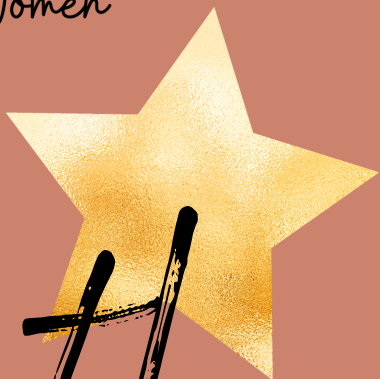


NFBPWC Magazine

JANUARY 2024 ISSUE



the

**BEST
IS YET TO**

COME

**HAPPY NEW
YEAR**

2024

**DARE TO BE
SUCCESSFUL**

January is National
Mentoring Month

**BIENNIAL
CONFERENCE**

July 18-21, 2024



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Submission Deadline for the February Magazine is Thursday, January 25th 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 NFBPWC Magazine		2023 NFBPWC Magazine	
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Events Calendar

National Events

January 8, 2024

1st and 3rd Mondays of the Month

5:00 pm PST / 8:00 pm EST

Membership Committee Meeting

Email for info: VPMembership@NFBPWC.org

January 10, 2024

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-5266581>

January 11, 2024

5:00 pm PST / 8:00 pm EST

"Equity for Women in the Workplace," a webinar hosted by the
JDEI Committee

Register at: <https://nfbpwc.wildapricot.org/event-5415942>

January 23, 2024

5:00 pm PST / 8:00 pm EST

CSW Information Night (Open to All BPW Members)

Register at: <https://nfbpwc.org/event-5548719>

January 30, 2024

5:00 pm PST / 8:00 pm EST

NFBPWC National Board Meeting (Open to All BPW Members)

Reports are due January 20, 2024, to the Secretary

Register at: <https://nfbpwc.org/event-5454848>

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

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>

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

January 17, 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>

January 18, 2024

5:00 pm PST / 8:00 pm EST

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

<https://nfbpwc.org/event-5420817>

January 2024 California Monthly Meetings

More info: [NFBPWC California Federation](#)

January 21, 2024

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!](#)

About NFBPWC

Developing the business, professional and leadership potential of women.

Our Mission

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

Objectives

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

Theme for 2022-2024

Cultivate Connections, Create Community

Focus Issue for 2022-2024

Women on the Move

Contacting your NFBPWC Executive Committee (2022-2024):

Megan Shellman-Rickard, President

Kathy Kelly, VP Membership

Daneene Monroe Rusnak, VP Advocacy

Sondra Nunez, Secretary

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 Oyeade, 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

Let's Do More Together in 2024!

The New Year is a great time to celebrate our membership in this amazing organization by cultivating connections and creating community in 2024! We know that collectively; our influence is stronger. We can empower each other by creating new opportunities for networking, burgeoning friendships, and collaborations.

There is a humble sense of accomplishment and immense gratitude to our members for what we have done as an organization in 2023. We have created an organization where women from all walks of life network to make a difference in gender equity while we continue to support each other as we continue the fight. Our committees and taskforces have facilitated achievements of success and recognition. We are indebted to each other for the many volunteer hours that have made a true difference for women. Thank you to every member for your commitment and invaluable contributions. I'm deeply grateful to all of you for making NFBPWC a membership organization that truly can move the needle for women and women's issues.

We leave 2023 with sadness as we mourn the loss of BPW members who graced our organization with their presence and inspiring leadership. Let us all take a moment to remember those who walked these proverbial halls before us and ensure that their legacy carries through for another 100 years!

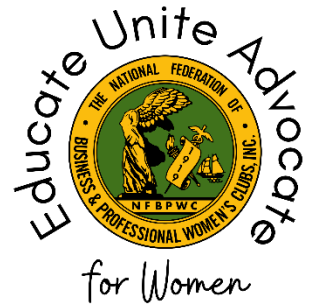
We continue to create programming for our members and guests that increases our propensity for connection and our ability to empower women. In 2024 NFBPWC will have its Biennial Conference in King of Prussia, Pennsylvania from July 18-21, 2024 with the theme: "Equality Has No Deadline!" (<https://www.nfbpwc.org/Biennial-General-Assembly>) BPW International will hold their triennial Congress in Mar del Plato, Argentina from November 17-21, 2024 with the theme: "New Actions through Cooperation." (<https://www.bpw-international.org/events/bpw-international-congress-argentina-2024/>) There is more to come this year 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)

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



FIRST, LET'S WELCOME NEW AND RENEWING MEMBERS!

RENEW	Elizabeth Herrell	Ohio
New	Jacqueline Petrick-Lee	Washington
RENEW	Janice Freel	Texas
New	Pamela Richards	US Virgin Islands (!!!)
New	Kim Collier	South Carolina - Student
RENEW	Beth Gibson Lilja	Virtual – Minnesota



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 to follow in February.

The National Membership Committee usually meets on the first and third Mondays of each month, holidays excluded. **In January, we plan to meet on**

January 8th only. Join us to 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.



And finally...

What is CSW? And what the heck are all these acronyms???

Join us on **Tuesday, January 23, 2024**, for an informative program to learn more about BPW's Consultative Status at the **United Nations Commission on the Status of Women**.

We'll discuss the agenda (Side Events vs. Parallel Events, SDGs, Priority Theme and Review Theme), BPW-sponsored events, Leadership Summit, Gala Dinner and other social activities like Broadway shows and dinners out. I call CSW my "Global Slumber Party" as we expect over 100 BPW sisters to join us from around the world. We'll share best practices for how to get there,

what to wear and where to stay. We'll leave plenty of time for Q&A. We hope to address all your questions and concerns so that you will join us **March 11-22, 2024, in New York City!**

Register at: <https://nfbpwc.wildapricot.org/event-5548719>

Celebrations of Life



TWILA STOUT, February 8, 1938-November 27, 2023

I have known Twila Stout for more than 40 years. We originally met when I was the Merced County Librarian, and she worked in the main library. I was quickly impressed with her warmth, intelligence and sense of humor. One day I invited her out to lunch. As Twila has said many times – “Be wary of Bosses inviting you out to lunch.” I told her about the Business and Professional Women’s organization and invited her to join the Merced BPW, which she did. When anyone asked Twila how she became a BPW member, she would tell this story. When Merced BPW closed, she joined East Los Angeles-Montebello BPW (my Club) even though she was a long way from East Los Angeles-Montebello. When we were on Zoom, she would Zoom in, but only attended one in-person meeting and that was when she stayed with me for a couple of days. She also was a Dual Member of Berkeley and Downtown Sacramento BPW Clubs and would attend those meetings via Zoom.

She was born in Rose Bud, Arkansas, but left there as a child. She graduated from school in Merced. She married a contractor George “Bud” Stout so flew with him to various places around the United States where he was working. They had a son Tim, a daughter Terri, four grandchildren, six great-grandchildren and seven great-great-grandchildren. The marriage ended in divorce.

When Twila retired from the Merced County Library (although she never did really retire, but filled in at various branches when staff members were on vacation or sick), we had a roast-type program for her at the park behind the library. A large group of people from the community attended including the editor of the “Merced County Times” turned out to say they will miss her in the library.

Besides being active in BPW, she was a “Red Hat Lady” and active in Beta Sigma Phi, Merced Woman’s Club, Friends of the Merced County Library, AARP and ACPCA. She was most active in Toastmasters’ International and was in fifteen Clubs. She was the judge for many of their competitions and programs in California, the United States and around the world. She was also a mentor. The day after she died, she was to participate in the Singapore Toastmasters. They wondered why she was not there on Zoom. Twila was a wonderful storyteller.

Twila will be missed by all who knew her. Let’s all raise a glass of Coke to her as that is what she would have each day for breakfast, and let’s all continue to support and mentor others.

Linda Wilson, President, East Los Angeles-Montebello BPW



Jackie Melvin

See below submission from [NFBPWC California Federation](https://www.nfbpwc.org)



With Profound Sadness from Barbara Bozeman

You may not know this, but within the small and mighty band of sisters, known as NFBPWC-North Carolina most of our members are Past State Presidents for BPW/NC. A few months ago, another past president joined our ranks – Gail Bradshaw Harper, from Kenansville, North Carolina.

I'm sad to report that Gail passed away on December 19th, 2023.

What I can tell you about Gail is that she was a kind and generous friend. We could and often did spend hours just chattering away like parrots, talking about so many things – and not just our BPW connection. She loved travelling and architecture. So many times, we talked about taking a road trip up to where I was from in RI because

she always wanted to tour the mansions. She was also a competitive horsewoman in her youth. She talked of those days with great pride and joy.

In her professional life, numbers were her “thing.” Gail spent many years working for others in accounting and then opened her own successful business “Accounting Solutions by Gail Harper” in her hometown of Kenansville.

She first joined BPW in 2004 and after only 4 years working at the club level, she stepped up to serve and enhance the North Carolina state organization and from 2010 to 2011, she served as the State President.

She was motivated to help anyone in need – and a great believer in and supporter of what the Business and Professional Women's Clubs are all about. She championed many causes and helped support many efforts, the impact of which is immeasurable.

She is survived by her husband Wyatt, daughters Jessica and Jamie, and grandchildren, Ariel, Chloe, Nelson, and William and her brother Gary. She adored and cherished her family.

Most of you will never have the privilege of knowing Gail as we did. I know I speak for the North Carolinians when I say – we loved her very dearly, and we shall miss her so very much.



BARBARA BOZEMAN, GAIL HARPER AND
MARSHA RIEBNER-CADY DURING
INSTALLATION OF BARBARA AS NC
PRESIDENT

2nd Vice President Advocacy Report



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

Equality Has No Deadline!

Take Action on the ERA! Equality Has No Deadline!

******One Click Politics landing page for NFBPWC******

ERA Action on NFBPWC Website

Link to ERA virtual backdrop for download: Equality Has No Deadline Virtual Backdrop

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>

LGBTQ+ Team Report

By: Susan Oser, NFBPWC Advocacy Team LGBTQIA+ Lead

Happy New Year!

Hoping that you all had a wonderful holiday. As we start 2024 with new energy, I thought it was time to do something new for this column. In the past, we've covered the flags and the organizations of the LGBTQ+ community. This year, why not focus on the icons, activists and other people that make up this wonderful community. Just as we do in our own organization sharing the stories of the women around us and the women that make up the history of the BPW organization, it makes sense to do the same for this column. If you have any suggestions or personally know of someone you think should be highlighted this year for the column, please contact me at the email address below.

In addition to the icons, I'll be sharing the good news and the bad news of what is happening within the community. It is still important to be aware of the current court cases in proceedings, discriminatory actions and more so that we as an organization can be better allies. At the same time, we also need to share and celebrate the good too.

LGBTQ+ Icon of the Month: Demi Lovato**Why highlight?**

She is a popular singer-songwriter that came out as pansexual this year on the popular Joe Rogan Experience show. Their songs are beautiful, and they have been nominated for a Grammy. They are a popular icon among the younger demographic.

Source(s): <https://www.demilovato.com/#/>

Good LGBTQ+ News for January:

- ✓ **New Legislation Package Introduced in Michigan: Removing Barriers for Legal Name Change; Accurate ID Documents and Birth Certificates -** <http://tinyurl.com/3h43jjrc> Transgender, gender non-conforming, and non-binary people with incongruent identity documents are at a greater risk of experiencing violence and discrimination. Some states make it difficult and expensive for trans people to update their birth certificates or other identity documents, with some even requiring trans people to undergo surgery just to get an amended document.
- ✓ **We Are Here: LGBTQ+ Adult Population in United States Reaches At Least 20 Million, According to Human Rights Campaign Foundation Report -** <http://tinyurl.com/y5scnwas> According to an analysis of data in the Census Bureau's recent Household Pulse Survey, 8% of respondents identified themselves as LGBTQ+, suggesting previous surveys undercounted the population.
- ✓ **Gov. Gretchen Whitmer appoints members to state's first LGBTQ+ Commission.** <http://tinyurl.com/49zu8y7v> The Governor named 13 members to the LGBTQ+ Commission the week of November 26th. The commissioners have not yet met and will set goals for improving life for the LGBTQ+ community in Michigan.

**And now for the BAD news:**

- **UNAIDS officials say anti-gay laws impede fight against HIV/AIDS.** <http://tinyurl.com/5n6mbhdd> Sixty-seven countries have laws that criminalize gay sex. In those countries, HIV prevalence rates are about five times higher among gay men than in countries where same-sex relations are not criminalized, according to figures from UNAIDS.
- **Republican Congressman: Pass National Sports Ban To Make Trans People Detransition** <http://tinyurl.com/3zeeejyh> Representative Glenn Grothman, in a hearing to ban trans people from playing sports of their gender identity, said a trans sports ban must pass because otherwise, trans people won't "switch back."

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.



Wednesday, December 13th came and went with little news on the media. 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. (For this list, please go to the Pennsylvania section and search for Lilly Gioia’s-January 2024 Legislation/ Advocacy Report. She did a remarkable job researching the groups.)

But it was the weekly Ms. Memo: This Week in Women’s Rights had more information shared under-“100 Years, Not one More”: ERA Advocated Rally on Centennial Anniversary. Madelyn Amos, author, provided an excellent description of the day that started in Lafayette Square. The chants of “not one more year” were heard. The activists marched from the White House to the Capitol with the one mission –not one more year should pass without rights being protected by the Constitution on the basis of sex.

Lilly got it right that they made a few stops along the way. They made sure to visit the department of Justice to ask Attorney Merrick General Garland to remove the Trump Administration OLC memo that is blocking the ERA’s path. They then marched to visit the National Archives where U.S. Archivist Colleen Shogan was told that the ERA has met all the requirements according to Article V and to be published as the 28th Amendment. It was here that Rep. Cori Bush, D-MO, met the group. She shared all the work highlighting the work of women of color to fight for equality. (Sidebar – Denice Robinson and I met her at the Seneca Falls gathering this past summer and she is a passionate dynamo for the ERA passage.)



But you can't have a march without a press conference. At the House triangle, Rep. Ayanna Pressley (D-MA) was the main speaker but she was joined by many – Rep. Jennifer McClellan (D-VA); Gloria L. Blackwell, CEO of American Association of University Women; Honorable Carolyn Maloney, Board Chair of ERA Coalition and former U.S. representative; Eleanor Smeal, President of Feminist Majority; Shalina Effendi, organizer of Generation Ratify; Kase Solomon, League of Women Voters; and, Margaret Mitchell, CEO of YWCA USA. (The photo above is as Eleanor Smeal speaking.)

One very important task for all of us –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.

It is all written out for you. Please try it.

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.

I was so hoping that the ERA might be achieved this year, but everyone went home in Washington D.C. - the House and Senate for the Holidays. There are so many issues that need attention. We need to keep working for the passage of the ERA. Just remember-Miracles do happen.

From the Desk of the Secretary



By: Sondra Nunez, NFBPWC Secretary 2022-2024

NFBPWC National Board Meeting:

New Date: *January 30, 2024*

Time: 5PM PST, 6PM MT, 7PM CT, 8PM EST

Time zone tool: [Convert Time Zone Instantly | Time Difference Calculator](#)

Main Topic: 2024 Budget



We will be sending an email requesting a written report from each officer, committee chair, and affiliate president. Please be prepared to submit your written report January 20, 2024, to secretary@nfbpwc.org.

by

All members are welcome and guests are encouraged for this Board of Directors meeting. We continue to highlight this term's theme to "Cultivate Connections, Create Community" with the focus issue of Women on the Move.

- Zoom details to be sent after registration.
- BPW International Theme 2021-2024: New Actions through Cooperation

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!

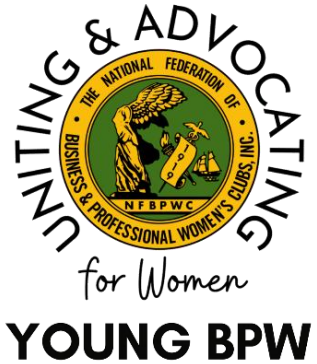
Keep in the loop of Young BPW activities and join in on them by either following us on:



@YoungBPWUSA



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



Immediate Past President Report



By: Sandra Thompson, NFBPWC's Immediate Past President

We have lost another female trailblazer, Supreme Court Justice, Sandra Day O'Connor. She was the FIRST woman to serve as a Supreme Court Justice.

She was born in 1930, in El Paso, Texas. She was the daughter of a rancher and was raised on a 198,000-acre ranch in Arizona. At the age of 16 she enrolled in Stanford University. She graduated magna cum laude with a B.A. in economics in 1950. She remained at Stanford Law School. She served on the Stanford Law Review. Day received the Order of the Coif, indicating she was in the top 10 percent of her class.

Upon graduation from law school in 1952, O'Connor had difficulty finding a paying job as an attorney in a law firm because of her gender. O'Connor found employment as a deputy county attorney in [San Mateo, California](#), after she offered to work for no salary and without an office, sharing space with a secretary. After a few months, she began drawing a small salary as she performed legal research and wrote memos.

When her husband John Jay O'Connor was drafted, she decided to go with him to work in Germany as a civilian attorney for the Army's Quartermaster Corps. They remained there for three years before returning to the States where they settled in Maricopa County, Arizona, to begin their family. They had three sons: Scott (born 1958), Brian (born 1960), and Jay (born 1962). Following Brian's birth, O'Connor took a five-year hiatus from the practice of law.

O'Connor served as assistant Attorney General of Arizona from 1965 to 1969. In 1969, the governor of Arizona appointed O'Connor to fill a vacancy in the Arizona Senate. She ran for and won the election for the seat the following year. By 1973, she became the first woman to serve as Arizona's or any state's Majority Leader. She developed a reputation as a skilled negotiator and a moderate. After serving two full terms, O'Connor decided to leave the Senate.

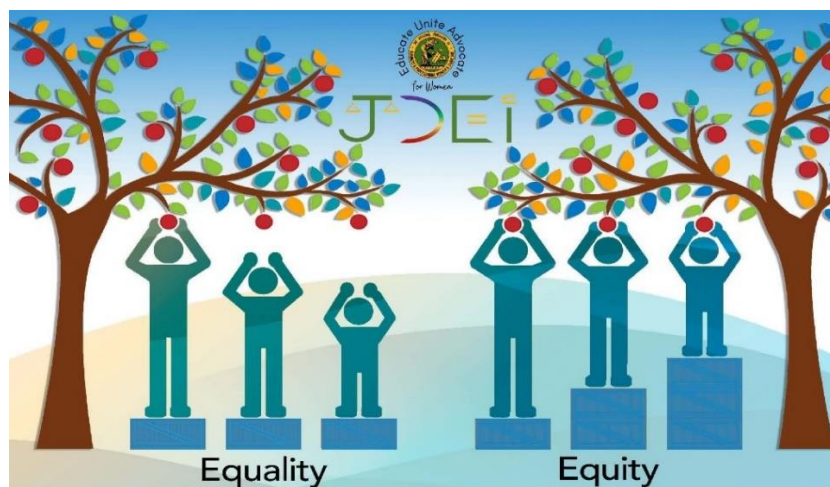
In 1974, O'Connor was appointed to the Maricopa County Superior Court, serving from 1975 to 1979, when she was elevated to the Arizona State Court of Appeals. She served on the Court of Appeals-Division One until 1981 when she was appointed to the Supreme Court by President Ronald Reagan. She retired in 2006. When she first arrived at the Supreme Court there was not even a women's bathroom.

According to her son, Jay's, eulogy that she brought a formidable energy to her personal life as well, her son noted that her way of relaxing after a long day at work was "three rounds of tennis or 18 holes of golf." She was a voracious reader and a dancer along with her husband. She even took disco lessons. Her son also said that she honed her skills questioning attorneys by grilling her sons why they were out late on a Saturday night. Her son said that her final message to her three sons was "Our purpose in life is to help others along the way." He continued "What a beautiful, powerful and totally Sandra Day O'Connor sentiment."

Wishing you all a happy, joyful, peaceful and healthy 2024!

Justice, Equity, Diversity and Inclusion Report

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



JDEI Webinar
Equity for Women in the Workplace
January 11, 2024 - 5 pm PT / 8 pm ET

'Equity'

Is Everyone Provided with What They Need to Succeed!?

Experience two renowned presenters sharing the value of every voice; listening, conscious actions and more in this.

JDEI series - PART 3 - Equity for all.

Introducing **Jessica Allen**, a dynamic Songstress, Tech Entrepreneur and Inspirational Leader.

Meet Jessica Allen, a multifaceted powerhouse who seamlessly embodies the roles of a captivating singer, insightful songwriter, and savvy IT entrepreneur. Balancing her passion for music with her technological acumen, she co-manages an IT enterprise alongside her husband, infusing her creative spirit into the realm of business.

Beyond her professional endeavors, Jessica has dedicated herself to the art of effective communication and leadership development, nurturing these skills through her remarkable 18-year journey with Toastmasters International. Notably, her unwavering commitment and expertise have propelled her to the esteemed position of Region Advisor for two influential years, showcasing her exceptional leadership acumen and communication finesse.

Currently, Jessica assumes the prestigious role of Co-Chair for the momentous 100th Anniversary celebration of Toastmasters International, where her visionary guidance and unparalleled dedication serve as the corner-stone of this landmark event. Her impact extends beyond administrative roles, as she consistently mentors numerous members, imparting her invaluable insights and empowering them to achieve their full potential. Notably, Jessica's exceptional organizational prowess shines through her successful orchestration of campaigns for two International Directors, underscoring her ability to strategize and execute initiatives with precision and finesse.

Outside of her professional achievements, Jessica cherishes her role as a devoted wife and nurturing mother to two beautiful daughters, epitomizing the perfect blend of ambition, compassion, and grace in both her personal and professional spheres.



Joan Lewis is an accomplished professional hailing from the vibrant city of Los Angeles California. Joan's impressive journey is marked by a rich tapestry of academic accomplishments, professional achievements, and a steadfast commitment to personal and organizational growth.

Joan holds a Bachelor of Arts degree in sociology, which has not only equipped her with a deep understanding of human behavior but also instilled in her the principles of empathy and social consciousness. Additionally, she has distinguished herself by obtaining a certificate in paralegal studies, showcasing her dedication to legal excellence. As a testament to her commitment to professionalism, Joan also possesses a notary public certificate.

Professionally, Joan is the President and CEO of Lewis Lien Sales, Inc., a reputable lien processing company licensed by the California State Department of Motor Vehicles. Her leadership and expertise in this field have been rewarded by the company receiving the Best Company for Customer Service Award by both the cities of Inglewood and Torrance.

Beyond her professional endeavors, Joan Lewis is a true luminary within Toastmasters International, an organization dedicated to honing communication and leadership skills. Over the span of an impressive 22-year journey with Toastmasters, Joan has ascended through nearly every club and district leadership position, culminating in her distinguished role as District 1 Director. Her unwavering dedication and exceptional contributions to Toastmasters have earned her the prestigious Presidential Citation, a well-deserved recognition of her pivotal role in chartering over 20 new clubs.

Joan stands as a proud holder of two Distinguished Toastmaster (DTM) awards, an accolade that reflects her unrelenting pursuit of excellence in communication and leadership. On the international stage, her impact has reverberated globally.

She served commendably as a Region Advisor for two years,

followed by another two years as an International Director. In these influential roles, Joan had the privilege of collaborating with leaders from diverse corners of the world, solidifying her reputation as a bridge-builder and visionary within the Toastmasters community.

In summary, Joan Lewis is a remarkable individual who embodies the ideals of professionalism, dedication, and leadership.

Click here for the flyer: [JDEI Equity Equality Flyer.pdf](#)

Register here: <https://nfbpwc.wildapricot.org/event-5415942>

Environment & Sustainable Development Committee

By: Marikay Shellman, BPW Colorado Virtual

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

Happy New Year to all of our NFBPWC members! Time for those New Year's resolutions. And to keep it easy, we are suggesting 12 Simple Solutions that address Climate Crisis from which you can choose, one from each month of 2023.

1. **Join an environmental organization.** Friends of the Earth (<https://foe.org>), 350 cofounded by Bill McKibben (<https://350.org>), Audubon Great Lakes (<https://gl.audubon.org>), 52 Climate Actions (<https://www.52climateactions.com>), The Nature Conservancy (<https://nature.org>), The Xerces Society for Invertebrate Conservation (<https://xerces.org>).
2. **Reduce food waste.** Make the freezer your best friend. (www.foodprint.org)
3. **Prioritize sustainable development and poverty eradication by financing environmental justice.** Join local and community-led fights.
4. **Eat what is in season.** Shop at Farmers Markets. Join Community Supported Agriculture (CSAs). Choose organic.
5. **No Mow Spring** whether it be April, May or June. Don't jump into spring clean-up. Re-think your lawn. (<https://beecityusa.org>no-mow-may>)
6. **Educate yourself about water.** The earth is running out of clean drinking water. Learn about the importance of protecting our rivers and streams, our wetlands, and our sustainable water supply. (<https://tinyurl.com>)
7. **Curb your carbon emissions.** Park your car and walk inside skipping the drive-thru. Avoid running late, you'll burn less fuel. Park in the back of the parking lot instead of driving around and looking for the closest spot.
8. **Be a "plastic-hater".** Avoid the use of plastic whenever possible. "1 million plastic bottles are used around the world per minute... 5 trillion plastic bags are used worldwide per year." (Greensanity Designs <https://www.youtube.com/watch?v=7sjBbs3BOFY>).
9. **Become a backyard gardener.** Home-grown food reduces carbon emissions from burning fossil fuels by reducing food packaging, refrigeration, and transportation. And no plastic packaging is required.
10. **Use eco-friendly menstrual products.** These products are free from toxins and chemicals that harm our bodies and our environment.
11. **Recycle the correct way.** Don't recycle anything smaller than a credit card. Empty, clean, and dry should be your household motto. When in doubt, throw it out.

12. **Remember Nature Boy and his message of the “Earth Box”.** Spread peace and love to the Earth. Treat earth like your **own** bed, keep it clean and tidy.

Bring Back the Pollinators

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

With all the weighty news of the world and climate crisis, gardening can bring emotional refuge and physical health. With January, the excitement of seed catalogues arrives with promise for the upcoming planting season. Research has found that the benefits of conservation in small spaces such as gardens have “real, quantifiable effects.” By restoring yards with native plants (<https://www.nwf.org/nativeplantfinder> and <https://www.audubon.org/native-plants>), researchers found that within just 3 years a large increase in both the diversity and abundance of invertebrates occurred. Having the goal of providing habitat for native bees, butterflies, and birds while growing vegetables and flowers will have the additional benefits of reducing water use on your lawn while maximizing climate benefits.



When ordering your seeds and plants, plan for flowers to bloom throughout the seasons. Springtime bloomers include yarrow, bluebells, penstemon. Summer has milkweed, flax, primrose, beebalm blossoming. Don't forget those end of season flowers, blanket flower, goldenrod, asters. By allowing your plants to go to seed, you will provide food for birds throughout the fall. Sunflowers are the best as they provide pollen and nectar for native bees and hummingbirds, are host plants for moths which are a declining pollinator species, in addition to food for birds.



Yes, we need to push for stronger legislation to protect biodiversity and natural lands and to change the way we farm, no-till, cover crops and little to no pesticides. Meanwhile we can add to our own peace of mind by planting gardens.

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

Examples of Rapid Response Statements –

In the past you have seen some of our statements on various issues, even issued by our president. Have you ever wondered what other organizations come out with Rapid Response-like comments or how they organize their own version? Here are just a few examples:

From the Washington College of Law American University – Rapid Response Panel: The Systematic Targeting of Journalists and Activists at Our Border - <https://www.wcl.american.edu/news-events/events/detail/7656/>

Rapid Response Team Debuts at UAW-Related Protests - <https://oberlinreview.org/20617/news/rapid-response-team-debuts-at-uaw-related-protests/>

United Steel Workers - <https://www.usw.org/act/activism/rapid-response>

If you think that maybe there should be a workshop on Rapid Response or how it works within the coming year or you know of other organizations with a Rapid Response program, please let me know.

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

ESB welcomes Life and Business Coach – Brooke Burns for January

**Curious about AI (such as ChatGPT and other services)?
Want to learn more about reaching your best clients?
Discover how using AI can make your client attraction
process easier and more efficient.**



Introduction to AI for Small Businesses Wednesday, January 10- 7 pm-EST

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



Introduction to AI for Small Businesses will be held January 10th at 7pm EST

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

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

Registration will be open on the website as of January 1st.

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/>



**THE ENTREPRENEUR AND SMALL BUSINESS
COMMITTEE EXPRESSES GRATITUDE AND
RESPECT TO ALL OUR MEMBERS
FOR A
PROSPEROUS AND EDUCATIONAL 2023**

**LOOKING FORWARD TO AN
EVEN MORE EXCITING
2024**

Marsha Riibner-Cady - Chair

Barbara Bozeman - Vice Chair



YOUR JANUARY CHALLENGE

CHALLENGE #4

FROM YOUR ENTREPRENEUR AND SMALL BUSINESS COMMITTEE

The December Challenge (Challenge #3) was a great success and thank you to those who filled out their Age Range, Biography and Birthday information –

There were 68 members who completed the challenge had their user id put on the “Magic Wheel”.

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

Elizabeth Harrell of the Virtual Chapter.

Elizabeth – be looking for your box in the mail in the next week.

Congratulations!



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.

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

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

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



Marsha Riibner-Cady and Barbara Bozeman

Your Entrepreneur and Small Business Team

Women on the Move Committee Report

Nermin K Ahmad, NFBPWC Women on the Move Committee Chair

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

By: Nermin K. Ahmad

Afghan Women Project:

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



Public Relations Committee Report



By: Suzette Cotto, NFBPWC Public Relations Chair

Navigating the Digital Frontier:

Key Considerations for Business Professional Women in 2024

As we step into the new year, the landscape of business communication continues to evolve at an unprecedented pace, driven by technological advancements and global changes. For business professionals, staying ahead of the curve in online communications is crucial for success in 2024. One of the most effective ways to achieve this is through upskilling – acquiring new skills and refining existing ones to adapt to the demands of the digital age.

The Dynamics of Online Communication

As we move forward in 2024, business professionals need to pay attention to several key aspects of online communication.

- **Cybersecurity Awareness**

With an increasing reliance on digital platforms, the risk of cyber threats also rises. Business professionals should prioritize cybersecurity awareness to safeguard sensitive information. Even simple password management app is a crucial step to securing your sensitive information, especially when passwords are shared.

- **Adapting to New Platforms**

The digital landscape is dynamic, with new communication platforms emerging regularly. Business professionals should stay abreast of emerging trends and technologies, exploring platforms that resonate with their target audience. Being adaptable and willing to experiment with new tools is essential.

- **Enhancing Visual Communication**

In an era dominated by multimedia content, mastering visual communication is imperative. Professionals should focus on creating compelling visuals, whether through graphics, videos, or presentations. Visual content not only captures attention but also facilitates better understanding.

- **Embracing AI and Automation**

Artificial Intelligence (AI) and automation are revolutionizing online communication. Business professionals need to understand how AI can streamline processes, enhance customer interactions, and improve overall efficiency. Upskilling in AI-related areas will be a significant advantage in 2024.

The Benefits of Upskilling

Upskilling is not just a buzzword; it's a strategic necessity in today's fast-paced business environment. Here are some compelling reasons why business professionals should prioritize upskilling in the new year:

Remain Relevant in a Changing Landscape

The business landscape constantly evolves, and those who fail to adapt risk becoming obsolete. Upskilling ensures that professionals remain relevant and equipped to tackle the challenges of a digital future.

- **Increased Productivity and Efficiency**

Acquiring new skills can lead to improved productivity and efficiency. Upskilling in areas such as project management, data analysis, or digital marketing can streamline processes and help professionals achieve better results in less time.

- **Enhanced Problem-Solving Abilities**

Upskilling often involves developing critical thinking and problem-solving skills. As professionals gain new knowledge, they become better equipped to analyze situations, make informed decisions, and navigate complex challenges.

- **Competitive Advantage in the Job Market**

In a competitive job market, possessing a diverse skill set sets professionals apart. Employers value individuals who demonstrate a commitment to continuous learning, making upskilling a valuable asset for career advancement.

- **Future-Proofing Careers**

Technology is advancing rapidly, and jobs that exist today may evolve or be replaced by new roles. Upskilling ensures that professionals are prepared for the future, capable of adapting to changing job requirements and industry trends.

As we embark on the journey of 2024, women business professionals must pay close attention to the evolving landscape of online communication. Embracing new platforms, prioritizing cybersecurity, and mastering visual communication are critical components of success. Furthermore, investing in upskilling is not just a personal growth initiative; it is a strategic move to ensure relevance, efficiency, and competitiveness in the ever-changing business landscape of the digital age.

NFBPWC will be offering training courses in the coming year that will help you stay on top of your skillset and give you tools to help you upskill to be ready for any professional opportunity.

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/>



January Highlights in US Women's History

- January 3, 1949 – Margaret Chase Smith (R-Maine) starts her tenure in the Senate, where she stays in office until 1973, became the first woman to serve in both the House and Senate as she previously served in the House (1940-49)
- January 5, 1925 – Nellie Tayloe Ross is inaugurated as the first woman Governor in U.S. history (Governor of Wyoming)
- January 7, 1896 – Fanny Farmer's first cookbook is published in which she standardized cooking measurements
- January 7, 1955 – Marian Anderson is the first African American woman to sing at the Metropolitan Opera
- January 8, 1977 – Anna Pauline "Pauli" Murray is the first African American woman ordained to the Episcopal priesthood, by Bishop William F. Creighton at Washington National Cathedral in Washington D.C.
- January 11, 1935 – Amelia Earhart makes the first solo flight from Hawaii to North America
- January 12, 1932 – Hattie Wyatt Caraway (D-Arkansas) is the first woman elected to the U.S. Senate, becomes the first woman to chair a Senate Committee and the first to serve as the Senate's presiding officer
- January 25, 1890 – Nellie Bly, journalist, completed her around the world trip in 72 days, 6 hours, 11 minutes, and 14 seconds after setting sail east to prove she could circle the globe in less than 80 days
- January 25, 1980 – Mary Decker became the first woman to run a mile under 4 1/2 minutes, running it at 4:17.55
- January 29, 1926 – Violette Neatly Anderson is the first black woman to practice law before the U.S. Supreme Court



FANNY FARMER

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

International Relations Chair Report



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

March 2024 will bring NGO CSW68. This is held in conjunction with the United Nations Commission on the Status of Women. It will be held March 10 to the 22. NFBPWC is sponsoring a Parallel Event along with the Canadian Federation. You have two options to attend either in person or virtually.

Registration is now open. It costs nothing to register. If you have never attended before, or if you have, I encourage you to register and look at the 100s of events that are available. You can register for as many as you want for free.

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 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](https://www.unwomen.org)

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

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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/>

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/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	

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

CFBPW mourns the loss of two longstanding members.

Past State President Jacqueline Melvin



The California Federation is sad to announce the passing of Past State President Jackie Melvin. Jackie joined BPW in 1984 and served in numerous offices and chairmanships at the local, district, state, national and international levels.

She led the California Federation in two important projects, lobbying for affirmative action and increasing awareness of sexual harassment.

After 20-years as an English and drama high school teacher, Jackie left the education field to attend law school and began a new career as an attorney. In a solo practice, she specialized in wills, trusts, and estates.

Jackie was known for her intellect and sharp wit and never hesitated to state her opinions. She will be greatly missed by all her friends.

Twila Ruth Stout- Long Standing BPW Member



Twila went to sleep at home and woke up in heaven. She loved her adopted home state of California particularly Merced County. She was active in clubs, Toastmasters International 15 clubs, Beta Sigma Phi, Merced Women's Club, BPW (Business & Professional Women), Friends of the Merced County Library.

She first joined the BPW Merced and later joined East Los Angeles-Montebello BPW club. Currently she was a dual member of Berkeley BPW and Sacramento BPW clubs. She was a great mentor to all who wanted to learn public speaking.

Twila will be missed by everyone who knew her. Let's all raise a glass of Coke to her as that is what she would have each day for breakfast!

California Federation's 65th Annual Public Policy Conference

The California Federation will hold its 65th Annual Public Policy Conference on February 23-24, 2024, in Burbank, California. The agenda will include guest speakers, workshops and a review of legislation supported by CFBPW in the past year. CFBPW Bill Screening Committee will review pending bills before the California Legislature to determine support or opposition. A review of our Public Policy Statement will be done for amendments to be voted at CFBPW Annual Conference, as well as the Focus Issue(s) for 2024-2026. CFBPW will be honoring a California Legislator of the Year.

BPW California North District

BPW California North District will meet January 20, 2024, via Zoom. For details, please visit CFBPW website.

Berkeley BPW held their End of Year Holiday Party on Saturday, December 9, 2023, in-person at Manjul Batra's Office in Berkeley and via Zoom. There were ten in attendance and three on Zoom.



Vasuki, Diane, Niharika and Nike member Mary Payne.



The Cleanup Crew



Berkeley BPW members

Berkeley BPW's next meeting will be Monday, January 22, 2024, at 6:00 P.M. via Zoom. Contact President *Patricia Daniels*, padmybgpd@aol.com for the Zoom link and information on future programs.

Downtown Sacramento BPW continues to meet monthly on the second Tuesday of the month via Zoom. The December 12, 2023, meeting was program planning for 2024 and a discussion of the CFBPW Public Policy Statement.

Downtown Sacramento BPW's next meeting will be Saturday, January 13, 2024, starting at noon with their Twin St. Andrew, Jamaica on Zoom. Program: **"Cross Culture Look At Sexual Abuse Identification, Treatment and Support."** Contact judybell9a@comcast.net or 916.961.0316 to get the Zoom link. Deadline for reservation is January 9, 2024. Contact President Katherine for additional information.

Sierra Mar District

East Los Angeles-Montebello BPW's Christmas/ Holiday party was on Tuesday, December 5, 2023, at 5:30 P.M. at Black Angus, Steakhouse, 15500 Whittier Blvd., Whittier. Gifts cards of Arco Gas or Ubereats were provided to Family Promise of San Gabriel Valley.



Karen and Marian



Marjory and Jo Anne



Yvonne and Ava



Donna

East Los Angeles-Montebello BPW's January 23, 2024, program will be in recognition of Young Careerist Elizabeth Anne Marie Mitchell (*Pictured Right*). 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. The program will start at 4:30 P.M. for networking and 5:00 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 held their Holiday Party Sunday, December 10, 2023, at 11:00 A.M. at Mimi's Cafe, 500 W. Huntington Drive, Monrovia, CA. Attendees brought a gift costing no more than \$10 for the gift exchange.



Esthela and her husband David



Denise and Carmen



Mary and Carolina



Sally and Zennie

El Monte BPW will meet Monday, January 2, 2024, at 11:00 A.M. at Annia's Kitchen, 4233 Santa Anita Avenue, El Monte. Contact Mavis newmavis08@outlook.com for more information and to make a reservation.

Valley Sunset District

Valley Sunset BPW District's Holiday Party was Saturday, December 2, 2023, at noon at Smoke House Restaurant, 4420 W. Lakeside Drive, Burbank. Hollywood BPW was the host Club. There was not a gift exchange, but \$665 were contributed to the California BPW Education Fund.



Sandy Thompson and Lynn Brandstater



Denise Luckhurst and C.J. Jacobson



Attendees at the Valley Sunset District BPW Holiday Party



Attendees at the Valley Sunset District BPW Holiday Party



Burbank BPW adopted a family for the holidays. It was a single mother with three children. She was most grateful. They provided four boxes of food, gifts for everyone and gift cards. Also, Gloria Salas, Burbank BPW Secretary, was recognized by California State Senator Anthony J. Portantino under as the Women of Empowerment – a category created for her.

(Pictured Left) California State Senator Anthony J. Portantino presenting the award to Gloria Salas

Burbank BPW will meet Thursday, January 11, 2024, via Zoom. Contact President Diane mydependencylawyer@gmail.com for the link

Conejo Valley BPW's Holiday Party was on Thursday, December 7, 2023, at 6:30 P.M. lakeside at Boccaccio's Restaurant, 32123 Lindero Canyon Road, Westlake Village, CA.



Conejo President Lydia greeting everyone
At the Holiday Party



Conejo Valley members

Conejo Valley BPW's next meeting will be Thursday, January 4, 2024, at 6:30 P.M.-8:00 P.M. at Patron's Mexican Restaurant, 3709 East Thousand Oaks Blvd., Thousand Oaks, CA 91362 (Paseo Shopping Center behind Chick-fil-A). No-Host Dinner on the Patio. Program: Raphaelia "Raye" Keene (Pictured Right) discussing the CFBPW Public Policy Statement. Contact Lydia Steadman LLDSteadman@sbcglobal.net (818) 889-4953 to make a reservation and for more information.



NFBPWC Colorado Federation

Executive Committee 2023-2025:

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

President
1st Vice President
2nd Vice President
Secretary
Treasurer



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

By: Evie Hudak, BPW Colorado – President



BPW Colorado's Winter Holiday Party on December 2 was a big success! We had a good turnout and enjoyed lots of cookies. We appreciate our Past President Deb Fischer and her husband Dave for being such wonderful hosts!

Our Midyear
Convention and
Legislative Conference
will be held on
Saturday, February 10,

2024, with the Legislative Conference in the morning **9:00-11:30 a.m.** and the Business Meeting in the afternoon **12:30-2:30 p.m.** The event will be on Zoom. Registration will be available on our website soon. The Executive Committee is in the process of selecting a location for a free, informal in-person "happy hour" in the late afternoon for those who would like to (and are able to) socialize in person (to be announced in January).



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
Susan Oser
Amy Courter
Sue Murphy

President
Vice President, Membership
Vice President, Advocacy
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

The Michigan BPW Cancer Fund was established in 1947 initially to maintain a fund for cancer research. In 1949 it was expanded to provide financial assistance to BPW members for cancer related expenses. Since then it has been expanded to provide assistance to family of members in the same household and covers an catastrophic disease, not just cancer. The fund is administered by a Cancer Board of Overseers made up of Michigan BPW members. It is available for those expenses not covered by the member's insurance, i.e., travel to appointments, co-pays, lost wages due to treatment. All information is confidential to the member and the Board and provides up to \$3,500 a year, up to three years.

Funding for this is provided mainly by individual bequests, local organization contributions, and donations from members. Thousands of dollars have been provided to our members over the years of the fund existence. The fund is a 501(c)(3) foundation maintained separately from Michigan BPW funds.

In the past, the Fund has supported a Fellow at the University of Michigan for cancer research and thousands of dollars have been donated to hospitals in Michigan to help women in Michigan receive cancer treatments. Our Michigan BPW members are so thankful for those wise and caring women who so carefully developed the Cancer Fund more than 70 years ago to assist BPW sisters in need.

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



At our December 21, 2023, meeting we had our annual holiday party. We did a twist on secret Santa. Some cool gifts will be arriving at our NC members' homes including a handmade apron, a couple of Starbucks gift certificates, ornaments, socks and even a lantern to light the way!

We are sending healing thoughts to a couple of our member's moms. We hope that those daughters will have safe travels in this holiday season as they head out to see their moms.

Hats off to Mary Lou and her church as they sponsor "The Room in the Inn" weekly in the Charlotte, NC area. Mary Lou is on linen duty. She knows how to fold a fitted sheet, so reach out to her if you need instructions! She also has an amazing meatloaf and potpie recipe, maybe she will share?

Varnell's "kids from the GED class" at Edgecombe Community College sent us a thank you/holiday card for our support. Varnell is proud to announce that the students have clocked more than 1000 hours in class between August and December. She attributes this accomplishment to the snacks we contribute!

Our next meeting will be on January 18, 2024. It's our annual meeting.

We NC members wish you a wonderful new year full of happiness and health.

Why I Relay by Varnell Kinnin



This pretty little Cocker Spaniel had to be put down November 29, 2023.

My family had to go to Raleigh to the Veterinary School to give permission to put her down because we did not want her to suffer. She had Lymphoma and the cancer had affected her organs.

She had been sick for a while, and we finally found out why Sunday. Her name is Raleigh, and she was 5.

Yes, I was tore up from the floor up. (Still am). She was my "furry grand dog."

I have had family members die of cancer but this hurts like no other because she depended on us for everything.

If they find a cure for lymphoma for humans, of course that will be a cure for dogs also.

So, over the holidays, ask family and friends to help with Relay. We need all the help we can to find a cure for this deadly disease. I know I will be asking and donating.

Finally, the two things that give my family some comfort are that she is not suffering and "All Dogs go to Heaven."

That's why I Relay.

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. The code for hotel reservations and the Conference registration form will soon be available on the NFBPWC Website. We are looking forward to welcoming members to Pennsylvania in July 2024. Nancy Werner serves as Conference Chair.

We continued to focus this past year on increasing membership. I have been happy to welcome 7 new members since April 2023.

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 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 two 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 January 21, 2024, at 7:00 pm. via Zoom.

HAPPY NEW YEAR TO ALL!

Pennsylvania Advocacy Report

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

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WASHINGTON D.C. MARCH FOR THE EQUAL RIGHTS AMENDMENT:

In their 9/30/23 issue, MS MAGAZINE quoted President Biden's challenge to Congress to take action on the E.R.A. "It is long past time to definitively enshrine the principle of gender equality in the Constitution," Biden said. "Together we can and must build a future where our daughters have all the same rights and opportunities as our sons, where all women and girls have a chance to realize their God-given potential, and where we can finally realize the full promise of America for all Americans."

On December 13, 1923 the Equal Rights Amendment was introduced in Congress. 100 Years later on December 13, 2023 members of the ERA-Coalition, Equality Now, the American Association of University Women, the Feminist Majority, the League of Women Voters, the National Council of Negro Women, the National Organization for Women, WomenConnect4Good, and the YWCA marched from the White House to the U.S. Department of Justice (DOJ) with one message: There are squabbles in government about what branch needs to

take action on adopting the Equal Rights Amendment. The E.R.A. is not a hot potato to be passed from office to office! From the DOJ determined E.R.A. supporters marched to the National Archives and finally to the steps of U.S. Capitol demanding members of Congress sign a discharge petition that would bring H.J.Res.25 to the floor for a vote. H.J.Res.25 is a joint resolution that would remove the arbitrary time limit from the E.R.A. and affirm its validity as fully ratified. Other women's rights organizations supporting the march of #ERANOW partners included Equal Means Equal, National Council of Jewish Women, Sojourners, Democrats Abroad, African American Policy Forum, Generation Ratify, GenZ Girl Gang, and many more. All those who support the E.R.A. are urged to call U.S. Archivist Coleen Shogan at [202-357-5900](tel:202-357-5900) with this message: "My name is _____ (your name) I am calling from _____ (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."

PRESIDENT BIDEN ISSUES FIRST-EVER WOMEN'S HEALTH RESEARCH INITIATIVE:

"Every woman I know has a story about leaving her doctor's office with more questions than answers. Not because our doctors are withholding information, but because there's just not enough research yet on how to best manage and treat even common women's health conditions. In 2023 that is unacceptable," said First Lady Dr. Jill Biden in December when the first-ever Women's Health Research Initiative was announced by the White House. President Joe Biden pledged his Administration will do "everything we can to drive innovation in women's health and close research gaps."

Research on women's health is drastically underfunded, leading to significant research gaps with serious consequences. The National Institutes of Health (NIH) 2020 scientific studies budget earmarked only 10.8% for women's health research. This lack of investment limits understanding of conditions that are specific to women, predominantly affect women, or affect women differently. Within 45 days Initiative members will recommend concrete actions the Biden-Harris administration can take to improve how research is conducted to maximize results. Why are women twice as likely to experience an anxiety disorder or depression as men? Why are nearly 80% of people diagnosed with an autoimmune disease like lupus, female? Why may women experience heart attack symptoms differently than men which can delay appropriate treatment in an emergency room?

All Executive departments and agencies across the Federal government including the U.S. Departments of Health and Human Services, Defense and Veterans Affairs, the White House Office of Management and Budget and Office of Science and Technology Policy will all be required to participate in this effort being run out of the First Lady's Office and chaired by Dr. Carolyn Mazure. A Professor in Women's Health Research and Professor of Psychiatry and Psychology at Yale School of Medicine, Dr. Mazure created Yale's Women's Health Research focusing on topics from cardiovascular disease to cancers. One half the nation's people are suffering from poorly understood, debilitating conditions like endometriosis, fibroids, menopausal symptoms, as well as being diagnosed or treated incorrectly for autoimmune disorders. This ground-breaking Initiative will mobilize the Federal government, private sector and philanthropic organizations to remedy the drastic disparities in attention to women's health research.

SUPREME COURT TO RULE ON ACCESSABILITY OF MIFEPRISTONE FOR MEDICATION ABORTION:

On 12/13/23 the Court announced it will hear arguments on a Fifth Circuit Court of Appeals decision that threatens to undermine the Food & Drug Administration's scientific, independent judgment in regulating mifepristone (and ultimately all medications) as safe and effective. The key question in the case is whether courts can "overrule an agency decision they dislike," the manufacturer of the abortion pill Mifeprex, Danco Laboratories, claimed. The case against Mifepristone approval was brought in Texas by the Alliance for Hippocratic Medicine, a group of anti-abortion emergency room physicians. They claim authority to bring the case because according to them, "FDA always envisioned that emergency room doctors...would be a crucial component of the mifepristone regimen." Their case is based on the premise that THEY would suffer if they have to treat patients who have taken medication abortion. Therefore, they should have the right to challenge the medication's safety.

In September 2023 the Biden administration asked the Supreme Court to intervene. For the pharmaceutical and biotechnology industry, permitting judicial second-guessing of F.D.A.'s scientific data evaluations will have a wildly destabilizing effect. Danco Laboratories argued that the lower court had moved to limit access to Mifepristone "at the request of a group of plaintiffs who do not prescribe or use the drug and whose real disagreement with F.D.A. is that they oppose all forms of abortion." NPR reported that these physicians questioned FDA regulations allowing patients to obtain Mifepristone prescriptions through telemedicine appointments, and to get the drug by mail. The Biden administration counters that the Alliance for Hippocratic Medicine failed to show "any evidence of injury from the availability" of the medication approved since 2000. It has been used safely and effectively by over five million patients who have taken it. The case will be heard in spring 2024 with a decision likely by summer.

INDIANA RFRA LAWSUIT TO OVERTURN DOBBS MOVES FORWARD:

In 2015 the Religious Freedom Restoration Act (RFRA) became law prohibiting government action that interferes with a person's religious exercise, unless the government can prove it has a compelling reason for doing so. Pam Belluck in the New York Times writes that "for years conservative Christians have used the principle of religious freedom to prevail in legal battles on issues like contraceptive insurance mandates and pandemic restrictions. Now, abortion rights supporters are employing that argument to challenge one of the right's most prized accomplishments: state bans on abortion." According to the Brennan Center for Justice, religious freedom complaints are among nearly three dozen post-Roe lawsuits that have been filed against 19 states' abortion bans. Many of those suing maintain that abortion bans embed conservative Christian ideology into state law and violate the separation of church and state. Though most lawsuits have not yet yielded court rulings, there are signs the arguments may be getting some legal traction.

In Indiana the suit brought by Hoosier Jews for Choice led to a judge issuing a preliminary injunction blocking the state's abortion ban, finding it violated the state's Religious Freedom Restoration Act. Judge Heather Welch of Marion County Superior Court certified the Hoosier Jews case as a class-action lawsuit on behalf of "all persons in Indiana whose religious beliefs direct them to obtain abortions in situations prohibited by" the ban. On 12/7/23 the Indiana Court of Appeals heard the latest argument in the class-action lawsuit. Ken Falk, American Civil Liberties Union of Indiana legal director, said "I think what RFRA tells us is that if you are impinging in a substantial way on religious rights, you have to have a compelling interest and there simply is no compelling interest not to allow this religious exemption, particularly given the other exemptions in the law." Arguments for exemptions might be persuasive because most abortion bans have some exceptions, like rape, experts say. Indiana's attorney general's office is asking the state Supreme Court to consider the case.

In Missouri faith leaders are seeking to have the state's abortion law thrown out alleging that lawmakers openly invoked their personal religious beliefs in drafting the measure. A lawsuit filed in St. Louis is the latest challenge according to an August Huffington Post report revealing that Missouri legislation co-sponsors "repeatedly emphasized their religious intent in enacting the legislation." Republican Rep. Nick Schroer said that "as a Catholic I do believe life begins at conception and that is built into our legislative findings." Co-sponsor Republican state Rep Barry Hovis said he was motivated "from the Biblical side of it," according to the lawsuit. The Missouri suit seeks a permanent injunction barring the state from enforcing its abortion law and a declaration that provisions of its law violate the Missouri Constitution. Plaintiffs include 12 Christian and Jewish leaders. Lead attorney in the case Michelle Banker of the National Women's Law Center said, "What the lawsuit says is that when you legislate your religious beliefs into law, you impose your beliefs on everyone else and force all of us to live by your own narrow beliefs." This lawsuit is unique because while plaintiffs in other states claimed harm, in Missouri plaintiffs say the whole law violates separation of church and state and everything should be struck down.

Louisville Kentucky synagogue member Sarah Baron, said, "The Torah teaches us that the fetus does not have the same personhood status as the mother until its first breath. It's not only cruel, but it represents a situation where Jewish law may require the pregnancy to be terminated." In Kentucky three Jewish women sued, claiming the state's ban violates their religious rights under the state's constitution and religious freedom law.

They allege that Kentucky's Republican-dominated legislature "imposed sectarian theology" by prohibiting nearly all abortions.

The ban remains in effect while the Kentucky Supreme Court considers a separate case challenging the law. Shannon Russell, policy director for Catholics for Choice, an abortion-rights advocacy group that dissents from the Catholic Church's official position on abortion said, "The idea that a court would determine when life begins reflects a narrow view of one religion and imposes Christian nationalism on all of us." The Rev. Katey Zeh, CEO of the Religious Coalition for Reproductive Choice, stated, "This is part of a much larger policy agenda to dismantle our democracy in the name of Christianity." In a statement, Brent Leatherwood, president of the Ethics and Religious Liberty Commission said, "As Christians, our advocacy must continue until every preborn life is safe from annihilation and every mother is protected from a predatory abortion industry."

SERIOUS DELAYS IN DELIVERING U.S. MAIL:

U.S. Postal Service delays of regular mail tick up consistently as the agency enters its busiest time of the year with on-time performance slumping to its lowest level in more than two years. For the week ending 11/17/23 First-Class mail delivery time declined to 87.7% from 91% in the previous quarter and from 92.5% in the same period last fiscal year. According to a 12/5/23 Government Executive report, delays come at a perilous time for the Postal Service and the mailing public. The holidays mark a "peak season" and is the agency's most profitable period of the year. Postal management has acknowledged it could run into some setbacks as it implements broad changes directed by Postmaster Louis DeJoy's 10-year Delivery for America plan to restructure the Postal Service in the midst of its busiest period. In addition DeJoy announced his intention to hire far fewer seasonal staff than is typically hired during the holidays. Management expressed confidence the delays would not lead to a crisis like USPS experienced during the 2020 holidays when Postmaster DeJoy conceded his agency "missed our service standards by far and disappointed the nation."

Chair of the Senate Homeland Security and Government Affairs Committee, Senator Gary Peters, (D/Mich) wrote to DeJoy requesting detailed plans of the agency's network changes and their impact. "I am concerned about the pace of these changes and urge USPS to provide full transparency on its plans moving forward." DeJoy was appointed by former President Trump and has used new authority to raise postage rates faster than inflation five times since taking office. Dave Lewis, president of a company that helps businesses launch and track mail ad campaigns, tracks millions of mail pieces each week. His data show delays increasing since the summer. "We have definitely seen a decline in First-Class on-time performance, and it seems to be a trend," Lewis said, noting it's part of a longer pattern. "2023 is worse than 2022, and 2022 was worse than 2021, even with the Postal Service making it easier to be 'on time' in October 2021." Many mailers believe that USPS is favoring growth in packages while assuming that the decline in mail volume is inevitable. They decry worse service as the Postal Service makes using the mail more expensive.

HOUSE REPUBLICANS PLAN TO ELIMINATE THE LABOR DEPARTMENT'S WOMEN'S BUREAU:

In a rare move, the Republican-controlled House is recommending cutting ALL funding for the more than 100 year-old federal agency tasked with improving conditions for women at work. Alabama Republican Appropriations Committee member Robert Aderholt favors elimination of the Labor Department's Women's Bureau. Republicans say doing so "reins in wasteful bureaucracy and enhances oversight and accountability." That is the rational given for specifically placing the Women's Bureau on the chopping block, The 19th reported. The choice to cut the Women's Bureau is a significant departure from recent trends. Under the Biden Administration funding for the Women's Bureau has gradually increased. Last year saw the biggest bump: a nearly 30% increase to \$23 million, for fiscal year 2024, Biden requested \$32.4 million, a funding increase of 41% from 2023 for the Women's Bureau.

The agency previously had bipartisan support, according to Rep. Rosa DeLauro (D/CT), ranking member of Appropriations. She called the elimination "unprecedented," harming "women's ability to advance in the workplace." Founded in 1920 to create policies and standards to improve conditions for women at work, the Bureau helped conduct research that formed the basis of early gender-based labor laws and key legislation on fair pay and paid leave. Today the agency collects and analyzes data on women at work and runs grant

programs including the Women in Apprenticeship & Nontraditional Occupations program to develop apprenticeships for women in industries where they are underrepresented. The bureau also supports initiatives that work to close the gender pay gap, advance paid leave policies, alleviate the child care crisis and eliminate workplace harassment. It launched the only federal database comparing child care prices at the county level. Advocates contend the agency could be funded again in future years, but it's difficult and costly to restart something once it's been eliminated.

SEXUAL ASSAULT SURVIVORS ARE SUED FOR DEFAMATION UNDER TRUMP-ERA TITLE IX RULES:

A 12/5/23 Government Executive report revealed sexual violence in schools continues to be an epidemic, according to Shiwali Patel, director of justice for student survivors and senior counsel for the National Women's Law Center. At least 20 to 25 percent of undergraduate women experience sexual assault, she said. Proposed, but not yet finalized Biden administration Title IX changes would protect these students and reverse harmful policies put in place during the Trump administration by former Education Secretary Betsy DeVos. Those rules have led to schools ignoring more incidents of sexual harassment and fewer survivors reporting their experiences or participating in investigations, Patel added.

MS Magazine reported in December 2023 that college campus sexual assault rules implemented under Betsy DeVos, allow a student accused of sexual assault to SUE his accuser. A Connecticut Court of Appeals ruling allowed Saifullah Kahn, accused of sexual assault at Yale University, to sue his accuser for defamation for statements she made during a Title IX proceeding. The Connecticut ruling could impact how schools conduct future Title IX proceedings and influence proposed new Title IX regulations that the Biden administration has been working on since 2020. Survivors' willingness to come forward is chilled as they are now vulnerable to defamation and other civil suits used increasingly to silence and intimidate victims.

The case of Saifullah Khan v. Yale stemmed from a 2015 sexual assault complaint against Khan who was found not guilty in a criminal trial during which his lawyer cross-examined the accuser, (identified by law only as Jane Doe). Kahn's lawyer challenged her about her skimpy dress and excessive alcohol consumption. In 2018 after other allegations emerged against Kahn, Yale University-Wide Committee on Sexual Misconduct undertook a Title IX review before the Trump administration issued current Title IX regulations. Khan was expelled in January 2019 after the panel found that a preponderance of the evidence supported the accuser's claim. In 2019 Khan sued his accuser for defamation based on statements made during the Yale proceeding. The Connecticut Supreme Court ruled unanimously in June 2023 that she was not immune from lawsuits because the Yale hearing lacked sufficient due process safeguards to make it quasi-judicial, such as putting the accuser under oath, allowing cross-examination, presentation of witnesses, meaningful assistance of counsel, and providing an adequate record for appeal as then required under the DeVos Title IX regulation. The accuser could still be entitled to qualified immunity but must undergo a defamation trial to prove that her statements were not malicious. The Trump-era rules more hostile to accusers, have emboldened defendants to file defamation and other lawsuits that are increasingly used to retaliate against and silence women.

Advocacy organizations recently put out a toolkit to help sexual assault survivors understand their rights and the risks of speaking out. The "Survivors Speaking Out Toolkit" was released in August 2023 by the National Women's Law Center, Know Your IX, Harvard Law School's Cyberlaw Clinic, and Vanderbilt University Law School's First Amendment Clinic. It offers practical guidance to help sexual assault survivors make an informed decision about how and whether to speak out. It provides information regarding how to protect themselves from harm, including how to respond to a defamation lawsuit. Taking a page from the same playbook and using defamation suits themselves against abusers, some survivors are following the example of E. Jean Carroll's successful September 2023 suit against Donald Trump for defamation after he called her rape allegations against him a hoax. In December the Biden Administration announced its intention to finalize a NEW TITLE IX RULE IN MARCH 2024.

H.B.1888 "PERSONAL REPRODUCTIVE LIBERTY" BY PA CONSTITUTIONAL AMENDMENT:

The Pittsburgh Post-Gazette on 12/15/23 reported on the introduction of H.B.1888, a proposed constitutional amendment guaranteeing "personal reproductive liberty," the right to choose or refuse contraception or fertility

care in the state of Pennsylvania. The Pennsylvania Constitution neither guarantees nor penalizes abortion. House Judiciary Committee Majority Leader Rep. Tim Briggs (D-Mont) affirmed his support for the bill and for reproductive health care. “At the end of the day, what’s clear, politicians have no business infringing or interfering with a woman’s right to choose,” he said. Co-Sponsors Rep. Liz Hanbidge and Rep. Danielle Freil-Otten said H.B.1888 would ask voters to constitutionally protect the right to abortion, childbirth, contraception and fertility care. “As a mother to a young girl, I feel a responsibility to ensure that we protect and preserve that right. I do not want my daughters or any of our children’s personal health or economic futures to be at the mercy of a governor’s veto,” Freil-Otten (D-Chester) said. H.B.1888 is the first step to follow Vermont, Michigan, California and Ohio in putting the question to voters. Fifteen states now have total or near total bans on abortion. This comes at a time when the U.S. Supreme Court decided to rule on the availability of abortion medication. A hearing in the Pennsylvania House featured doctors and witnesses who have experienced complex pregnancies, according to a 12/15/23 PA Capital Star report. “What’s happening in other states serves as a stark reminder of how quickly this right can be taken away,” said Rep. Hanbidge (D-Mont). Committee Minority Leader Rob Kauffman (R-Franklin), said, “I will be certainly adamantly opposing it and be fighting for those little ones who would be aborted based on point of viability if this legislation would come to pass.” Dr. Sarah Horvath, OB/GYN at Penn State Health in Hershey testified, “We have evidence that when people are unable to attain their needed abortion care, they’re more likely to be living in poverty four years later and they’re more likely to remain in a relationship with a violent partner.”

ADMIRAL LISA FRANCHETTI JOINS THE U.S. JOINT CHIEFS OF STAFF:

President Biden nominated the first female member of the Joint Chiefs of Staff in November 2023, noting the historic nature of her appointment as an inspiration to sailors, both men and women. Admiral Franchetti has commanded at all levels, heading U.S. 6th Fleet and U.S. Naval forces Korea. She was only the second woman ever to be promoted to Four-Star Admiral and served deployments as commander of a naval destroyer and two stints as aircraft carrier strike group commander. In both operational and policy areas, Admiral Franchetti brings extensive expertise with a broad scope of experience at sea and ashore as the first female member of the Joint Chiefs.

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

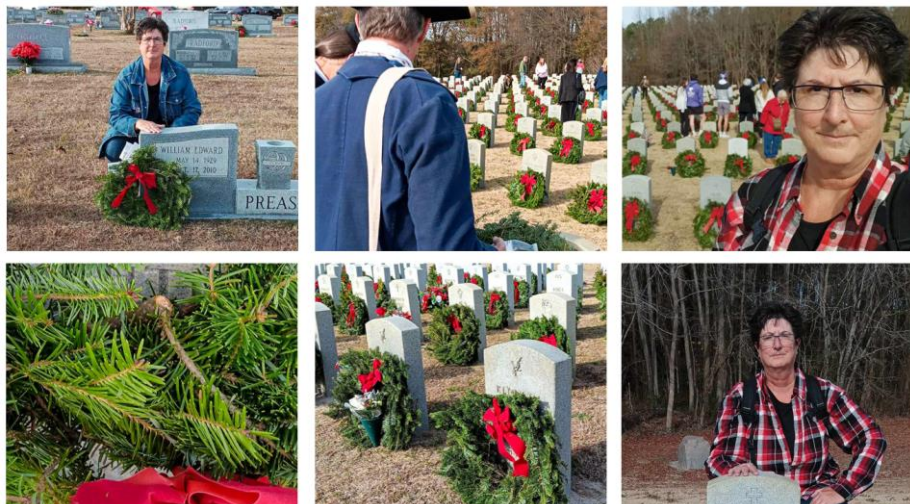
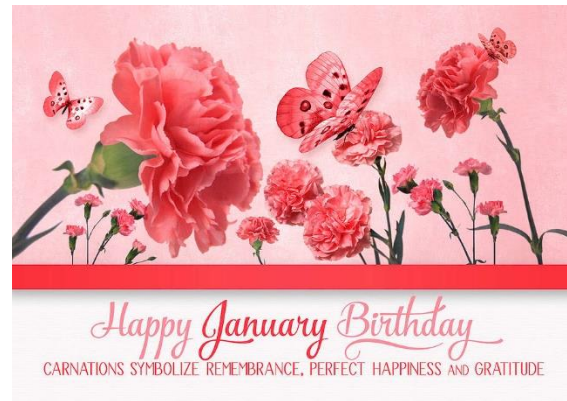
VIRTUAL CHAPTER BRIEF

Virtual Chapter Welcomes Our Newest Member, who joined in December:

Kim Collier

Our members with January Birthdays:

Trish Knight – January 16th
Tiffany Purifoy – January 29th



Images from December 16th, Wreaths Across America – Barbara Bozeman in Goldsboro, North Carolina

For more information about the Wreaths Across America program – and planning for 2024:

<https://www.wreathsassamerica.org/>

<https://youtu.be/2Dy6PE37g2k>



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

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

Our next meeting will be January 17th.

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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 February Magazine is Thursday,
January 25th 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 Deborah Fischer/NFBPWC, 748 North Downing Street, Denver, CO 80218.

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

3. You will receive a response 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

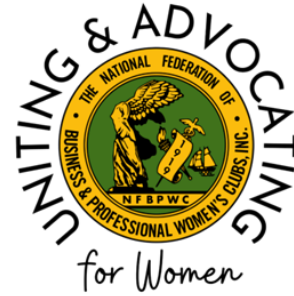
- Access to pay equity and retirement equity
- Access to education, training, and promotional opportunities
- Access to equal opportunities in the workplace and corporate boards
- Access to women business enterprise procurement process
- Access to quality, affordable dependent care (child, elderly or 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.