFBPWC Colorado Federation

Executive Committee 2023-2025:

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



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

By: Evie Hudak, BPW Colorado – President

BPW Colorado Midyear Convention

The call has gone out to BPW Colorado members about our Midyear Convention on Saturday, **February 10**. The Legislative Conference and Business Meeting are **on Zoom**, but the Happy Hour is **in person**. All BPW members are welcome to join us, even if you are not in Colorado. Here are the details:

- The Legislative Conference will be held in the morning, from **9:00 to 11:30 a.m.** It will feature some advocacy training (as requested by our members last year), a review of BPW's positions on current bills, and a panel of state legislators.
- The Business Meeting will take place in the afternoon **12:30-2:30 p.m.** This meeting will include reports and updates from BPW Colorado leaders, as well as greetings from any NFBPWC leaders who are able to attend. If members have amendments they would like to suggest for our Advocacy Platform for 2024, those will be considered at the Business Meeting.
- Then in the late afternoon, **4:00-6:00 p.m.**, we will hold an informal Happy Hour in person at Maggiano's, 7401 S. Clinton St., Englewood. Attendees will be able to purchase drinks or food from the menu, if they desire.

Please register [here](#) to attend the Convention. All are welcome to attend. The cost is \$15.00 for the Zoom events – the Zoom link is on the registration. There is no cost for the Happy Hour, but we would like people to register so we have an idea how many are coming.

Advocacy Alerts – Ballot Issues

Colorado has the chance this year to codify into the state Constitution the right to abortion and complete reproductive healthcare for all Coloradans, with Ballot Initiative #89. To get it on the ballot requires a minimum of 185,000 petition signatures by April, which must include at least 2% of registered voters in all 35 state Senate Districts.

BPW Colorado is working with a statewide coalition [Coloradans for Protecting Reproductive Freedom](#) to circulate petitions and gather signatures. We are encouraging our members to participate in the campaign for the initiative, which launched on January 22 to be timed with the 51st anniversary of the landmark 1973 Roe v. Wade Supreme Court decision. Our state newsletter has detailed information about how to participate. If the petition campaign succeeds, the vote in November will require 55% to pass, because it is a Constitutional amendment.



Also, we are warning our members about Ballot Initiative #81, Protections for a Living Child, which is also being circulated. BPW opposes this for the same reason we support Initiative #89, and we are asking our members to decline to sign that petition.

Advocacy on State Legislation

As we do every year, BPW Colorado has convened our Legislative Bills Subcommittee to consider legislation that aligns with or opposes our BPW Advocacy Platform. BPW Colorado is part of the Women's Lobby of Colorado, which leads advocacy on bills that its member organizations share positions on.

The BPW committee is meeting twice a month, on the first and third Thursday evenings at 6:30 p.m., through the legislative session, which ends in early May. For the Zoom link, see the Events pages on [our website](#).

So far, BPW has taken positions of SUPPORT on bills align with the Platform in each of the 3 sections, including bills that deal with the following:

- Expanding residential occupancy limits.
- Increasing the state's Earned Income Tax Credit.
- Expanding health insurance coverage.
- Initiating programs for workplace education on suicide.
- Expanding the Colorado Bureau of Investigation's ability to investigate firearm crimes.
- Strengthening the enforcement of human trafficking laws.
- Requiring the recycling of single-use electronic smoking devices.
- Increasing protection of victims of sexual offenses.
- Adding the amount of time that retired public employees may work in schools.

NFBPWC Colorado Federation has 4 affiliate chapters:

BPW Boulder
BPW Denver

BPW Northwest Metro
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 and Chair of the Cancer Board of Overseers of the Michigan BPW

Michigan affiliates:

Greetings from snowy/cold Michigan. Also, greetings from the world of University of Michigan Wolverines, the football champs, and the world of Detroit Lions, soon taking on the San Francisco 49ers for a seat at the Super Bowl.

This is going to be a very “political” year and I just want to encourage everyone to be registered and to vote in these important elections – not just presidential but for those local and state seats that impact each of us in our daily lives. Don’t forget city councils, school boards, county seats, your state House and Senate seats, your Governor (if elected this year), and the US House and Senate seats. Any election this year will have an impact on each of us.

GO VOTE!!!!!!

NFBPWC New York City

Leadership Team:

Nermin K. Ahmad	President
Vacant	1 st VP Membership
Veronica Sexton	2 nd VP Advocacy
Emily VanVleck	3 rd 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



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 2024:

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



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.

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

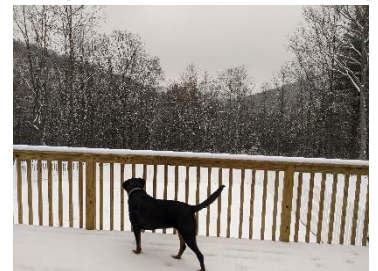
Our annual meeting was held on January 18, 2024, via zoom. We had one guest in attendance. During the meeting we approved: all 2023 minutes, holding dues at \$50/year, and re-elected our officers. We discussed magazine articles, confirmed that the meeting time and day was good for all, and requested that members help with meeting planning and programming. We will continue to support the Edgecombe community college GED students. Several of our members will be attending the 2024 event in PA.

Each member has been tasked to review the bylaws and have edits to Jo Naylor, Secretary, no later than February 10, 2024 for discussion at our February 15 meeting.

Member update:

We are happy to report that both moms of members are recovering nicely from their medical issues!

Marsha was highlighted in the volunteer spotlight for the Girl Scouts of the Colonial Coast Council <https://www.gscoc.org/>



Jo reminded us that it's Girl Scout cookie time and to support this amazing financial literacy program for budding entrepreneurs. If you don't know a GS contact Jo or Marsha, we have cookie connections!

10 GED students attended the very cold first day of class 2024. Here is the picture of some of the snacks we provided recently. We are also offering personal hygiene items if needed to support the period poverty program.

Our next meeting will be on **February 15, 2024**, at 8 pm eastern immediately following the Entrepreneur and Small Business meeting, so the link to this meeting will be the same as the ESB meeting. All are invited to attend any of or meetings on the third Thursday of the month at 8 pm Eastern by registering online at www.nfbpwc.org or contact Marsha at 252-423-0819 (text is ok) or nfbpwcnc@gmail.com

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 is excited about hosting 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. It is anticipated that the code for hotel reservations and the Conference registration form will soon be available on the NFBPWC Website. Nancy Werner serves as Conference Chair. We met on January 21, 2024, and continue to organize plans for our hosting of the 2024, Biennial Conference. Keep checking the NFBPWC Website for the latest details. We are looking forward to welcoming members to Pennsylvania in July 2024.

In 2024 we plan to continue to focus on increasing membership. I have been happy to welcome 8 new members since April 2023. Our newest member Denise Stepanik joined in January 2024, bringing our total membership to 31.

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. Many of us will be attending the BPW/PA Board Meeting to be held on March 2, 2024, in State College, PA and will continue our recruiting efforts at this venue. We plan to have a vendor table at the BPW/PA State Convention (June 6-9, 2024) where we will promote PA Affiliate Chapter Membership.

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 hoping our Facebook page will help as a recruiting tool. Please check our Facebook page out at NFBPWC - Pennsylvania.

On behalf of the PA Affiliate Chapter NFBPWC, we have placed an Ad in the 2024 National Women's History Alliance Magazine. We have done this for the past three years to promote visibility and to support the National Women's History Alliance.

PA Affiliate members Nancy Werner and Cathy Collins continue to attend NFBPWC Membership Meetings 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 next meeting of the PA Affiliate Chapter has been scheduled for March 10, 2024, at 7:00 pm. via Zoom.

Pennsylvania Advocacy Report

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

*** CONTENTS ***

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- Who's Been Using Apps to Track Your Medical Appointments?
- Pennsylvania Implements Artificial Intelligence in Government Operations
- "Independent Contractors" in the Gig Economy
- Can Doula Deliver Better Maternal Health Outcomes?
- Idaho v. United States Supreme Court Arguments

FOOD & WHO GETS TO EAT:

SUMMER FOOD SUPPLEMENTATION FOR CHILDREN --

Pennsylvania will participate in a new food assistance program for kids this summer, according to a 1/11/24 WESA report. Any student whose family is income eligible for free or reduced school lunch will automatically qualify for this federally funded Summer Electronic Benefits Transfer (EBT) program. The Commonwealth is one of 35 states to administer the program this year estimated to serve 21 million children. That includes an estimated 900,000 in Pennsylvania. The program will build off the state's universal free breakfast initiative. States will share the responsibility and cost of administering the program with the U.S. Department of Agriculture. The New York Times reported on 1/12/24 that 15 G.O.P. governors have refused this federal food aid for 8 million of their children.

SNAP & THE MINIMUM WAGE PROBLEM -

Women are the primary bread-winners in 40% of American homes. Despite low unemployment, Pennsylvania SNAP enrollment topped two million in autumn 2023, a record high. Roughly 1.7 million Pennsylvanians were receiving food assistance through the Supplemental Nutrition Assistance Program (SNAP) prior to the pandemic. Ann Sanders, public benefits policy director at Pittsburgh-based anti-hunger nonprofit Just Harvest said, "Housing costs have gone up a lot. Child care has gone up a lot. Food has gone up a lot. And people's wages have not kept up with that inflation, and so there's still a gap that needs to be filled by programs like SNAP." More than 41 million people are enrolled in SNAP which is up from about 36 million nationally, before the onset of the pandemic. A federal eligibility change increased some benefit amounts starting in 2021, but people also lost COVID-related additional food assistance in early 2023 which for some households amounted to hundreds of dollars a month. WESA also reported on Pennsylvania Department of Human Services officials' concern over the Commonwealth's minimum wage (\$7.25 an hour) not raised since 2009. Since gaining control of the General Assembly, Democrats passed H.B.1500, legislation that would increase Pennsylvania's minimum wage to \$15 an hour by 2026. Governor Shapiro enthusiastically supports raising the minimum wage, but H.B.1500 awaits a Republican-controlled Senate vote, where any proposed minimum wage increases have languished for the last 15 years! The fact that Pennsylvania's legislature is the third highest paid in the country and takes an automatic pay raise every year (now \$106,400+), highlights how consistent political opposition to a higher minimum wage is purely hypocritical.

W.I.C. ON THE CHOPPING BLOCK --

In Washington intense January federal budget negotiations in the U.S. House of Representatives found children's nutrition programs facing cuts. W.I.C., (Women, Infants and Children), helps about 66 million Americans. Dr. Aditi Vasan, Children's Hospital of Philadelphia pediatrician, said of WIC, "It's a really important source of

nutrition support for low-income pregnant women, children and families, because it provides both nutrition education and the funds to purchase nutritious food.” WIC expanded significantly during the coronavirus pandemic with \$390 million in relief funds. Stateline News reported that in 2023 congressional Republicans argued that pandemic aid for WIC be revisited.

They sought to claw back funding for the additional fruit and vegetable benefits in WIC, as only intended to address pandemic emergency needs. Congressional Republicans didn’t increase dollar amounts for WIC in both their proposed 2024 budget and in short-term funding bills passed to avert a government shutdown. U.S. Rep. Andy Harris, (R/MD) chair of the House subcommittee that oversees WIC’s budget, said, “It’s finally time to be responsible stewards of taxpayer dollars by rescinding these new government giveaways. We must work to right-size programs, especially since the pandemic is over and President Biden has ended the public health emergency.” However, the White House believes another \$1 billion is needed going into fiscal year 2025 due to rising food costs and increased participation in WIC. If Congress fails to provide the extra money, federal officials would need to cut some 2 million participants from WIC by September 2024, according to the Center on Budget & Policy Priorities. “Those cuts would be devastating,” said state Senator Judith Schwank (D-Berks), who recently sponsored bipartisan legislation aimed at improving WIC enrollment in Pennsylvania. “With need as high as it is right now, we must not let that happen.”

Pandemic innovations included sweeping changes to WIC benefits and services which moved online in many states during COVID. The Agriculture Department authorized state and tribal agencies to conduct nutrition screenings and education by phone or video and more than doubled funding for fruit and vegetable vouchers. State agencies specify which brands and items families can buy and in what quantities. WIC participants must check in periodically for ongoing nutrition education, counseling and monitoring. Multiple studies have linked maternal WIC participation with improved birth outcomes, lower infant mortality and better child cognitive development. In 2023 WIC experienced a significant growth for the first time since the Great Recession of 2008, outpacing projections and reaching an estimated 6.6 million Americans, according to a 1/10/24 PA Capital Star report. Unlike food stamps or Medicaid, WIC is not an entitlement program – it can only support additional participants if Congress allocates funding for them.

FOOD WASTE INCREASING IN PENNSYLVANIA –

According to an Axios 1/12/24 Philadelphia Update, food waste makes up nearly a quarter of municipal landfill input and contributes to 6.1% of U.S. greenhouse gas emissions. A person wastes \$759 on uneaten food each year, on average. Residential waste accounted for approximately 57% of the state’s uneaten or unsold food in 2022. Uneaten and unsold food ticked up 3.6% in the Keystone State between 2016 and 2022. Across the country, people and businesses let 88.7 million tons of food go uneaten in 2022. That’s equivalent to nearly 145 billion meals worth \$472 billion. The largest share of Pennsylvania’s food waste went to landfills, followed by composting and incineration, Axios reported.

WHO’S TRACKING MEDICAL APPOINTMENTS?

In 2022 President Joe Biden issued an Executive Order directing the federal government to ramp up privacy protections for anyone seeking an abortion. After an investigation, the Federal Trade Commission reached a settlement with Outlogic, a location data broker formerly known as X-Mode Social, which had been collecting information on people’s visits to medical centers. This is the first settlement on a privacy issue that has many Americans concerned about who can see their most sensitive personal data—particularly visits to abortion providers. According to a 1/11/24 POLITICO report, there is no federal law against selling location data from smartphones, cars, computers and other connected devices. Companies are able to collect and share people’s whereabouts, which can track individuals to their homes, workplaces and other sites. The FTC found in one contract the data broker Outlogic collected location data on people who visited certain medical facilities and then shared its information with a clinical research company for marketing and advertising. The FTC found Outlogic’s sales were significant privacy violations.

Federal Trade Commission Chair, Lina Khan said in a statement, “The FTC’s action against X-Mode makes clear that businesses do not have free license to market and sell Americans’ sensitive location data.” Outlogic collects

its data from over a hundred mobile apps, including software for navigation, weather and fitness. They've collected data from Muslim prayer apps and the family-tracking app Life360, plus dating apps for the LGBTQ community. Data location is used to target ads to people who have been in specific areas, such as people who attended a campaign rally or shoppers visiting certain stores. Privacy advocates are concerned that law enforcement can use this location data to prosecute people seeking an abortion. Senator Ron Wyden (D/OR) has raised concerns about government agencies buying information from data brokers. He called for stronger regulations after the FTC announcement. "Congress needs to pass tough privacy legislation and prevent government agencies from going around the courts by buying our data from data brokers," Senator Wyden said in a statement.

In late November 2023 the FTC voted to streamline investigations into AI products. It approved a resolution allowing the agency to more easily obtain information in nonpublic investigations of products and services that use artificial intelligence. FTC staff conducts its AI-related investigations, now able to issue civil investigations into AI products and services (a type of compulsory process that operates like a subpoena), to police unlawful market behavior. "Although AI, including generative AI, offers many beneficial uses, it can also be used to engage in fraud, deception, infringements on privacy and other unfair practices, which may violate the FTC Act and other laws," an FTC press release stated. "At the same time, AI can raise competition issues in a variety of ways, including if one or just a few companies control the essential inputs or technologies that underpin AI." The new FTC resolution will be in effect for the next ten years to advance consumer protections for retail AI devices. Responding to President Joe Biden's 2022 Executive Order, in April 2023 the FTC spearheaded a pledge with three other federal agencies to police biases and crime related to AI systems, noting that legislative regulations for emerging technologies like AI remain scant.

PENNSYLVANIA IMPLEMENTS ARTIFICIAL INTELLIGENCE IN GOVERNMENT OPERATIONS:

Governor Josh Shapiro announced that Pennsylvania will become the first state to partner with OpenAI on an AI pilot program giving state employees access to tools with enhanced security and privacy features, according to a 1/9/24 City & State report. "I believe Pennsylvania can be a national leader in the safe and responsible use of generative AI in our government operations," Shapiro said. This first-in-the-nation pilot "will help us safely and securely learn from and use this important technology to serve Pennsylvanians and empower our workforce." This version has additional security to prevent data generated by the state from being used to train and develop future software. Initially limited to use by the PA Office of Administration, the ChatGPT generative AI tool, GPT-4, will help state employees determine how AI tools can be incorporated into government operations. GPT-4 generates text and dialogue based on prompts entered by the user and provides enhanced data analysis capabilities. The pilot program beginning in January 2024 will be used to create and edit copy, update policy language, draft job descriptions and help employees write code. After the Office of Administration provides initial feedback an additional 100 licenses will be provided to employees in other agencies.

The Office of Administration is collaborating with generative AI experts and researchers from the Carnegie Mellon University Block Center for Technology and Society throughout the pilot. Governor Shapiro signed an Executive Order in September 2023 to establish standards and a governance framework for generative artificial intelligence use by state agencies and employees. This included establishing an AI governing board along with establishing core values for generative AI use, among them accuracy, employee empowerment and equity.

"We can't ignore new technology – we have to educate ourselves and be proactive to minimize the risks and maximize the benefits of innovation and that's the approach my administration is taking here in Pennsylvania," Shapiro said.

INDEPENDENT CONTRACTORS & THE GIG ECONOMY:

"I have traveled and talked to workers across the country who are working full time year-round and still struggle to make ends meet because of misclassification," Acting U.S. Labor Secretary Julie Su said, supporting a new Labor Department rule to prevent misuse of "Independent Contractor" statutes. The independent contractor issue is a major flash point in the gig economy, with app-based platforms like Uber and Lyft built on the notion

that drivers are in business for themselves rather than for the tech giants, according to a 1/9/24 HuffPost report. But the new rule would affect all kinds of industries in which workers' "independent" status could be questioned, including transportation, construction, health care and technology. The new Biden administration regulation would make it harder for employers to misclassify workers as a way of excluding them from basic protections and benefits. It reverses a Trump administration policy that allowed employers to misclassify many workers as a cost-cutting maneuver. Acting Secretary Su said the Trump rule "departed from long-standing judicial interpretations" on the issue. The new rule would make it more difficult for employers to skirt minimum wage and overtime obligations by labeling workers as Independent contractors, as well as avoiding costs associated with payroll taxes and workers' compensation.

Unlike traditional hourly workers, independent contractors are not entitled to time-and-a-half pay for hours worked beyond 40 in a week. The new rule applies only to the Fair Labor Standards Act regulating minimum wage and overtime pay. Rather than explicitly saying who is and isn't an employee, the regulation lays out the criteria the Labor Department would consider when determining whether someone is actually working independently, including how integral the work is to the employer's business. The Labor Department estimates that 22 million U.S. workers are deemed independent contractors. The National Employment Law Project estimates that 10% to 30% would be eligible for workplace protections and benefits. The U.S. Chamber of Commerce and other business lobbies have opposed independent contractor reforms, originally proposed in October 2022. A lawsuit by opponents could delay or block its implementation, though a National Labor Relations Board 2023 ruling could also lead to more workers being classified as employees. The rule cracking down on employee misclassification is slated to go into effect March 11, 2024.

CAN DOULAS DELIVER BETTER MATERNAL HEALTH CARE OUTCOMES?

U.S. maternal mortality rates nearly doubled from 17.4 per 100,000 live births in 2018 to 32.9 per 100,000 per live births in 2021, creating what officials call a national maternal health crisis, City & State reported 1/5/24. Infant mortality – the death of an infant before their first birthday – saw a 3% increase in 2022 for the first time in 20 years. With the overturning of *Roe v. Wade*, more women may be undergoing pregnancies that could pose a risk to their mental or physical well-being.

In Pennsylvania, the state Department of Human Services is working with the nonprofit Pennsylvania Doula Commission to increase the number of licensed doulas by offering subsidies for the commission's certification fee. New Jersey passed a bill in November 2023 requiring hospitals and birthing centers to allow doulas to accompany mothers for childbirth. To improve health outcomes for new mothers and their babies, various states have recently passed or are considering legislation in support of labor doulas, or nonclinical professionals who are trained to offer educational resources and emotional and physical support during the labor and delivery process.

Barbara Christianson, a certified doula and public health nurse consultant at the Association of Women's Health, Obstetric and Neonatal Nurses, noted that doulas can help patients manage high stress caused by pregnancy complications or uncertainties about medical terminology and processes. This could lead to high blood pressure, putting patients at risk of preeclampsia, preterm births and even death. Doulas are not authorized to administer medication or perform clinical procedures, but they can advise patients on breathing or muscle relaxing exercise which could help reduce pain and the accompanying stress to improve labor or delivery, Christianson said. With health care systems strapped for staff, doulas offer supplemental care to the patient that doctors and nurses may not have the time for, as well as play an important role in patient advocacy. In 2024 Delaware and New York began requiring doula services to be covered by Medicaid. New York Governor Kathy Hochul said, "Our maternal and infant mortality rates are a disgrace. Expanding access to doula services is an effective, evidence-based strategy to support expectant parents and allow their babies to grow and thrive." At least 10 states and the District of Columbia cover doulas under Medicaid, but only two—Louisiana and Rhode Island—require private insurance to do so as well. In June 2022 the Biden administration launched the White House Blueprint for Addressing Maternal Health, a whole-of-government program aimed at reducing maternal mortality through enhanced maternal care workforce training, expanded access to doulas and midwives and improved maternal health data, among other goals.

IDAHO v. UNITED STATES SUPREME COURT ARGUMENTS:

Writing in the 1/10/24 Ms. Magazine issue, Jill Filipovic addressed the Supreme Court's decision to hear arguments on Emergency Room care for pregnant people. The question looming is: Can the law say that pregnant women are not entitled to the same protections as everyone else? Idaho has almost entirely banned abortions with an exception to save a woman's life, but not those that are necessary to preserve her health. The Biden administration has issued a common-sense rule which basically says that, regardless of state law, emergency rooms and other medical facilities have to comply with federal law when it comes to providing care. That means they still have to afford pregnant women the same duty of care that they afford any patient – which is to take steps necessary to stabilize the patient, preserve their health, and save their life.

Filipovic writes that "Feminists often say that abortion bans make women second-class citizens. And it's true: Abortion bans strip from pregnant women the basic right to bodily autonomy, which other people enjoy. This is true for any abortion ban. But this concept—that banning abortion puts pregnant women in a different class from "regular" people—is particularly apparent in laws that do not allow for a full range of emergency care to preserve a pregnant woman's health." These laws quite literally violate general duty-of-care requirements for emergency room workers, and do so only for pregnant women as a class. The anti-abortion movement writes them, promotes them, passes them, defends them, and fights for them in court, Filipovic maintains. In no other case do emergency room physicians have to wait, as a matter of law, until a patient's condition deteriorates to the point where they are going to die before they can provide necessary care to stabilize them. But if the patient is pregnant, and if what she needs to stabilize her is an end to the pregnancy, ER doctors in states like Idaho may face prison time for doing their jobs.

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 2nd 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
Daneene Monroe-Rusnak Immediate Past President

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

VIRTUAL CHAPTER BRIEF



Virtual Chapter Welcomes Our Newest Members, who joined in January:

Janice Freel

Pamela Richards

Our members with February Birthdays:

Elizabeth Herrell – February 3rd

Sara Tracy – February 20th



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 are available on the NFBPWC website.

Our next meeting will be **February 21st**.

Barbara Bozeman
President

Virtual Club | NFBPWC Benefits

NFBPWC Virtual:

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

Which NFBPWC Benefit is most valuable to you?

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

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

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

- **Regular Zoom meetings to support members and 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 to apply for this opportunity.)
- Formal **Mentoring Program** for mentees and mentors.

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

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

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



NFBPWC is looking for your submissions for the next Magazine.

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

Submission Deadline for the March Magazine is Friday, February 23rd
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

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

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

You can submit a check, but this may cause a delay in your advertisement being approved if payment is not received before the deadline submission date. Checks are made payable to: "NFBPWC" and mailed to Michele Guarino / NFBPWC, 80 Hubbard Road, Berwick, Maine 03901.

If you are paying by check, I would also suggest that you email the treasurer@nfbpwc.org and copy to newsletter@nfbpwc.org to let them 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) for publication in the next monthly newsletter.

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

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

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

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

Economic Equity and Justice

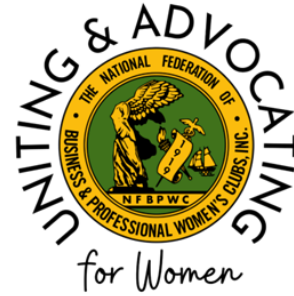
- Access to pay equity and retirement equity
- Access to education, training, and promotional opportunities
- Access to equal opportunities in the workplace and corporate boards
- Access to women business enterprise procurement process
- Access to quality, affordable dependent care (child, elderly or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

Health Equity and Justice

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

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

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



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

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

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

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

Our NFBPWC Heritage



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

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

Our Ambitions

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

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

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

Benefits of Affiliation

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

Individual Benefits

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

*Membership dues are less than \$4 per month, per member for a total of \$50.00 each year (\$25 to BPW International). This amount does not include dues to local organizations (club/chapter and affiliate/state), which are determined by each organization.

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

www.NFBPWC.ORG



LADIES, YOUR HEALTH IS IMPORTANT!

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



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

GOOD HEALTH PROGRAM FEATURES:



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



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



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



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



Save on generic drugs and brand name prescriptions

See the reverse side for more plan information.

What's Included in this plan?

Telemedicine

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

Mental Wellness

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

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

Dental Care

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

Vision Care

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

This plan is not insurance.

Not available in WA.

Prescriptions

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

Plan Options



Member Only

\$16.00 / month



Member + 1

\$20.00 / month



Member + Family

\$25.00 / month

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

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

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