

NFBPWC Magazine

APRIL 2024 ISSUE

“Pitch Like a Pro”

hosted by the Small
Business Committee

“Earth Day Cafe”

hosted by the
Environmental
Committee

**#ShoutForEquality
Campaign for Sign4ERA
Initiative**



In This Issue

[Events](#) 2
[About NFBPWC](#) 3
[President’s Message](#) – Megan Shellman-Rickard 4
[Membership News](#) – Kathy Kelly 5
[Member Spotlight](#) – Kara LC Jones 6
[Advocacy Report](#) – Daneene Rusnak 8
[LGBTQ+ Team Report](#) – Susan Oser 9
[ERA Team Report](#) – Nancy Werner 10
[Bylaws & Resolutions Report](#) – Trudy Waldroop 12
[Secretary Report](#) – Sondra Nunez 13
[Young BPW](#) – Emily VanVleck 13
[Immediate Past President Report](#) – Sandra Thompson 14
[Justice, Equity, Diversity and Inclusion Report](#) – Sher Singh 16
[Environment Report](#) – Marikay Shellman 17
[Bring Back the Pollinators](#) – Marikay Shellman 18
[Health Committee Report](#) – Keri Hess Laursen 19
[Rapid Response Committee](#) – Susan E. Oser 20
[Small Business Committee](#)– Marsha Riibner-Cady 21
[Women on the Move Committee](#) – Nermin K. Ahmad 27
[Public Relations Committee](#) – Suzette Cotto 27
[United Nations Report](#) – Susan O’Malley 28
[International Relations Report](#) – Sandra Thompson 30

NFBPWC [Arizona](#) 31
 NFBPWC [California](#) Federation 31
 NFBPWC [Colorado](#) Federation 34
 NFBPWC [Michigan](#) Federation 35
 NFBPWC [New York](#) City 36
 NFBPWC [North Carolina](#) 37
[Pennsylvania](#) Affiliate Chapter 38
[PA Advocacy](#) Report – Lilly Gioia 39
 NFBPWC [Texas Affiliate](#) 44
 NFBPWC [Virtual Club](#) 44
[Virtual Club | NFBPWC Benefits](#) 47

[Advertising Opportunities](#) with NFBPWC 48
 NFBPWC [Advocacy Platform](#) 50
[Benefits of Connecting with NFBPWC](#) 51

Submission Deadline for the May Magazine is Wednesday, April 24th at 7:00 pm Eastern Time

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

THE NFBPWC MAGAZINE ARCHIVE

2022-2023 NFBPWC Magazine EDITIONS

2022 NFBPWC Magazine	2023 NFBPWC Magazine
• NFBPWC 2022 January Magazine.pdf	• NFBPWC 2023 January Magazine.pdf
• NFBPWC 2022 February Magazine.pdf	• NFBPWC 2023 February Magazine.pdf
• NFBPWC 2022 March Magazine.pdf	• NFBPWC 2023 March Magazine.pdf
• NFBPWC 2022 April Magazine.pdf	• NFBPWC 2023 April Magazine.pdf
• NFBPWC 2022 May Magazine.pdf	• NFBPWC 2023 May Magazine.pdf
• NFBPWC 2022 June Magazine.pdf	• NFBPWC 2023 June Magazine.pdf
• NFBPWC 2022 July Magazine.pdf	• NFBPWC 2023 July Magazine.pdf
• NFBPWC 2022 August Magazine.pdf	• NFBPWC 2023 August Magazine.pdf
• NFBPWC 2022 September Magazine.pdf	• NFBPWC 2023 September Magazine.pdf
• NFBPWC 2022 October Magazine.pdf	• NFBPWC 2023 October Magazine.pdf
• NFBPWC 2022 November Magazine.pdf	• NFBPWC 2023 November Magazine.pdf
• NFBPWC 2022 December Magazine.pdf	• NFBPWC 2023 December Magazine.pdf

2021 NFBPWC NEWSLETTERS

• NFBPWC 2021 January Newsletter.pdf	• NFBPWC 2021 April Newsletter.pdf	• NFBPWC 2021 July Newsletter.pdf	• NFBPWC 2021 October Newsletter.pdf
• NFBPWC 2021 February Newsletter.pdf	• NFBPWC 2021 May Newsletter.pdf	• NFBPWC 2021 August Newsletter.pdf	• NFBPWC 2021 November Newsletter.pdf
• NFBPWC 2021 March Newsletter.pdf	• NFBPWC 2021 June Newsletter.pdf	• NFBPWC 2021 September Newsletter.pdf	• NFBPWC 2021 December Newsletter.pdf

Events Calendar

National Events

April 1 and 15, 2024

1st and 3rd Mondays of the Month

5:00 pm PDT / 8:00 pm EDT

Membership Committee Meeting

Email for info: VPMembership@NFBPWC.org

April 10, 2024

2nd Wednesdays of the Month

4:00 pm PDT / 7:00 pm EDT

"Pitch Like a Pro," hosted by NFBPWC Entrepreneur & Small Business Committee Meeting (Open to the Public)

Register at: <https://nfbpwc.wildapricot.org/event-5266589>

April 11, 2024

2nd Thursdays of the Month

4:00 pm PDT / 7:00 pm EDT

Advocacy Committee Meeting (BPW Members Only)

Register at: <https://nfbpwc.wildapricot.org/event-5484864>

April 22, 2024

4:30 pm PDT / 7:30 pm EDT

"Earth Day Café," hosted by NFBPWC Environment & Sustainable Development Committee Meeting (BPW Members Only)

Register at: <https://nfbpwc.wildapricot.org/event-5592088>

April 27, 2024

8:45 am CDT to 4:00 pm CDT

Heart of a Woman 2024 in Partnership with Houston Methodist Hospital.

Everyone welcome, hybrid. Accreditation available for eligible medical personnel.

Register at: <https://www.nfbpwc.org/event-5687048>

2nd Monday of the Month

Period Poverty Meeting - Health Committee Meeting

Email for info: Health@NFBPWC.org

2nd Tuesday of the Month

4:00 pm PDT / 7:00 pm EDT

Young BPW Committee Meeting (Young BPW Members Only)

1st Wednesdays of the Month

2:00 pm PDT / 5:00 pm EDT

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

Email for info: DigitalTraining@NFBPWC.org

4th Thursdays of every other Month

4:00 pm PDT / 7:00 pm EDT

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

Last Thursday of Every Other Month

Connecting NFBPWC Committees

2:00 pm PDT / 5:00 pm EDT

Hosted by Young BPW Chair, Emily VanVleck

2nd and 4th Fridays of the Month

8:30 am PDT / 11:30 am EDT

L3 Committee Meeting

Email for info: L3Chair@NFBPWC.org

Mark Your Calendar

May 8, 2024

2nd Wednesdays of the Month

4:00 pm PDT / 7:00 pm EDT

"Claim Your Genius: Find & Use Your Business Superpowers," hosted by NFBPWC Entrepreneur & Small Business Committee Meeting (Open to the Public)

Register at: <https://nfbpwc.wildapricot.org/event-5266590>

Regional Events

April 2024 California Monthly Meetings

More info: [NFBPWC California Federation](#)

April 10, 2024

4:00 pm PDT / 7:00 pm EDT

NFBPWC Virtual Club Meeting (Open to All BPW Members)

More info: [NFBPWC Virtual Club](#)

April 18, 2024

3rd Thursdays of the Month

5:00 pm PDT / 8:00 pm EDT

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

More info: [NFBPWC North Carolina](#)

April 21, 2024

4:00 pm PDT / 7:00 pm EDT

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

More info: [Pennsylvania Affiliate Chapter](#)



NFBPWC Biennial Conference

July 18, 2024 to July 21, 2024

Hosted by NFBPWC Pennsylvania

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

Developing the business, professional and leadership potential of women.

Our Mission

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

Objectives

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

Theme for 2022-2024

Cultivate Connections, Create Community

Focus Issue for 2022-2024

Women on the Move

Contacting your NFBPWC Executive Committee (2022-2024):

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

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

Standing Committees:

Advocacy, Daneene Monroe Rusnak, NFBPWC Virtual
 Bylaw and Resolutions, Trudy Waldrop, 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

Renewal, Transformation, and Growth

Each season brings us a new perspective. Spring, for me, has always been a time of renewal, transformation, and growth. All the seeds of information and empowerment that were planted through the winter months are ready to sprout. NFBPWC leaders work tirelessly to bring our membership engaging and intriguing content throughout the year with a

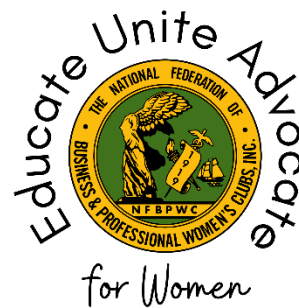
focus on learning more in the downtime of the winter months. Our online meetings continue to attract new people and ideas. NFBPWC members utilize the darker times of the year to discover ways to improve themselves both personally and professionally and prepare for growth as the season changes to summer. Our organization has offered these opportunities for over 5 years, as we had already adopted the online meeting platform long before many organizations when the pandemic hit in 2020.

Our event, Global Collaboration to Tackle Period Poverty, at this year's United Nations 68th Commission on the Status of Women (CSW) garnered more than 100 participants, over 70 people attended in-person. Congratulations to Young BPW Executive, Emily VanVleck, on a successful event and a huge amount of appreciation for all her hard work. A special thank you to BPW Canada, specifically Karin Gorgerat, for partnering with NFBPWC for this year's event. Addition thanks to BPW Canada for including Past National President Sandra Thompson and President Megan Shellman-Rickard to receive delegate passes to the United Nations for this year's CSW event. Congratulations to our Young BPW member, Djenabou Bah, for presenting on behalf of BPW International's Young BPWs. NFBPWC had great representation at this year's CSW event, and we look forward to including even more members in 2025!

Upcoming events for the National organization are not quite slowing down yet. In the month of April we have "Pitch Like a Pro" presented by the Entrepreneur and Small Business Committee on April 10th (<https://www.nfbpwc.org/event-5266589>), "Earth Day Café" celebrating Earth Day presented by the Environment and Sustainable Development Committee on April 22nd (<https://www.nfbpwc.org/event-5592088>), and the annual Heart of a Woman Conference in partnership with the Houston Methodist Hospital and the Health Committee on April 27th (<https://www.nfbpwc.org/event-5687048>). Please take a moment to check your schedule and participate as a member. Supporting our committees and the hard work put into these events only serves to strengthen our organization now and in the future.

Our organization has the propensity to inspire, empower, and connect members as we work together for gender equity. We can nurture our connections by starting with compassion, grace, and active listening. Members of this organization motivate others by finding a path in BPW that makes this community a vibrant part of their lives. A simple spark of an idea can turn into an international project, a national initiative, or an influential local program. As business and professional women, we can nurture each other's ideas and potential while acknowledging our limitations. Our network connects us to phenomenal people and unique opportunities. We have a community of members on which we can rely for both expertise on subjects and ears to listen.

Let us take a moment as we celebrate Earth Day, and this beautiful world in which we live, to remember that all of the members of this organization do their part to make a difference. We offer a community to each other, one in which we can find solace and solutions. And let us not forget to be kind and accepting of each member's journey in this organization as we endure these extraordinary moments of history (and herstory).



Please remember, you have an opportunity to provide constructive input and to find your own unique path in this organization. This is a chance to develop your potential, and that of NFBPWC, in a safe and welcoming space. Please continue to bring your ideas, projects, and your own light forward. Let us celebrate our successes as individuals and as an organization!

NFBPWC is living our theme for this biennium: Cultivate Connections, Create Community. Sending personal wishes of celebration, health, and progress around the globe!

Kind Regards,

Megan Shellman-Rickard
NBPWC President (2020-2024)

1st Vice President Membership News

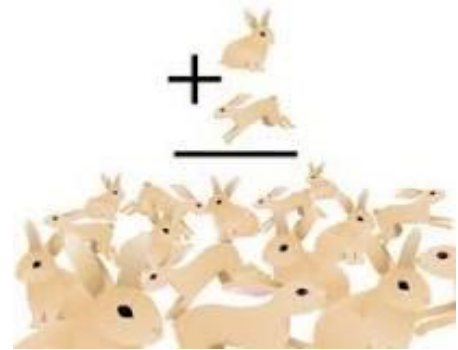


By: Kathy Kelly
1st Vice President of Membership,
NFBPWC (2021-2024)

Happy Springtime!

What do BPW and Easter Bunnies have in common?

We're multiplying like rabbits!



WELCOME NEW AND RENEWING MEMBERS IN MARCH!

			SPONSOR
Renew	Margaret Kotzalas	Momentum - Maryland	
New	Christina Tomacic	Colorado - Boulder	Barb Flood
New	Sarah Beukelman	Colorado - Denver	
New	Amy King Allegra	Pennsylvania	Dr. Twila Wynn
New	Lorraine Dixon	Pennsylvania	Ella McElwee
New	Paula Himes	Pennsylvania	Ella McElwee
New	Celina Nemec	Pennsylvania	Ella McElwee
New	Tisa L. Vincent	Pennsylvania	Ella McElwee
New	Kara Jones	Virtual - Washington	Daneene Monroe Rusnak
New	Helen Yang	Colorado - Boulder	
New	Gail Parle	Cali - Sacramento	Katherine Winan
New	Angela Pao-Johnson	Cali - East LA Montebello	Linda Wilson

We are on track to **Double or More in '24**. Since January 1, NFBPWC has welcomed 46 new members toward our 2024 goal of 200.

Congratulations to **Dr. Ella McElwee** of BPW Pennsylvania for bringing in four new members, and **Dr. Twila Wynn** of BPW Pennsylvania with three. Both have enough new members now for one of the **new BPW Bling pins** – arriving shortly!

Do you love it? Want one? Be sure you're getting credit for new member referrals! We will list sponsors in the e-magazine each month.

We've also launched our Donation Gifts - **BPW Bling!** Please see our page on the website donation page, or email Kathy Kelly at vpmembership@nfbpwc.org with your order.

Suggested donation (includes shipping, minimum order of 5 or more please):



\$10 each (classic gold NFBPWC, pin clasp)

\$20 each (New BPW bling pin, magnetic clasp)

\$25 each (NFBPWC scarf)

The National Membership Committee meets on the first and third Mondays of each month, holidays excluded. **In April we will meet on the 1st and 15th.** We welcome all members to join us and learn more about the tools and events NFBPWC offers that can support your club to "Double or More in '24!"

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

Member Spotlight



Kara LC Jones (CAIC, CRMT, BA)

I'm white, American born, cisgender woman with Italian heritage, and though I know all the curse words in Italian, truly, I only speak English. Since 1996, I've been in a monogamous, heterosexual commitment with a cisgender man who is Black and German. (Truth be told, I also know a few curse words in German, too.) We live in a community we were lovingly introduced to by a friend on Vashon Island, Washington.

My biggest grief experiences came with the deaths of three babies at birth. I'm a mom who has living and dead children, mom in a blended family, and now a grandma, too.

My continued exploration of grief comes in around chronic illness. I have multiple chronic illness diagnoses (ME/CFS, PCOS, MCAS), though some of what is happening with my health is still a mystery. Given the state of our healthcare system here in America, I'm not entirely sure the root cause will ever be found. Anxiety and depression are part of my experiences at times, too, as the mystery part of being chronically alive can get to me. For the most part, I pass as abled which has both advantages and disadvantages.

I'm a Certified Appreciative Inquiry and Whole Systems Coach, and a graduate of Carnegie Mellon University, holding double degrees in Literary and Cultural Theory and Creative Writing. I also have a minor degree from Chatham College in Early Childhood Development. I interned for three years at Family Communications (FCI) on production of Mister Rogers Neighborhood. I have authored several books including Mrs. Duck and the

Woman, Flash Of Life, and 1000 Permissions Granted. I have contributed to publications such as They Were Still Born, Journal of Family Social Work, Living With Grief, Elegy, and more. For more see either GriefAndCreativity.com or CreativeGriefStudio.com.

What year did you join BPW?

2024

WHY did you join BPW?

Well my very best, very first friend ever Daneene Monroe Rusnak introduced me to BPW and invited me to speak at a JDEI meeting on my creative grief heARTwork around raising grief literacy for individuals but also as a cultural imperative. It was a lovely Zoom meet up, and Sher and Daneene both encouraged me to check out more about BPW. And here we are.

HOW has BPW helped your career and personal lifestyle?

Learning the history of the organization going back to 1919, it's heartening to think of all the women who've come before me unfolding the paths I've been able walk in my GenX iteration! I'm looking forward to learning more about the different programs and goals of BPW currently happening.

What wisdom can you pass on to other members?

One of the things that I keep seeing in the past few years is how much unprocessed grief and trauma we are enduring as individuals, all the way up to the socio-cultural level. It feels similar to me to seeing the unprocessed grief I saw when I was young in the WWII survivor generation of our family when they were all still alive. Today it feels like seeing a mirror of that unprocessed grief in my grandchildren as they are urged to "get back to normal" and "get back in the classroom in person" as quickly as possible without a lot of processing around the realities that they are sick over and over again. Not much has changed in infrastructure to protect them. But they have to get on with it. I keep seeing videos and social media posts from people my age or my childrens' ages saying things feel "off" or they've not been able to "go back to normal" and they wonder if they are alone in it. I am encountering more and more newly disabled people everyday who can no longer work the way they once did and question how to continue on with very little support. I see new videos every single day from people saying their work is no longer meaningful, they can barely make the ends meet, they don't understand why they are "failing."

As I witness all this, my inner monologue is naming it grief, grief, grief; not individual failing, but collective experience of systems failure. Grief shakes our sense of identity, our priorities even in things like the work we used to hold dear, our faith even. Because the grief we are all experiencing is unnamed, it hasn't even begun to be processed. So much of what we are experiencing, personally and collectively, is grief. But our grief literacy levels in this world are not great. I would say the wisdom I have to share is this: if you feel any level of what I'm describing here, please know you are not alone. This is the reaction humans are meant to have in the face of loss. We are meant to re-making meaning. We are meant to question. We are allowed to be creative in the face of grief. Being creative is more than artmaking or dancing. It is an approach to life. It is an approach to living in the face of loss and on-going humanness.

How does BPW benefit by having you as a member?

It struck me in the JDEI session that maybe talking about raising our grief literacy skills on a larger platform for women would be a beneficial thing to do for all of us. So many of us are carrying around the role of holding the grief for ourselves, our families, our workplaces. We need more support in doing that, in fortifying our grief literacy skills, in being with each other individually and collectively in grief support. It seemed maybe with your focus areas on advocacy as well as health and wellness, maybe there would be a good match here.

List any social media handles you'd like us to tag you with.

IG:

<https://www.instagram.com/griefandcreativity/>

<https://www.instagram.com/creativegriefstudio/>

Threads:

<https://www.threads.net/@griefandcreativity>

<https://www.threads.net/@creativegriefstudio>

LinkedIn:

<https://www.linkedin.com/in/griefandcreativity/>

<https://www.linkedin.com/company/creative-grief-studio>

FB:

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

2nd Vice President Advocacy Report

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

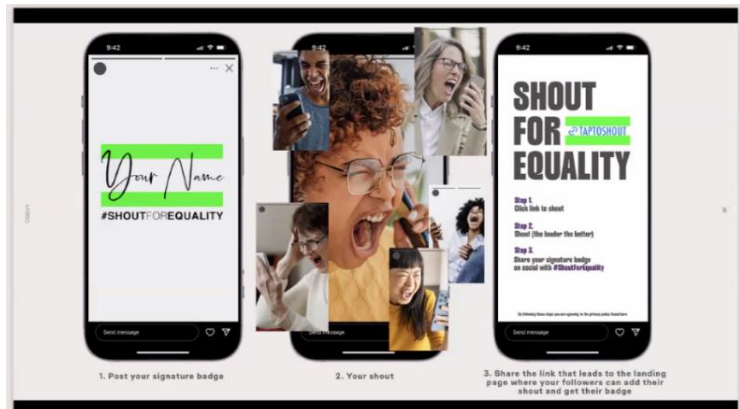
#ShoutForEquality

Thanks to a brand-new technology developed by the ad agency Ogilvy, ERA Coalition has introduced the Shout for Equality campaign to help increase the number of signatures received for the Sign4ERA initiative.

This innovative approach is bubbling with “viral” potential and that is exactly what we’re all hoping for.



Stay tuned for more details on how we, as NFBPWC members and friends, can show our support en masse. To learn more about the campaign, visit www.shoutforequality.com.



HERstory On Broadway!

Opening night on Broadway for *Suffs* the musical will be on April 18th at the Music Box Theatre. Written by Shaina Taub and co-produced by Malala Yousafzai and Hillary Clinton, *Suffs* (the name that suffragists called themselves), is set in 1913 when support for the 19th Amendment is gaining traction. View the [Suffs website](#) to learn more about this amazing production.





**The Equal Rights Amendment
Get Educated, Agitated, and Activated – It's time to Publish!**

The Equal Rights Amendment (ERA) was first introduced in Congress in 1923, three years after the 19th Amendment giving women the right to vote. Congress took almost fifty years to adopt it in 1972, and the states took almost as long to ratify it. In January 2020, Virginia became the final state needed to ratify the amendment, and it is still not published! Time to get educated, agitated, and activated to get it across the finished line.

FIRST TAKE THE QUIZ – What do you already know? <https://bit.ly/49H2mLu>

Confirm your answers. Watch the webinar. Read the articles.

Latest Webinar (2023): What's up with the Equal Rights Amendment (54 min.) <bit.ly/3UPIGGd>

Article: The Equal Rights Amendment Explained: <bit.ly/48uow2m>

Article: The History of the Equal Rights Amendment: <bit.ly/3la540c>

Article: The Equal Rights Amendment is a Comprehensive Fix That Can Save Roe <https://bit.ly/3TBCUJk>

Movies – Host a viewing party and talk about what you learned.

Amazon Prime (2016) (90 min.)	EQUAL MEANS EQUAL offers an unflinching look at how women are treated in the United States today. Examining both real-life stories and precedent-setting legal cases inform and influence seemingly disparate issues, from workplace harassment to domestic violence, rape and sexual assault to the foster care system, and the healthcare conglomerate to the judicial system. Explaining the urgency of ratifying the Equal Rights Amendment. Received Best US Documentary Audience Award in 2015. Also available as a short at: https://vimeo.com/condemnedtoequal/equality (2019) (30 min.)
Netflix (2022) (24 min.)	History 101 Episode 17: Feminism. Feminism has ushered in sweeping changes to society, securing rights for women around the world. This episode also includes The ERA and highlights how much farther as a society we have to go until everyone would be treated equal under the law.

Great Resource About the ERA

Shout out to Virtual Chapter member Kathy Telban who, as a part of ERA-OH, helped to create an excellent ERA flyer with a self-test and loads of resources as a part of their Women’s History Month initiatives. [View that creation here.](#)

Are you ready to “Get Educated, Agitated, and Activated?”

Discharge Petition Update

Representative Rep. Thomas R. Suozzi [D-NY-3] added his signature to HJ Res 25 on March 22, **so we now have 210 signatures** on the discharge petition. **Only 8 more are needed!** Please continue to spread the word and encourage other representatives to sign.

Are you curious to know which legislators have signed the discharge petition and which legislators we still need to encourage? [You can check this list to see who the current signatories are.](#)

Here’s some suggested verbiage when connecting with your representative about the Discharge Petition for HJ Res 25=>

Suggested Verbiage for Discharge Petition Support

Share this information with folks you know who are constituents of the representatives who have not yet signed.

Reminder:

Don’t forget to use our digital advocacy platform to show your support for the [ERA](#) and [Voting Rights](#) while encouraging your MOC’s to do the same! You can complete these actions multiple times. Consider making it a weekly (or daily?????) habit. The more messages received, the more they listen.....and hopefully, take favorable action!

LGBTQ+ Team Report

By: Susan Oser, NFBPWC Advocacy Team LGBTQIA+ Lead

LGBTQ+ Icon of the Month: Dorian Corey

Why highlight?

Dorian Corey was a prominent black fashion designer in the 1970s and 80s. She was drag queen who sought to find a way to bring the drag queen style to what we know of it today: big, bold, and beautiful. She was infamously known for using feathers, beads, and sequins in her designs. As result, these designs inspired other women’s fashion that are seen as big and bold on the runway today. Her message was that it’s ok to create a story with your fashion no matter who you are and if you are performing in front of the crowd or not.



Source(s):

This trans drag ball superstar revolutionized queer fashion. She also hid a body in her closet. - <https://tinyurl.com/yfy73yiy>

Sh!t Dorian Corey Says - Paris is Burning - https://www.youtube.com/watch?v=T3CXj9_Z_mk

A Famous Drag Queen, a Mummy in the Closet, and a Baffling Mystery @atlasobscura <https://www.atlasobscura.com/articles/a-famous-drag-queen-a-mummy-in-the-closet-and-a-baffling-mystery>

Good LGBTQ+ News for April -

- ✓ 'Don't Say Gay' settlement allows Florida students and teachers discuss sexual orientation, gender ID - <https://tinyurl.com/8x9fb8cb>
- ✓ Three Years Ago, Detroit Techno Icon DJ Minx Came Out. Now, She's Living a Life She Never Thought She Could. - <https://tinyurl.com/42x32kru>
- ✓ Massive Defeat For Anti-Trans And Anti-LGBTQ+ Riders In Spending Bill As Dems Hold Firm, by @ErinInTheMorn - <https://tinyurl.com/bdheeywb>

And now for the BAD news:

- ✓ Debunked: This misleading NYT anti-trans column relies on pseudoscience - <https://www.advocate.com/transgender/nyt-trans-article-debunked>
- ✓ LGBTQ+ activists are fighting a Manhattan school district's plan to ban trans athletes - LGBTQ Nation - <https://tinyurl.com/y96ke2k>
- ✓ Southern States Pushing Forward With Bills Ending Legal Recognition For Trans People, by @ErinInTheMorn - <https://tinyurl.com/4jb5zwx9>
- ✓ Statement from The Trevor Project in response to Nex Benedict <https://www.thetrevorproject.org/blog/statement-from-the-trevor-project-in-response-to-nex-benedict/>

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.

The latest news on the Equal Rights Amendment would be with Senator Kirsten Gillibrand-D New York. She has placed into the Senate bills - SJRes 39 calling for the Archivist to publish the ERA. On March 3, she spoke at a luncheon for the need for the ERA because of its ability to protect repro rights. She was wearing the “Biden Publish the ERA” button for the second half of the luncheon.



She has shared that she is working very carefully to have President Biden instruct the Archivist to publish. Publication needs to happen ASAP to stem the flood of cases rolling back women's rights.

The Archivist is Collen Joy Shogan, and she took office on May 17, 2023. She succeeds Mr. Ferrerio upon his retirement in 2022. We need to be sending our messages to our President Biden encouraging him to tell our Archivist to sign the ERA amendment as our 28th amendment to the Constitution.

SIGN4ERA - May I encourage you AGAIN to take the time **RIGHT NOW** to sign onto this link. <http://www.sign4ERA.org> When you visit this site, there is much information given to you from the history to the current work and why it is so important to all of us.

I just received my correspondence from this group as they share the urgency of telling all our families, neighbors, coworkers to sign on. Presently there are 91,000 signatures but we need more! Lots more.

Please keep in touch with your Senators using the NFBPWC "One Click."



Marikay Shellman
Fine Artist

Monoprints and Paintings

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

MagpieAcresStudio.com

Bylaws & Resolutions Report

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

BYLAWS

Part 3

What is the difference between bylaws amendments and a bylaws revision?

Amendments

Amendments are the changes made to words or sentences, or entire paragraphs, sections or an Article in your organization's bylaws.

There is a separate Article in every organization's bylaws titled Amendments. In it are the procedures to propose a bylaws change, who can propose a change, at what meeting they will be voted upon, how many days before they are to be voted upon, to whom the proposed change goes to, and that every member must directly receive a copy of the proposed change along with the rationale.

Revision

A revision is a major change in bylaws. Preparation of a proposed revision is ordered by an organization when the amendments needed are so extensive that they warrant redo of a major portion of, or all of, the bylaws. Consideration of the committee's proposed revision requires the same notice that amendments do. Everything in the proposed revision is subject to amendment by the assembly. The amended proposal, if adopted, replaces the "old" bylaws.

Bylaw amendments can be found in Robert's Rules of Order Newly Revised sec 57, page 560.

Reminder:

Deadline to submit proposed amendment/s to the NF Bylaws is May 20, 2024

Also amendments to the Policy and Procedures Manual are due by May 20, 2024.

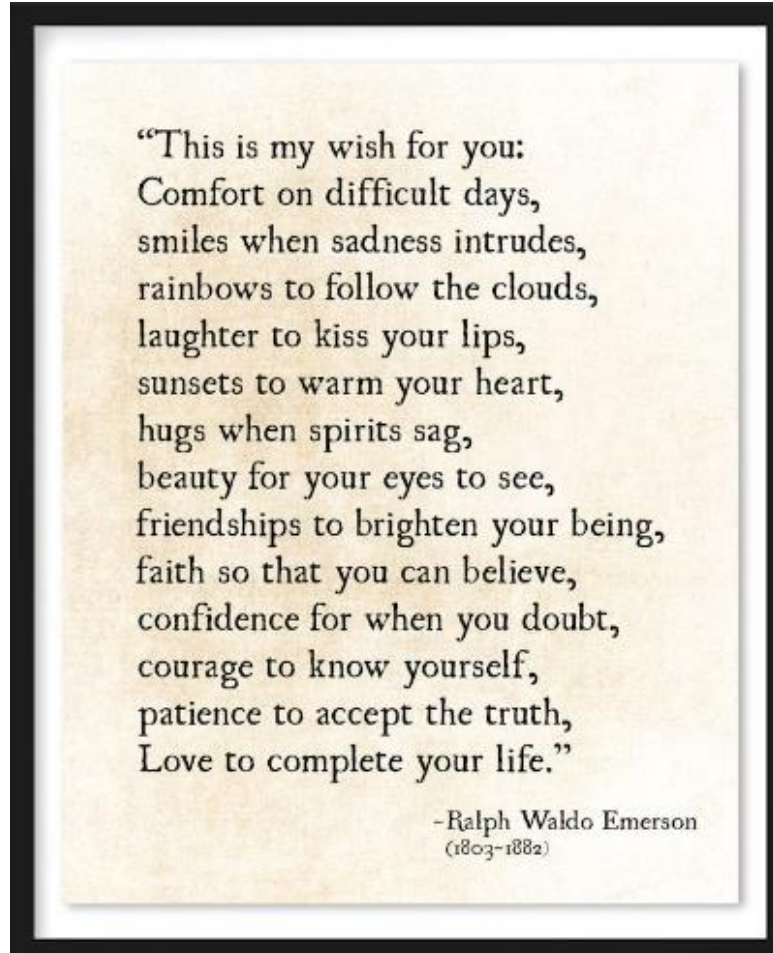
Send to the Bylaws Chair Trudy Waldroop at (ILoveBPW@yahoo.com)

From the Desk of the Secretary



By: Sondra Nunez, NFBPWC Secretary 2022-2024

On April 2, 2024, I will turn 56 years old and fulfill a lifelong dream of flying to Florence Italy on that exact date. In honor of all who are celebrating birthdays this month, I offer the following wish for you.



NFBPWC Young BPW

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

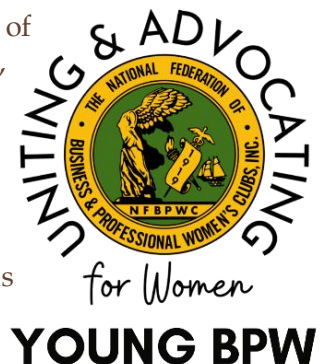
BPW members are invited to join the next NFBPWC Young BPW Meeting

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 PDT, 5PM MDT, 6PM CDT, 7PM EDT

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

I am sure you all know who Alice Paul is, but do you know much about her. She was a suffragist, feminist, and political strategist. I thought I would share a little about her since at our Biennial Meeting in July on Friday afternoon, we will be visiting her house. This trip is included in your registration. If you are like me,

you enjoy visiting old houses and finding out about the people who lived there. Especially ones who did so much to advance women's rights.

Alice Paul was the architect of some of the most outstanding political achievements on behalf of women in the 20th century. Born on January 11, 1885, to Quaker parents in Mount Laurel, New Jersey, Alice Paul dedicated her life to the single cause of securing equal rights for all.

A leader in the fight to ratify the 19th Amendment in 1920 to extend voting rights to women, Alice Paul authored the Equal Rights Amendment 1923 and spent the rest of her life fighting for its ratification to ensure the U.S. Constitution protects women and men equally.

Alice Paul attended a Quaker school in nearby Moorestown. She graduated first in her class in 1901. As Paul said years later, "When the Quakers were founded...one of their principles was, and is, equality of the sexes. So, I never had any other idea...the principle was always there." The Quaker belief that women and men were equal, something of an anomaly for the time period, undoubtedly accounts for the number of Quakers active in the fight for suffrage. Both Susan B. Anthony and Lucretia Mott, leaders of the early suffrage movement, were Quakers whom Paul admired and considered role models.

After spending some time in England, Paul returned to the United States imbued with the radicalism of the English suffrage movement and a determination to reshape and re-energize the American campaign



for women's enfranchisement. She joined the National American Women's Suffrage Association (NAWSA), one of the leading national organizations working for women's suffrage.

In 1912, Alice Paul joined her NAWSA colleagues Lucy Burns and Crystal Eastman in a move to Washington, D.C. With little funding and in true Pankhurst style, Paul and Burns quickly got to work organizing a publicity event guaranteed to gain maximum national attention. The well-matched pair designed a massive and elaborate parade for thousands of women to march up Pennsylvania Avenue on March 3, 1913, the day prior to the inaugural parade of President-elect Woodrow Wilson.

Although both NAWSA's president Carrie Chapman Catt and Alice Paul shared the goal of universal suffrage, their political strategies greatly differed. Where NAWSA concentrated a majority of its effort upon state campaigns, Paul wanted to focus all energy and funding to advance a constitutional amendment.

The divergent strategies led to tension between Alice Paul and NAWSA leadership and in 1914, after initially forming a semi-autonomous group called the Congressional Union, Paul and those who supported the strategy for a constitutional amendment severed ties to NAWSA. Two years later, in 1916, Paul and her supporters formed a new party, the National Woman's Party (NWP). The NWP moved quickly to organize public events to bring attention to their work. In 1917, the NWP organized the first public picketing in front of the White House in the nation's history. Until that moment, no one had dared to publicly protest the President of the United States in such a manner.



Called the "Silent Sentinels" because they stood quietly, not speaking or interacting with passersby, groups of women stood outside the gates of the White House, six days per week no matter the weather.

Over the course of weeks, 168 suffragists were arrested, and sent to jail or prison if they refused to pay the fines or admit guilt. While in jail, Alice and the suffragists demanded to be treated as political prisoners, in accordance with the English suffragette methodology. Officials ignored their request, leading Paul and several suffragists to begin a hunger strike. As she had experienced during her hunger strikes in England, prison officials began brutal forced feedings of the suffragists, sometimes done three times per day.

Toward the end of 1917, President Wilson, facing increased pressure and growing criticism of the suffragists' treatment in prison, reversed his position and announced his support for a suffrage amendment as a "war measure." In the following months, Wilson met with members of Amidst growing support, in 1919, members of the U.S. House of Representatives and the U.S. Senate voted to pass the 19th Amendment and sent it to the states for ratification.

THE EQUAL RIGHTS AMENDMENT

Many suffragists left public life and activism after the 19th Amendment was enacted, but Alice Paul was not among them. She believed the true battle for legally protected gender equality had yet to be won. With an eye to championing another constitutional amendment, Paul pursued and earned three law degrees (LL.B., LL.M. and D.C.L.) to better understand how legislation and laws were drafted and passed. With this knowledge, she wrote the Equal Rights Amendment (ERA) in 1923. It was introduced to Congress the same year but has yet to be ratified to the U.S. Constitution. Current efforts to ratify the ERA center upon passing legislation in both houses of Congress to remove the time limit assigned to the ratification of the ERA in 1972.

Alice Paul's life is a vibrant demonstration that one person can truly make a lasting difference. On July 9, 1977, Alice Paul died at the age of 92 in Moorestown, New Jersey, a short distance from her birthplace and family home of Paulsdale.

On the centennial of her birth in 1985, the Alice Paul Institute (API) was founded to honor her legacy and continue the fight for equality for all. Headquartered at Paulsdale, which is now a National Historic Landmark, API is dedicated to preserving Paulsdale, advancing women's history, and supporting the next generation of female leaders to develop their unique leadership style.

The Alice Paul Institute educates and encourages women and girls to be leaders in their communities and leads national advocacy efforts to advance Alice Paul's vision for constitutionally protected gender equality through the ratification of the Equal Rights Amendment.

To find out more about the Alice Paul Institute visit their website alicepaul.org.

Justice, Equity, Diversity and Inclusion Report

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

This Report covers all that this committee has done so far. The JDEI committee has met every month in 2023 with two workshops. We have had meeting and presentations in 2024 also listed below:

- February 2, 2023, Resilience: Conflict Resolution, Financial & Security in Life.
- Then we began the series of presentations using the acronym JDEI one letter at a time. We did - JUSTICE: Violence Against Women - Under the Light of Justice.
- August 28, 2023, we did - Looking at the D in Diversity - The Pillars of Diversity.
- January 11, 2024, Equity for Women in the Workplace.
- February 2, 2024, we did a workshop on Grief - No Time Limit - Stages are Phases of Acceptance and Hope.
- May 9, 2024, we plan to present our final letter in the acronym Inclusion - (to be named)
- June 4, 2024, will be our JDEI final presentation - A celebration of Committees.

Environment & Sustainable Development Committee

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

Simple Acts: Join us for Pulse of Earth Day April 22 at 5:30 MDT

The Earth Day theme this year is **Planet vs Plastic**. The risk of microplastics to everyone's health is alarming. This month's ESD article will be sharing the extensive research by [EARTHDAY.ORG](https://www.earthday.org).

"Our reliance on plastics could be the biggest gamble in the story of human health, in history. We are all ingesting and inhaling microplastics. They are everywhere. Are we just hoping they are safe, or is even the remotest possibility they might be toxic so terrifying, that we can't contemplate it?" Kathleen Rogers, President, [EARTHDAY.ORG](https://www.earthday.org)

Microplastics are a derivative of the combination of petroleum and over 10,000 chemical additives used to manufacture plastics. These tiny filaments of plastic- microplastics- are in our food (February BPW ESD newsletter article), the air we breathe, inside our homes, the water we drink, our clothes, in our soaps and toiletries, vitamin and medicine capsules, to name a few. There is a frightening in-depth study out, Babies vs Plastics, demonstrating that microplastics in babies' feces is 10 times higher than that of adults. 90% of toys are made of plastic, and baby bottles, sippy cups, utensils, clothing are all made of plastic.

Microplastics have been found to bioaccumulate in our major organs like the brain, kidney and liver, lung and heart tissue, urinary and gastrointestinal systems, and also in placentas and breast milk. Recent studies link diseases of the endocrine system and central nervous system including Autism Spectrum Disorder, Attention Deficit Hyperactivity Disorder (ADHD), Type 2 diabetes, infertility, and Parkinson's to microplastics. Microwave heating in plastic containers releases the highest level of microplastics and nano-plastics, more than 4 million microplastics into a small bowl after 3 minutes of heating.

Oil-based plastics make up 69% of the fabrics we wear, such as polyurethane, nylon, spandex. The convenience of these synthetic materials is that they dry quickly, don't need to be ironed and are water resistant. Every time we wash these synthetic textiles, they release thousands of microplastics into our water depositing 500,000 tons of microplastics into our oceans annually. Of all the plastics we hear about polluting our oceans, synthetic clothing is responsible for 35%.

While extremely harmful leads are being globally phased out, plastic production is increasing with over 390 million tons of plastic produced in 2021, doubling in the past 20 years. 99% of plastic is derived from petroleum. As we work to phase out the use of gas, oil and coal, the fossil fuel companies are rapidly increasing the production of plastics.

How do we solve this microplastic problem? "Global intervention against the plastic crisis is needed now because the costs of failure to act will be immense." Commission on Plastics and Human Health.

- 1) EARTHDAY.ORG is asking that the Global Plastics Treaty, draft completion due December 2024, to include a call for 60% reduction in plastic production by 2040. Currently this Treaty is addressing only plastic pollution.
- 2) Science and industry are developing biopolymers such as polyhydroxyalkanoates and mycelium-composite materials (grown on a mixture of sawdust and wheat bran).
- 3) Greenwashing is a term with which we are all familiar. Only 9% of plastic waste is recycled despite the plastic industry's misleading campaign that mass-scale recycling is ongoing. Because of the many different types of plastic, it is impossible to recycle plastic in one process like paper. Sorting and melting down plastic is energy intensive, emitting hazardous chemicals, using large amounts of water, and releasing microplastics directly into waterways. Recycled plastic costs more to produce than virgin plastic making it not cost effective.
- 4) Legislative action against the use of single-use plastics needs to be top of list.

Bring Back the Pollinators

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

Heather Holms, Biologist, conservationist, and Author presented an excellent discussion, **Native bee specialists, plant hosts, threats and conservation** for the Best Practices for Pollinators Summit 2024. I frantically took notes about the 6 bee families and the 20%-45% of native bees that are pollen and nectar specialists. Many of these native bee specialists use only pollen and/or nectar from one species or genus of plants, Narrow Oligolecty. Some, such as the bumblebee, are Polylecty, meaning they use pollen and /or nectar from more than 4 plant families. Heather shared a list of native plants that serve specialists throughout the season.



Plants for Native Bee Specialist throughout the seasons:

Spring

- Salix (Willow)- female uses nectar & male pollen
- Hydrophyllum (Waterleaf)
- Geranium maculatum (Wild Geranium)
- Zizia (Golden Alexanders) carrot family
- Dogwood shrubs (Cornus, Coral Red, Red Osier, Artic Fire)

Summer

- Physalis (Ground Cherry) tomatilla
- Dalea (Prairie Clover)
- Amorpha (Leadplant, False Indigo)
- Verbena, Vervain
- Lysimachia (Loosestrife) oil secreting glands attract Native Bees
- Monarda (Bergamot or Beebalm) stem nesting Native Bees
- Cirsium (Thistle) 31 of oligolectic specialists need Native Thistle
- Rudbeckia (Gray-headed or Yellow Coneflower)
- Vernonia (ironweed)
- Cucurbita (Squash, pumpkin, melon) squash bee specialists nest 5" deep- NO TILL
- Helianthus (Sunflower)

Autumn

- Bunch Grasses (Bluestem) Dianthiduum simile Native Bee nest at base
- Solidago and Euthamia (Golden rod) 3 species specific to nesting bees
- Symphotrichum Eurybia (Aster) 3 species specific to nesting bees

Leave stem stubble of asters, bergamot, and beebalm.

Plant micro-garden with native perennials inside of a container.

Plant a shrubby hedgerow.

Create a habitat to provide for birds by providing 2 trees. This will give natural pest control by attracting barn swallows and red-winged blackbirds.

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 PDT.

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



Coming Soon



Vegan Leather Purses

Visit My Art Gallery

MY PHOTOGRAPHS ARE AVAILABLE IN VARIOUS MEDIUMS, INCLUDING GALLERY WRAPS, CANVAS, METAL, GREETING CARDS, CALENDARS, CLOTHING, AND MERCHANDISE.

MY JEWELRY IS ALSO AVAILABLE ON THE WEBSITE.

SIGN UP FOR MY NEWSLETTER TO BE THE FIRST TO HEAR ABOUT NEW ARTWORK.



Rapid Response Committee Report

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

Issues that will need your attention and need to be addressed.

As Rapid Response chair, it is my job to keep my ear to the ground and eyes to the screen or otherwise on issues that I feel should not only be an issue for us personally but also for your locals to discuss or have a special educational presentation on. The following are a few that I recommend (please note that these are my opinions and do not necessarily represent NFBPWC views or advocacy platform) we all need to pay attention to...especially during this election year:

Voting Rights -

With primaries, local elections and local issues already being voted on, some places have already had issues. This will be of big concern during our key presidential election this year. There are also issues with gerrymandering and changing voting districts. Some of these have already seen court dates with more to come.

Reproductive Rights -

We have already seen in Alabama the concern of what life is defined as and how this issue affects IVF treatment. There have been calls on various fronts to block access to abortion rights, IVF, and other reproductive health care that if passed can have detrimental consequences to women's health. Reproductive Freedom is a hot issue that is bringing out the vote and should be a hot issue bringing our voices to the table.

LGBTQIA+ Issues -

The LGBTQIA+ community has become the latest political football and excuse to discriminate for no reason, other than political points from one side of the aisle. This is especially true of our transgender brothers and sisters. The recent news of Nex Benedict's tragedy and the over 300+ anti-trans legislation laws should give us pause to not only educate ourselves but also support a community that has really faced a lot within the last year.

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 or you feel have not been addressed in this article. In future articles, I'll be focusing on each of these (and any others suggested by you) for a better understanding and education of the issues.

Entrepreneur and Small Business Committee Report

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



In honor of Women's History Month, you were all invited to the March 13th program,

Share Your Story during Women's History Month

A Networking / Narrative event

"Share Your Story during Women's History Month"

was an opportunity to share highlights and insights from your personal and professional journey, and find connections by building your story.

Those who attended came away with building blocks toward the April and May programs, and a few made some surprising connections with other attendees.

Shared with permission:



I am Djenabou Bah, the Young BPW representative for the NFBPW - NYC Chapter.
I am the founder of Getaway Xpeditions, a travel agency dedicated to creating unforgettable journeys for everyone!
Through my passion for both food and travel, I aim to connect people, create lasting memories, and enrich lives—one plate and one journey at a time.
Learn more about Djenabou Bah by visiting her profile in the Member Directory.



I'm Nancy Werner.
I'm the PA Affiliate President, your 2024 National Biennial Chair and a 52-year member.
Ironton Telephone/Internet Company is one of 200 independent telephone companies in the US - started by my grandfather in 1905. With my sisters Pat Stewart (CEO) and Sonia Fink, we have the distinction of being the **only** woman-led company of its kind today.
Learn more about Nancy by visiting her profile in the Member Directory.



This is Kara LC Jones.
She's part of the Virtual Club and lives in WA state.
Pretty much 24/7 she's all about raising grief literacy skills and practices her grief+creativity heARTwork at The Creative Grief Studio."

Learn more about Kara by visiting her profile in the Member Directory.



This is Marsha Riibner-Cady. She is the NFBPWC-NC Club President and the Entrepreneur and Small Business Committee Chair. Her business is Cady CPR Solutions where she is the lead CPR and First Aid trainer.

Learn more about Marsha by visiting her profile in the Member Directory.



I'm Denise Stepanik – I am creating a new business offering tours and transportation for tourists visiting the Southwestern portion of Pennsylvania. My mission: revealing hidden gems in our area and fostering prosperity for historical, archeological, anthropological, entertainment, natural and lodging sites. Former Fed and Fayette County Employee in the Talent Management and Human Capital fields. Expert in job and competency analysis and in applying standards to determine pay comparable to other work in a similar population.

Learn more about Denise by visiting her profile in the Member Directory.



This is Barbara Bozeman. She's your Virtual Club President. Every month she's all about business (Vice Chair of the Entrepreneur & Small Business Committee) and her job is shooting dogs with her Canon.

Learn more about Barbara by visiting her profile in the Member Directory.

Be sure to visit these profiles through our Member Directory – open only to NFBPWC members.



It's never too late to participate. Contact your ESB team and we can walk you through the Share Your Story program.

Email Marsha and Barbara at:

smallbusiness@nfbpwc.org

Upcoming Programs!

Sharing Your Story is a precursor to not just one, but the next two upcoming programs.

“Pitch Like a Pro”

Creating a concise, engaging and informative delivery

Hosted by the Entrepreneur and Small Business Committee

April 10, 2024 7pm ET

and



**COMING IN MAY
2024**

THE ESB TEAM WELCOMES:

MARCY STAHL

For a special extended program:

CLAIM YOUR GENIUS –

**FIND & USE YOUR
BUSINESS SUPERPOWERS
TO STAND UP AND MOVE UP**

**May 8, 2024
7pm-8:30pm Eastern
Via Zoom**

Marcy Stahl
Business Coach for Mid-Career Women
www.marcystahl.com marcy@marcystahl.com
703.628.5465

More below about Marcy and this fabulous presentation:



CLAIM YOUR GENIUS

Entrepreneurs tend to LOVE helping clients and feel UNCERTAIN or INEPT in their marketing and sales.

One important way to simplify AND uplevel your marketing and sales – know your business superpowers and build your business on them.

In this interactive 60–75-min workshop, audience members will learn more about how their business superpowers:

- Magnetically attract your Ideal Client
- Create your unique message
- Are the foundation for unique-to-you coaching programs that stand out
- Create powerful results for your clients, so you confidently charge what you're worth.

Through facilitated exercises, discussion, and short videos, participants will see how celebrities do this. And they'll self-assess where they are on the scale of "so-so" to "superpower" marketing.



About Marcy

Business Coach for Mid-Career Women

Marcy started in tech; co-founded a government contracting firm that earned over \$1M annually; and became a business coach in 2007.

Her passion is helping women entrepreneurs share their biggest boldest self with the world. Her superpowers include seeing what's unique about each person she works with and an amazing facility with words.

Client results include:

- Tripling their income
- Raising their rates with clarity on their value-added
- Building the business they WANT to run vs. the one they started with
- Feeling more clear, confident and at peace.

Book Marcy to Speak for Your Audience

marcy@marcystahl.com

703.628.5465

www.marcystahl.com

Sign up for these and many other upcoming events by visiting the website

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/>



Marsha Riibner-Cady - Chair

Barbara Bozeman - Vice Chair

Annie Easley (April 23, 1933 - June 25, 2011)



“I just have my own attitude.

I’m out here to get the job done, and I knew I had the ability to do it, and that’s where my focus was.”

ANNIE EASLEY

Computer Scientist

In 1955, Easley began her career as a “human computer,” doing computations for researchers. This involved analyzing problems and doing calculations by hand. Her earliest work involved running simulations for the newly planned Plum Brook Reactor Facility. When hired, she was one of only four African-American employees at the Lab. In a 2001 interview she said that she had never set out to be a pioneer. “I just have my own attitude. I’m out here to get the job done, and I knew I had the ability to do it, and that’s where my focus was.” Even in the face of discrimination, she persevered. “My head is not in the sand. But my thing is, if I can’t work with you, I will work around you. I was not about to be [so] discouraged that I’d walk away. That may be a solution for some people, but it’s not mine.”

(excerpt from <https://www1.grc.nasa.gov/glenn-history/hall-of-fame/biographies/annie-easley/>)

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



Engage with NFBPWC on Social Media

 <p>Organization Page: https://www.facebook.com/NatlFedBPWC/</p>	 <p>https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg</p>
 <p>Group Page https://www.facebook.com/NatlFedBPWC/</p>	
 <p>Organization Page https://www.linkedin.com/company/nfbpwc</p>	 <p>https://www.instagram.com/nfbpwc_usa/</p>

April Highlights in US Women’s History

April Highlights in US Women’s History

- April 2, 1931 - 17-year-old Jackie Mitchell, the second woman to play baseball in the all-male minor leagues, pitches an exhibition game against the N.Y. Yankees and strikes out both Babe Ruth and Lou Gehrig. The next day, the Baseball Commissioner voided her contract, claiming baseball was too strenuous for women. The ban was not overturned until 1992
- April 5, 1911 - 100,000 to 500,000 people march in New York City to attend the funeral of seven unidentified victims of the Triangle Shirtwaist Company fire in late March

- April 7, 1805 – Sacagawea begins helping the Lewis and Clark Expedition as an interpreter
- April 7, 1987 – Opening of the National Museum of Women in the Arts in Washington, D.C., the first museum devoted to women artists
- April 9, 1939 – Marian Anderson sings an Easter Sunday concert for more than 75,000 at Lincoln Memorial
- April 13, 1933 – Ruth Bryan Owen is the first woman to represent the U.S. as a foreign minister when she is appointed as envoy to Denmark
- April 16, 1912 – Harriet Quimby becomes the first woman to fly an airplane across the English Channel
- April 19, 1977 – Fifteen women in the House of Representatives form the Congressional Caucus for Women’s Issues
- April 22 – Earth Day, honor Rachel Carson today, a woman who changed America and greatly influenced the environmental movement with her revolutionary book, Silent Spring
- April 23 – Barbara Johns Day in Virginia. Barbara Johns as a high school led a walk out to of Moton High School in Farmville, Virginia, to protest unequal conditions. Hers was one of the cases that led to the 1954 Brown v. Board of Education Supreme Court decision that called for integration of public schools.
- April 26, 1777 – American Revolution heroine Sybil Ludington, 16 years old, rides 40 miles on horseback in the middle of the night to warn the American militia that the British were invading
- April 28, 1993 – First “Take Our Daughters to Work” Day, sponsored by the Ms. Foundation, in 2003 it became “Take Our Daughters and Sons to Work” Day



JACKIE MITCHELL

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

United Nations Report



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



RE: Oral Statement during the CSW68 General Discussion, Widows for Peace Through Democracy. Margaret Owen, President, read by Susan O'Malley, UN Representative IFBPW

19 March 2024, UN Conference Room 4

If we are serious about reducing poverty, we must address the extreme poverty of uncounted millions of the world’s widows, since it is their poverty that is a root cause of extending and expanding poverty down through the generations, impacting negatively on their children’s futures. Extreme poverty and inequalities are the fuel of conflicts and instability and frustrate efforts towards peace. Armed conflicts cause women to suffer most, especially those who are widowed.

There is no hope of achieving the SDGS, if we continue to ignore the status of widows. Widowhood is the most neglected of human rights and gender issues and has rarely been mentioned in the CSW Agreed Conclusions.

(Currently Rev 2 for CSW68 does mention widows with “single, divorced women” on page 25!) Widows are of all ages, from child widows to young mothers, and elderly grandmothers; (we must dispel the myth that widows are mainly elderly women, supported lovingly by their families). Especially in the global south and in conflict-afflicted countries, widows remain uncounted and their voices unheard. Nor is attention paid to uncounted “half-widows” (the wives of the missing, or forcibly disappeared) whose lives may be even more wretched than those of formal widows, since there is no closure for them; they live in legal limbo.

The number of widows worldwide is increasing exponentially, due to unsolved armed conflicts, genocides, civil wars, terrorism, natural disasters, the earlier mortality of males over females, and the fact that many women are married to older men. Also, COVID 19 created many more widows since the pandemic tended to kill more men than women. It is essential that data on widows is disaggregated to include “age” and “marital status”.

Member States need to work with widows’ associations to register widows, record their circumstances and needs, ensure that they are given social protections, such as pensions, shelter, food, and that their children are educated, and that they enjoy support for their societal roles, including representation in relevant decision-making bodies.

Across a wide spectrum of cultures, religions, ethnicities, especially in South Asia, Africa and the Middle East, widows’ lives are determined not by modern domestic laws, nor international ones, but by deeply enshrined patriarchal interpretations of religion and customs.

These dehumanize and stigmatize widows, and deny them their basic human rights to inheritance, land and property ownership, access to credit, to mobility, and decent employment. They may be subjected to appalling harmful traditional practices. Widows are often “chased off” from their homesteads, if not forced into marriage with the dead husband’s brother. They may be subject to the sexual torture of “ritual cleansing”, and if elderly, may be stoned to death as witches. Impoverished widows, made homeless, are vulnerable to many forms of economic and sexual exploitation, abandoned without the education or training to obtain decent work.

Research has shown that their poverty is a key driver of widows’ withdrawing their daughters from school, giving, or selling them into child marriage to older men or into the clutches of traffickers. These young girls are fated to become child widows, vulnerable to further exploitation and abuse.

The 2030 agenda speaks about leaving no women “left behind”. But millions of uncounted widows, of all ages, as well as “half widows” are left behind. **I have been trying to get widowhood on the agenda of the CSW for over 30 years since our first international workshop on widows at the 1995 Beijing Fourth World Women’s Conference. The good news is that two years ago the GA adopted a Resolution on Addressing the Situation of Widows, Res.76 but will it be implemented? Not unless there is funding for widows’ NGOs so they may take advantage of this Resolution and urge accountability from their governments.**

Surely the desperate poverty faced by widows is a call to the Human Rights Council to appoint a Special Rapporteur on Widowhood, and for UN Women to establish a special desk for this scandalously neglected aspect of the feminization of poverty. This indifference cannot continue.

International Relations Chair Report



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

A huge thank you to our Canadian BPW Sisters for allowing me to be a part of their delegation to the United Nations for the Commission on the Status of Women. It was certainly a busy and exciting week.

I had the privilege to attend several Parallel and Side events. The side events were held inside the United Nations and parallel events in various venues outside the UN. I also, attend virtually a Town Hall meeting with the Secretary General, Antonio Guterres. He is from Portugal.



I attended our Parallel Event on Global Collaboration to Tackle Period Poverty which was co-sponsored with our Canadian BPW Sisters.

We had a wonderful turnout. Emily VanVleck did an outstanding job in introducing the subject and guiding the panel. Hopefully you were able to attend. It will be available on our website soon.

I also attended an event put on by the International BPW Young BPWs. The title of their event was The Role of Entrepreneurs/Professional in Addressing Poverty and Empowering Women.



One of the speakers was our own Djenabou Bah who has started her own Travel Agency.

Besides these two I attended several others which were most informative. I encourage you all to attend either in person or virtually next year. There are two weeks of many wonderful events. All of the online events are free. It is a great experience.

State Federation & Clubs News

NFBPWC Arizona

Leadership Team:

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

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

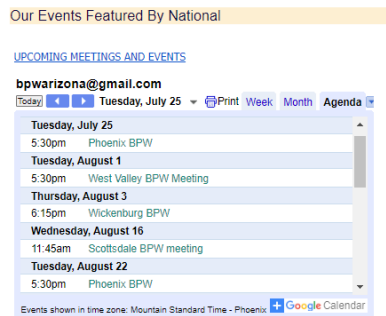


Connect on Facebook at: <https://www.facebook.com/ArizonaBPW/>

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

Arizona Clubs are located in:

Arizona (state leadership)	West Valley
Phoenix	Wickenburg
Scottsdale	



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

In Honor of Women’s History Month, CFBPW was awarded Proclamation from City of Fremont Mayor honoring CFBPW

Honorable Lily Mae, Mayor of city of Fremont in Alameda County awarded the proclamation to Maria DeSousa, President CFBPW. The recommendation was made by CFBPW fall 2023 keynote speaker, Fremont council member, Teresa Cox who was impressed by the dedication of CFBPW to women and family.



California Winter Board and Public Policy Conference

California Winter Board and Public Policy Conference was held on Friday, February 23rd followed by Public Policy meeting on Friday afternoon and Saturday, February 24th at the Courtyard by Marriott, 2100 Empire Ave., Burbank and via Zoom. The program was a great success with exceptional speaker presentations.



BPW California North District

- Berkeley BPW Berkeley BPW's met Monday, February 26, 2024 7:00 P.M. via Zoom. Nominations chair was appointed.
- Berkeley BPW's next meeting will be Monday, March 25, 2024, at 6:00 P.M. via Zoom. Contact President *Patricia Daniels*, padmybgpd@aol.com for the Zoom link and information on future programs.
- The leadership Conference organized by Berkeley member, Manjul Batra in collaboration with NFBPWC was a great hit and success.
- Downtown Sacramento BPW's met Tuesday, March 12th from noon-1:15 P.M. via Zoom. The program was their Annual Meeting with election of officers for 2024-25.
- Downtown Sacramento BPW will meet Tuesday, April 9th from noon-1:15 P.M. via Zoom. Program: Program Planning. Contact judybell9a@comcast.net or 916.961.0316 to get the Zoom link. Deadline for reservation is April 5th. Contact President Katherine at jkw@gbis.com for additional information.
- Chico BPW meets the 4th Saturday of the month. Their next meeting will be Saturday, April 27th at noon.

Sierra Mar District

- Sierra Mar BPW District's Annual Conference with Election of Officers for 2024-25 will be Saturday, April 20th from 9:00 A.M. to 2:30 P.M. at St. Paul's Lutheran Church, 2009 S, Garfield Avenue, Monterey Park, CA. T
- The speakers will include:
 - Cynthia Cannady, the Chair of the Natural Resources Committee of the League of Women Voters – Pasadena Area,
 - Kathy Berlin speaking on "The Ten Actions that Local Governments Can Take to Reduce Greenhouse Gas Emissions."
 - Sierra Mar Young Professional for 2024 Elizabeth Anne Marie Mitchell.

Monterey Park Mayor Thomas Wong speaking on "Monterey Park's Response to the Star Ballroom Tragedy".

- East Los Angeles-Montebello BPW's March 26th program will feature Marjory Hopper, CFBPW Program/Projects Chair, giving a special program on women for Women's History Month entitled "Unusual Facts About Women in History."
- East Los Angeles-Montebello BPW's Tuesday, April 23rd program will feature Denise Monookian Hagopian talking on the Armenian Genocide with Election of officers for 2024-25. The meeting will start at 4:30 P.M. for networking and 5:00 P.M. for dinner and program at Marie Callendar's Restaurant in Monterey Park. Reservations need to be made by contacting President Linda at (626) 307-5650 or lindalwilson@juno.com.
- El Monte BPW will meet Monday, April 2nd at 11:30 A.M. at Annia's Kitchen, 4233 Santa Anita Avenue, El Monte. Contact Mavis mavishansen12@twc.com for more information and to make a reservation.

Valley Sunset BPW District

- Valley Sunset BPW District's Annual Conference will be Saturday, May 1st 9:30 A.M. registration and 10:00 A.M. meeting at Palm Garden Hotel, 495 N. Ventu Park Road, Newbury Park, CA 91320. Conejo Valley BPW members are planning the program. Contact President Rosemary renzer3335@aol.com for more information.
- Burbank BPW will meet April 11th at 6:00 P.M. via Zoom. Contact President Diane mydependencylawyer@gmail.com for the link.
- **Conejo Valley BPW met Thursday, March 7th at 6:00 P.M.** with dinner at Pickles Deli, 1940 Newbury Road, Newbury Park, CA 91320. The program was "Women Promoting Women."
- **Conejo Valley BPW will meet Thursday, April 4th at 6:00 P.M.** Contact Lydia Steadman LLDSteadman@sbcglobal.net or (818) 889-4953 to make a reservation and for more information.

NFBPWC Colorado Federation

Executive Committee 2023-2025:

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

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

By: Evie Hudak, BPW Colorado – President



Equal Pay

Equal Pay Day in Colorado came so early this year – March 12 – that we weren't prepared to celebrate it! Colorado reduced its gender wage gap 3 times faster than the rest of the U.S. since 2021, jumping from the 21st smallest gender wage gap to the 6th smallest gender wage gap among the 50 states. BPW Colorado had joined a large coalition of women's organizations back in 2021 to support the passage of Colorado's Equal Pay for Equal Work Act (EPEWA), and it is now paying off – literally!

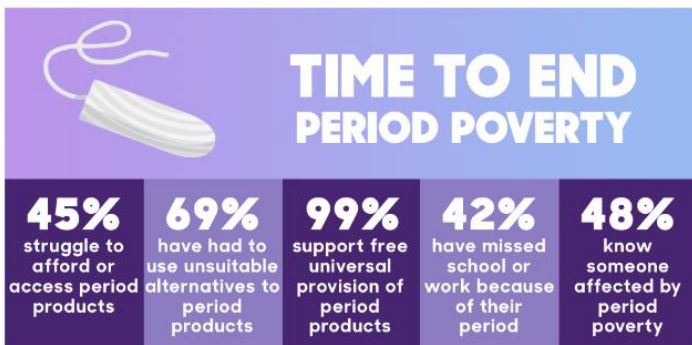
Colorado women now earn 87 cents on a man’s dollar. While that is still not fully equitable, it had been in the 70s seemingly forever. While some pundits attribute the improvement to the recovery of the job market after the pandemic, the truth is that the EPEWA made the difference; it requires employers to announce, post, or otherwise make known all job opportunities. Its success is largely due to it following in the footsteps of other legislation we supported, Colorado’s 2019 Equal Pay for Equal Work Act, which requires full transparency about wages, provides enforcement of pay inequities by the Colorado Department of Labor and Employment, and allows employees to receive up to 6 months of back pay when they are proven to have been underpaid.

Advocacy on Current State Legislation

BPW Colorado’s Legislative Bills Subcommittee continues its diligence considering bills that are going through the Legislature and working with the Colorado Women’s Lobby to advocate on key bills. So far, BPW has taken positions on 84 bills! Here is a summary:

- Under Economic Equity & Justice - 35 bills
- Under Health Equity & Justice - 12 bills
- Under Human Rights - 36 bills

We have decided that our focus bill of the year is House Bill 24-1164, **Free Menstrual Products to Students**. This bill requires school districts to provide free menstrual products in their girls’ or gender-neutral bathrooms in 25% of schools with students in grades 6-12 by June 2025, increasing by 25% each year until all school bathrooms serving students in grades 6-12 provide these products.



NFBPWC Colorado Federation has 4 affiliate chapters:

- BPW Boulder
- BPW Denver
- BPW Northwest Metro
- BPW Colorado Virtual

NFBPWC Michigan Federation

Executive Committee 2023:

- Shirley Zeller President
- Susan Oser Vice President, Membership
- Amy Courter Vice President, Advocacy
- Sue Murphy Treasurer

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



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

By: Shirley Zeller, President, NFBPWC Michigan Federation and Chair of the Cancer Board of Overseers of the Michigan BPW

Welcome to Michigan!!!

We never know how much BPW impacts our lives. We had a long-time member in the Upper Peninsula of Michigan who has left a major impact on the lives of Michigan BPW members. Her name was Sarah Hawes. Most of the current members do not even remember her membership in BPW. A few years ago, BPW/Michigan was notified by Sarah Hawes Trust executor of her estate, that she had left a significant amount of money to the state BPW. That significant amount was approximately \$80,000.

We then formed a committee to determine the best avenue of investing/using the money to benefit our BPW members. We set up two scholarships amount – the first for \$500 for use by a local organization to increase visibility of BPW in their area – the second for \$300 for an individual, supported by their local organization, to further their education and assist in increasing visibility of BPW. A grant can be used by the local or individual one time during the year. These grants have impacted our locals and individual members in various ways.

We also used the Trust to make sure all of our members can take advantage of being members of the NFBPWC and the IFBPWC. The impact of this action is yet to be determined and will be discussed again at the state convention of the Michigan members in May 2024.

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

NC had an exciting meeting on March 21, 2024. We reviewed and revised our bylaws. Thanks goes out to the members in attendance who contributed to the revision. As soon as some logos are added the bylaws will be sent to NFBPWC bylaws committee for approval then put on our NFBPWC-NC page on the website.

During the bylaws revision we determined that Varnell has been fulfilling the role as VP of Advocacy. We apologize for our lack of attention to detail and have corrected this on our Executive Committee list. Thank you Varnell for your willingness to serve.

News around the state of NC and beyond...

Varnell has experienced several losses in her family in the past month. Our hearts go out to her and her extended family.

Jo has accepted a position in PA that will start in July. Congratulations!

Barbara is still camping in her driveway; we wish her well as she continues her floor finishing saga.

Another member has had some medical issues and we wish her a continued and speedy recovery.

Marsha finally found dresses acceptable for her son's wedding and rehearsal dinner. She will be visiting a seamstress in a nudist colony for alterations. More on that story as it unfolds.

We are 5 strong attending the general assembly in PA. That is ½ of our members. NC challenges all state clubs to send ½ or more of their members to PA!

All are invited to attend any of our meetings on the third Thursday of the month at 8 pm Eastern by registering online at www.nfbpwc.org or contact Marsha at 252-423-0819 (text is ok) or nfbpwcnc@gmail.com

Pennsylvania Affiliate Chapter

Leadership Team 2023-2024:

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

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



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

By: Cathy Collins, President

📣📣📣 ATTENTION! ATTENTION! 📣📣📣

Register for the 2024 Biennial Conference

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 is the Conference hotel and the adjacent Element hotel can also be used for housing. Conference registration and hotel reservations can now be made on the nfbpwc.org website. Nancy Werner serves as Conference Chair. We are looking forward to welcoming members to Pennsylvania in July 2024.

Our focus this year is on increasing membership. In January we welcomed new member Denis Stepanik. In February we welcomed another new member Linda Martin. In March we welcomed five new members - Amy Allegra, Loraine Dixon, Paula Hines, Celina Nemec, and Tisa Vincent.

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 attended the BPW/PA Board Meeting held on March 2, 2024, in State College, PA. I was able to present a report on the PA Affiliate Chapter and provided information about the Biennial Conference. Additionally, we plan to have a vendor table at the BPW/PA State Convention (June 6-9, 2024) where we will promote PA Affiliate Chapter Membership.

MEMBER RECOGNITION AND PARTICIPATION:

Our Member Carole Turk, sponsored a program on the Equal Rights Amendment on March 21, 2024, via Zoom. Carole serves as the Legislation Chair for District 10 of the BPW/PA heritage organization. Her guest speaker was our own Nancy Werner. Nancy was very informative and generated participation from the group. Her presentation was amazing and enjoyed by those present. PA Affiliate Chapter Members were invited to attend. Nine of our members attended. They included Terry Miller, Carole Turk, Donna Weinstein, Cathy Collins, Laura Whetstone, Ginny Bailey, Denice Robinson, Emily Holgash, and Program presenter Nancy Werner.

Four of our members, Nancy Werner, Lilly Gioia, Twila Wynn, and Cathy Collins, attended the program "The Benefits of Belonging" What to know about BPW International. The program was sponsored by the NFBPWC Virtual Chapter via Zoom on March 20, 2024. Bessie Hironimus, Past National Secretary, Past BPW International Executive Secretary, was the program presenter. Her presentation was informative and provided insights into our membership with BPW International.

Lilly Gioia, PA Affiliate Chapter Legislation/Advocacy Chair continues to provide members with the latest legislation information. Lilly is a member of the NFBPWC Advocacy Committee and attends monthly Meetings as part of the NFBPWC Advocacy team. She has also been a member of the Period Poverty Committee since its inception. Lilly assisted the Chairperson with arrangements for the United Nations March Commission on the Status of Women special program on Period Poverty. PA Affiliate Chapter members Lilly Gioia and Cathy Collins attended the Zoom presentation.

Lilly continues to provide a monthly report on Legislative issues affecting women. Her report is published monthly in the NFBPWC Newsletter and follows my President's report.

PA Affiliate Chapter 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.

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.

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 April 21, 2024, at 7:00 pm. via Zoom. Susan Oser, NFBPWC Advocacy Team LGBTQIA+ Lead and member of Michigan BPW, is scheduled as the guest speaker at this meeting.

Pennsylvania Advocacy Report

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

*** CONTENTS ***

- Pennsylvania Election Threats Security Task Force
- What is E.M.T.A.L.A. & Why Should You Care on 4/24/24?
- Starbucks Stops Opposing Its Barista Union
- America's Richest Men Want Courts to Make Unions Illegal
- Over-the-Counter Birth Control
- Federal Right to Contraception Act v. Life at Conception Act

Following Gov. Josh Shapiro establishing a Pennsylvania Election Threats Security Task Force to combat misinformation and voter intimidation, PA State Police Commissioner Christopher Paris and PA Secretary of State Al Schmidt discussed with County Commissioners how each department is preparing for the upcoming elections. According to a Government Executive 2/26/24 report, officials across state and local government, including elections officials, have received all manner of abuse including insults, harassment, threats and physical attacks. There are ongoing worries about cybersecurity, ransomware attacks and the role artificial intelligence could play.

At winter meetings for both the National Association of Secretaries of State and the National Association of State Election Directors in Washington, D.C., officials from the Cybersecurity and Infrastructure Security Agency (CISA) and Postal Inspection Service shared their plans to help state and local officials. Tim Langan, executive director for the FBI's Criminal, Cyber, Response & Services Branch, said there are "myriad types of threats" facing elections, including cyberattacks and foreign influence campaigns. Many attacks revolve around stealing voters' personal information, he added. Cybersecurity company CrowdStrike said disruptions are more likely to come from nation states looking to sow discord rather than attack systems. Cybersecurity risks are lower for election equipment as it typically is not connected to the internet, but election workers should still be vigilant for information being hacked and leaked online, especially through phishing attacks. With a retiring elections

workforce and fewer people willing to step up, Langan said the FBI is devoting lots of “energy, resources and focus” on the 2024 elections in a bid to stay ahead of any threats, especially against polling places. Mail-in voting will also be critical, said Brendan Donahue, assistant inspector in charge at the U.S. Postal Inspection Service. The United States Postal Service delivered 135 million ballots to and from voters in 2020 and another 54 million in 2022.

A conservative group with ties to a Wisconsin billionaire donor backing former President Donald Trump, sued Pennsylvania for denying access to voter lists, according to a 3/4/24 WVIA report. The voter lists include names, gender, dates of birth, party affiliation, home and mailing addresses, polling places and each time a voter voted. In a statement the Pennsylvania Department of State called the suit, “without merit,” asserting the Department’s “duty to protect the private information of voters.” Pennsylvania’s Commonwealth Court agreed that the Department of State could deny the lists. “We do not believe that Pennsylvanians should be required to sacrifice their right to privacy in order to exercise their fundamental right to vote,” the Department of State reiterated.

The last day to register for the Pennsylvania Primary Election is April 8, 2024. The last day to apply for a mail-in ballot is April 16, 2024. The last day for County Boards of Election to receive mail-in or absentee ballots [must be received by 8 PM] is ELECTION DAY April 23, 2024. To minimize the likelihood that an eligible registered voter will make a mistake casting their mail-in ballot, Pennsylvania Secretary of State Al Schmidt announced a redesign of the Mail-in Ballot Envelope. The Shapiro administration announced the mail-in ballot redesign in November 2023 to be rolled out for the April Primary election, according to a 3/5/24 Capital Star report. The design has revised the language about how to fill out and return a mail-in ballot.

There is a more easily identifiable secrecy envelope on a yellow background and coloring to make it easier to tell the difference between the inner and outer envelope. Rejected mail-in ballots accounted for about 3% of the 597,000 mail ballots cast in the 2023 Primary election, but that meant thousands of votes were disqualified due to small errors. “Our hope is that these new materials will better assist voters in making sure their completed mail ballot packet is filled out correctly and can be counted,” Secretary Schmidt said.

WHAT IS “E.M.T.A.L.A.” & WHY SHOULD YOU CARE ON APRIL 24TH ?

The EMERGENCY MEDICAL TREATMENT & LABOR ACT, enacted by Congress in 1986, (EMTALA) requires hospitals across the country to guarantee all patients a standard of emergency care, regardless of whether they have insurance or can pay. The law, which was passed to address concerns that hospitals were failing to screen, treat or correctly transfer patients, applies to any hospital that receives Medicare funding and has an emergency department – most hospitals in the United States. Hospitals that violate the law can face consequences including fines and exclusion from further Medicare funding. The law does not mention abortion or name specific treatments for any emergency medical condition. But soon after the Supreme Court overturned the national right to abortion in June 2022, the Biden administration issued a memorandum saying that EMTALA applies in cases where abortion is necessary to stabilize a patient. If an abortion is the stabilizing treatment necessary to resolve an emergency condition, the physician must provide that treatment, the Biden memorandum said. In such a situation, a “state law is pre-empted.”

According to a 1/18/24 New York Times report, Idaho Attorney General Raul Labrador maintains that Idaho’s abortion ban does not violate EMTALA because it requires that emergency departments stabilize both a pregnant woman and an “unborn child.” When the U.S. Supreme Court agreed to hear Idaho v. United States on April 24th, AG Labrador said, “The federal government has been wrong from Day 1. Federal law does not pre-empt Idaho’s Defense of Life Act. In fact, EMTALA and Idaho’s law share the same goal: to save the lives of all women and their unborn children.” The Alliance Defending Freedom (ADF) – a far-right extremist legal organization – is representing the state of Idaho and its legislature.

The National Women’s Law Center filed complaints against two hospitals in Missouri and Kansas for denying an abortion to Mylissa Farmer, whose water broke at 17 weeks’ gestation, less than halfway through the pregnancy. At each hospital doctors told Ms. Farmer that the fetus would not survive because she had lost her amniotic fluid and that if her pregnancy wasn’t aborted, she could develop a severe infection and even lose her uterus. But because the fetus still had cardiac activity, the doctors would not abort the pregnancy. She had to

travel to Illinois for an abortion. The Missouri and Kansas hospitals were found in “violation of the EMTALA protections that were designed to protect patients” like Ms. Farmer.

The Idaho case now before the Supreme Court was initiated by the Biden administration. The Justice Department filed suit in August 2022 claiming that Idaho’s abortion ban violated EMTALA because it makes exceptions only for abortions “necessary to prevent the death of the pregnant woman,” but not to address threats to a woman’s health. Some providers could withhold care based on a well-founded fear of criminal prosecution under Idaho’s Defense of Life Act.

Senator Patty Murray (D/WA) held a January 2024 hearing where abortion rights advocates addressed EMTALA. Murray said her state has seen an increase in patients seeking abortions, especially from neighboring Idaho, one of 14 states with near-total abortion bans. Dr. Serina Floyd, Planned Parenthood Chief Medical Officer, denounced the Republican-led attack on EMTALA that grants the right to emergency abortion care, regardless of state bans. “The fact that you would deny someone emergency care that could save their life makes no sense,” Dr. Floyd said. According to a 2/26/24 Center for American Progress report, multiple amicus briefs submitted by medical professionals and emergency care physicians have told the Supreme Court of grave long-term consequences for denial of emergency room abortion. They include severe sepsis requiring leg amputation, uncontrollable uterine hemorrhage requiring hysterectomy, kidney failure requiring lifelong dialysis, hypoxic brain injury and permanent fertility issues.

Idaho is in the midst of a maternal care crisis with a maternal mortality rate that has more than doubled from 18.1 deaths per 100,000 births in 2018 to 40.1 deaths per 100,000 births in 2021. This crisis in maternal care is exacerbated by the fact that Idaho maternity wards have shut down citing the abortion ban as the primary reason. The lack of facilities is compounded by the exodus of OB-GYNs, according to a Center for American Progress report. The Court’s *Roe v. Wade* ruling spurred a mass exodus of OB-GYNs as scores of pregnant women across the country are turned away from hospitals for urgently needed medical care. The outcome of *Idaho v. United States* will extend to every state, regardless of whether abortion is legal. The outcome of *Idaho v. United States* extends to every pregnant woman, medical provider and EMTALA-certified facility in the United States. Even though, in *Dobbs*, the Supreme Court majority “[left] the question of abortion for the people and their elected representatives in the democratic process, a decision in *Idaho v. United States* will affect every state, even where voters have fought to ensure that abortion is legal.

STARBUCKS STOPS OPPOSING ITS BARISTAS’ UNION:

“We wanted Starbucks to actually be the company they always said they were,” said Starbucks barista Michelle Eisen who’s worked at the Buffalo outlet that was first to vote to go union back in 2021. In a 2/27/24 joint announcement released by both Starbucks and Workers United, the baristas’ union that is part of SEIU, the company agreed “to begin discussions on a foundational framework designed to achieve...collective bargaining agreements for represented stores and partners.” A 2/28/24 American Prospect report called this a “historic breakthrough,” the “single most important breakthrough American workers have achieved in a very long time.” “Our initial reaction was shock,” Eisen said. “And then tears—lot of tears, of disbelief and then relief.” To demonstrate its good faith to understandably skeptical workers, the company also agreed to let them receive credit card tipping and also receive the back pay from raises and benefits the company had given to all its employees, except those in outlets that had voted to unionize.

In December 2023 the National Labor Relations Board (NLRB) argued that Starbucks had closed stores because employees engaged in union activities or to discourage employees from doing so. The NLRB also asked a judge to order 23 stores to be reopened and employees to be compensated for lost earnings or benefits and for other costs they incurred as a result of the closures. According to a 12/3/23 New York Times report, the labor board issued more than 100 complaints covering hundreds of accusations of illegal behavior by Starbucks, including threats or retaliation against workers involved in union activity and a failure to bargain in good faith. A 2/6/24 HuffPost report said new labor board filings claimed Starbucks recently gave unionized workers smaller raises than nonunion workers, withheld new benefits offered to other employees like faster vacation accrual and scheduling improvements. NLRB offices have filed more than 125 complaints against Starbucks covering over 400 alleged unfair labor practices including illegally firing union supporters, interrogating and surveilling

employees, making unlawful threats and refusing to bargain with the union. Starbucks Workers United has roughly 10,000 members.

Harold Meyerson writing in the American Prospect, speculated that what's changed is that "unions are more popular today than they've been in 60 years, and young workers – a description that covers the vast majority of the company's baristas – are overwhelmingly pro-union. Meyerson noted that as "big business managed to steadily weaken the New Deal's social contract, private-sector union growth ceased, the middle class shrank, and stratospheric levels of economic inequality came to define today's American economy." The United Auto Workers union has just invested \$40 million in a campaign to organize the country's non-union auto and battery plants. The number of American workers who went on strike last year increased 141 percent over 2022 to 539,000. That includes 160,000 actors who walked off the job in the SAG-AFTRA strike. Work stoppages also went up from 433 in 2022 to 470 in 2023, according to the HuffPost.

AMERICA'S RICHEST MEN WANT COURTS TO MAKE UNIONS ILLEGAL:

Elon Musk's SpaceX, Jeff Bezos's Amazon and the Albrecht family's Trader Joe's, have all asked federal courts to declare the core functions of the National Labor Relations Act (NLRA) 'unconstitutional.' A 2/22/24 American Prospect headline read: "Today lawyers for Elon Musk's SpaceX and Jeff Bezos's Amazon say the court erred in 1937 by letting workers have rights on the job." SpaceX filed a lawsuit supported by the Federalist Society and other conservative groups, against the NLRB in response to a board complaint that SpaceX fired workers in retaliation for writing a letter over concerns about Musk's behavior. Amazon's suit charges the NLRB proceedings deny the company a trial by a jury and violate Amazon's due-process rights under the Fifth Amendment. Musk and Bezos would prefer federal courts hear cases directly. That would guarantee by the time lawsuits reach the bench, organizing campaigns have become a dim memory. With union approval rating at its highest level in 60 years and the rise of union organizing campaigns threatening corporate profits, Bezos and Musk lawsuits are bold attempts to reverse court rulings of the 1930s and the way American labor law has operated for nearly 90 years. Given the deep hatred that Justice Sam Alito holds toward unions, corporate bosses may hope that Alito can persuade enough of his colleagues to toss the NLRA altogether, as he did with *Roe v. Wade*, the American Prospect reported.

William Gould IV, professor of law, emeritus at Stanford Law School and chairman of the NLRB from 1994 to 1998 said, "This would raise havoc with the effective administration of labor law in our country which is designed to be for the benefit of workers and the collective bargaining process." Trader Joe's lawsuit against the union Trader Joe's United, was thrown out by a California judge, according to a 2/26/24 report in The Guardian. With cases headed to the Supreme Court, Professor Gould warned that the court's conservative make-up and recent decisions and opinions from some of the court's most rightwing judges are threats to unions. "This is a court that is hostile to unions, working people," Gould said. Seth Goldstein, a labor attorney representing Trader Joe's United, said, "Firms are really using everything they have to try to stop the new organizing movement. I think that there are some dark forces here trying to stop the emerging organizing movement by perhaps throwing out the National Labor Relations Act,.....because they know they are losing the union elections and more young people, genZ and millennials, are attracted to unionizing." Goldstein told the Washington Post that this trend was "very frightening." Many tycoons were furious when the NLRA was passed in 1935, but the Supreme Court clearly upheld the legality of the board in a 1937 case," a 2/22/24 American Prospect report said. A 2/26/24 Guardian report by Michael Sainato said "a multi-pronged legal attack under way by Elon Musk, large corporations, business groups and anti-union litigators threatens to 'raise havoc' with U.S. labor law and hobble a resurgent labor movement."

OVER-THE-COUNTER BIRTH CONTROL:

Opill, the first over-the-counter birth control pill approved in the United States, should soon be available in stores and online, according to manufacturer Perrigo. The company has not disclosed how much it will cost, but Opill is already approved for sale without a prescription. How this could work with pharmacists prescribing is, a patient can go in and grab Opill off the shelf. They can take it back to the pharmacy counter, give the pharmacist their health insurance card and the pharmacy can then write a prescription for it. Then it can be covered by the person's insurance, Michelle Long, senior policy analyst at nonprofit Kaiser Family Foundation,

said. “If the person walks into their pharmacy, grabs Opill off the shelf, goes up to the self-checkout and checks out with all their other stuff, it’s not going to be covered by insurance because it doesn’t have the prescription attached to it,” Long added.

Opill uses only the hormone progestin. CNN 1/12/24 reported among states, policies can look drastically different; 18 allow access for patients of all ages, but some have restrictions around minors requesting pharmacist-prescribed contraception. “Since pharmacists have all of these other responsibilities that they’re doing, they will usually charge a consultation fee for the time it takes to prescribe if they have to conduct a patient assessment and evaluation, and they might have to take a patient’s blood pressure, Long said. The fee may range somewhere between \$30 and \$50. About 71% of women, ages 18-44 report interest in pharmacy-based contraception according to a study published in 2023 in the Journal of Women’s Health. “As of right now, insurance plans typically must cover contraception with a prescription, except in a handful of states. But, in general, there’s no federal law that says they have to cover Opill without a prescription,” Long said. In states where pharmacists are allowed to prescribe birth control, patients might be able to get that coverage. Health insurance plans are not required to cover the over-the-counter medication.

Employer health insurance-covered birth control came into effect under the Affordable Care Act (ACA) often called Obamacare, since 2010. That all changed during the summer of 2020 when the U.S. Supreme Court upheld Trump-era regulations granting employers broad rights to deny their female workers no-cost coverage for birth control by claiming religious and moral objections under the 2014 *Burwell v. Hobby Lobby Stores* ruling. As a result, as many as 126,000 Pennsylvania women lost coverage for free birth control through workplace health plans. Rep. Leanne Krueger (D/Delaware County) introduced legislation in the Pennsylvania General Assembly that would expand access to birth control in the commonwealth. The bill HB1140, required insurers in Pennsylvania to provide coverage for contraception. Rep. Krueger said her “Expanding Access to Contraceptives” bill could help at least 2.5 million women in Pennsylvania who depend on coverage funded by their employers for access to affordable, effective contraceptives. “Contraception is health care, and employers should not be permitted to decide what medical care a woman has the right to receive.”

FEDERAL RIGHT TO CONTRACEPTION ACT:

One month after the Supreme Court struck down the right to an abortion, Democrats, who then controlled the House, passed a bill to ensure access to contraception nationwide. The bill protected the right to purchase and use contraception without government restriction. The 194 Republicans who voted against the Right to Contraception Act claimed they supported contraception in practice, but considered the bill a gateway to allowing abortion, according to a 2/26/24 New York Times report by Annie Karni. A new national poll of 1,800 people conducted in February 2024 by Americans for Contraception, found that most voters across the political spectrum believe their access to birth control is actively at risk. Three out of five voters living in states where abortion has been banned or restricted, said they were concerned that contraception is next.

The National Women’s Law Center administers the CoverHer hotline for navigating if an insurer may be incorrectly billing for contraception. Some patients reported having difficulty accessing certain newer approved forms of contraception or accessing alternative products that may have fewer side effects, according to a 2/22/24 Roll Call report. In January 2024 the Biden administration issued guidance to health insurance companies outlining ways insurers could come into compliance with coverage regulations. The House Oversight Committee has found that plans routinely violate the 2010 ACA health care law by refusing to cover certain products, imposing administrative hurdles like prior authorizations, requiring patient cost-sharing. “Insurers are mandated under the Affordable Care Act to cover FDA-approved contraception, but that doesn’t stop them from consistently looking for loopholes to get out of this requirement,” said Senator Tina Smith (D/MN). “When patients are prescribed birth control by their doctor, they shouldn’t get told their medication is not covered by insurance. Plans need to comply with federal law.” In 2022 the then House Oversight & Reform Committee released a report looking at 34 types of contraception commonly excluded from plans’ coverage, Roll Call reported.

ARE EMBRYOS PEOPLE WITH CONSTITUTIONAL RIGHTS?

Republicans' reacted to an Alabama Supreme Court ruling on in vitro fertilization. House Speaker Mike Johnson joined a growing chorus of Republicans claiming they support in vitro fertilization treatments. But like many of the other House Republicans now saying they back unrestricted I.V.F., Mr. Johnson is a co-sponsor of the Life at Conception Act, which recognizes a fertilized egg as a person with equal protection under the 14th Amendment. The Life at Conception Act states that the term "human being" includes "all stages of life, including the moment of fertilization" and does not include any exceptions for I.V.F. and fertility treatments. Johnson has sponsored legislation that would ban abortion nationwide at all stages of pregnancy, establishing a "right to life" for fertilized eggs that supersedes women's rights according to an 11/16/23 Guardian report.

His sweeping antagonism to abortion rights has extended to several kinds of birth control such as IUDs, implants and many birth control pills. In his career as a lawyer for the Alliance Defending Freedom, (ADF) he argued that the most popular kinds of hormonal birth control, and those that are controlled by women, are equivalent to abortion and should therefore be banned. The Guardian also reported that in light of his aggressively misogynist and anti-gay views on public policy, he has condemned no-fault divorce, which allowed women to initiate divorce or to exit marriages without having to prove either infidelity or abuse in a court. "Johnson says without having to prove either infidelity or abuse in a court, that women's freedom to leave marriages, along with their freedom to elect out of motherhood when they choose, is responsible for mass shootings," the Guardian also reported. Like many Republicans, Johnson favors a national ban on abortion which he calls a "holocaust."

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 2023-2025:

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 Welcomes Our Newest Members, who joined in February and March

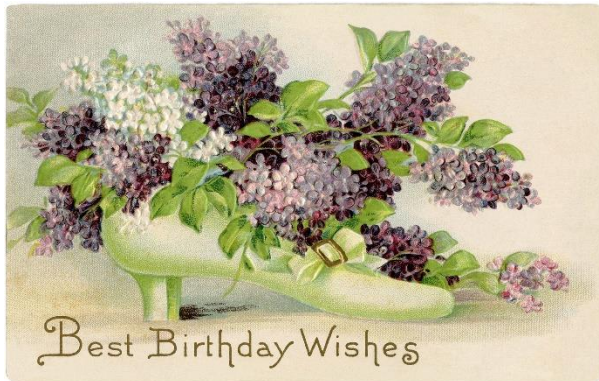
February: Bridget Hildebrandt (Student)
 Summer Pan
 Charmin Jacobs
 Josephine Rhonor
 Alicia Hannon
 Kayla Marthaler
 Greta Davis

March: Kara Jones



~~~~  
**Our Members with March Birthdays:**

Pam Rich - March 7<sup>th</sup>  
Michele Guarino - March 10<sup>th</sup>  
Cyndi McCabe - March 11<sup>th</sup>  
Greta Davis - March 11<sup>th</sup>  
Erica Weitman - March 19<sup>th</sup>



**Our Members with April Birthdays:**

Amber Farley - April 14  
Josephine Rhonor - April 22<sup>nd</sup>

~~~~  
Virtual Chapter welcomed Bessie Hironimus to the March meeting.



**“The Benefits of Belonging”
WHAT TO KNOW ABOUT
BPW
INTERNATIONAL**

The Virtual Club welcomes

Bessie Hironimus



Past National President (2010-2012),
Past BPW International Executive Secretary
for an informative program, conversation, and insights into
BPW International, Governance
and the Benefits of Belonging

Join us on Wednesday, March 20th at 8pm Eastern

Her program was a wonderful event and very well received by the attendees. Bessie joined us from California where she is a member of Downtown Sacramento BPW.

Special thanks to Sandy Thompson, our International Liaison, (from Burbank BPW) for introducing Bessie and to Sher Singh for her comments as well. Sher is a member of Downtown Sacramento BPW and serves on the BPW International Board as the Standing Chair for Arts & Culture.

Virtual Chapter has some exciting plans for our monthly programming between now and the Biennial Conference in July.

Watch the Events Page and your inbox for information about upcoming programs.

Virtual Chapter programs are scheduled for the third Wednesday of the month and meet at 8pm EDT via Zoom. Registration for all Virtual Chapter programs/ meetings is available on the NFBPWC website.

Our next meeting will be **April 17th**.

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 May Magazine is Wednesday, April 24th at 7:00 pm Eastern Time

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

@VestaBluestudio

Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

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

Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

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

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

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

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

Economic Equity and Justice

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

Health Equity and Justice

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

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

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



NFBPWC
MEMBERSHIP

A BROAD RANGE
OF BENEFITS



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

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

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

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

Our NFBPWC Heritage



Dr. Lena Madessin 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.