Empowered Women
EMPOWER OTHER WOMEN
# In This Issue

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Events</td>
<td>2</td>
</tr>
<tr>
<td>About NFBPWC</td>
<td>3</td>
</tr>
<tr>
<td>President’s Message – Megan Shellman-Rickard</td>
<td>4</td>
</tr>
<tr>
<td>Membership News – Kathy Kelly</td>
<td>5</td>
</tr>
<tr>
<td>Advocacy Report – Daneene Rusnak</td>
<td>8</td>
</tr>
<tr>
<td>NFBPWC Proposed 2024-2026 Advocacy Platform</td>
<td>8</td>
</tr>
<tr>
<td>Lena Madesin Phillips Distinguished Member Award</td>
<td>10</td>
</tr>
<tr>
<td>LGBTQ+ Team Report – Susan Oser</td>
<td>11</td>
</tr>
<tr>
<td>ERA Team Report – Nancy Werner</td>
<td>12</td>
</tr>
<tr>
<td>Bylaws &amp; Resolutions Report</td>
<td>12</td>
</tr>
<tr>
<td>NFBPWC Proposed Bylaws Amendments and Policies and Procedures</td>
<td>13</td>
</tr>
<tr>
<td>Secretary Report – Sondra Nunez</td>
<td>14</td>
</tr>
<tr>
<td>Young BPW – Emily VanVleck</td>
<td>16</td>
</tr>
<tr>
<td>Immediate Past President Report – Sandra Thompson</td>
<td>17</td>
</tr>
<tr>
<td>Environment Report – Susan E. Oser</td>
<td>17</td>
</tr>
<tr>
<td>Bring Back the Pollinators – Marikay Shellman</td>
<td>19</td>
</tr>
<tr>
<td>Nominations Report – Candidates for 2024-2026 Term</td>
<td>20</td>
</tr>
<tr>
<td>Rapid Response Committee – Susan E. Oser</td>
<td>23</td>
</tr>
<tr>
<td>Small Business Committee – Marsha Ribner-Cady</td>
<td>24</td>
</tr>
<tr>
<td>Women on the Move Committee – Nermin K. Ahmad</td>
<td>26</td>
</tr>
<tr>
<td>Public Relations Committee – Suzette Cotto</td>
<td>27</td>
</tr>
<tr>
<td>International Relations Report – Sandra Thompson</td>
<td>27</td>
</tr>
<tr>
<td>Justice, Diversity, Equity &amp; Inclusion Report</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>NFBPWC Arizona</td>
<td>30</td>
</tr>
<tr>
<td>NFBPWC California Federation</td>
<td>30</td>
</tr>
<tr>
<td>NFBPWC Colorado Federation</td>
<td>32</td>
</tr>
<tr>
<td>NFBPWC Michigan Federation</td>
<td>33</td>
</tr>
<tr>
<td>NFBPWC New York City</td>
<td>34</td>
</tr>
<tr>
<td>NFBPWC North Carolina</td>
<td>35</td>
</tr>
<tr>
<td>Pennsylvania Affiliate Chapter</td>
<td>36</td>
</tr>
<tr>
<td>PA Advocacy Report – Lilly Gioia</td>
<td>38</td>
</tr>
<tr>
<td>NFBPWC Texas Affiliate</td>
<td>42</td>
</tr>
<tr>
<td>NFBPWC Virtual Club</td>
<td>42</td>
</tr>
<tr>
<td>Virtual Club</td>
<td>NFBPWC Benefits</td>
</tr>
<tr>
<td>NFBPWC Washington Affiliate</td>
<td>46</td>
</tr>
<tr>
<td>Advertising Opportunities with NFBPWC</td>
<td>47</td>
</tr>
<tr>
<td>NFBPWC Advocacy Platform</td>
<td>49</td>
</tr>
<tr>
<td>Benefits of Connecting with NFBPWC</td>
<td>50</td>
</tr>
</tbody>
</table>

Submission Deadline for the August Magazine is Thursday, July 25th at 7:00 pm Eastern Time

Previous Issues of our e-Magazine can be found on our website at: [Magazine Archives](https://www.nfbpwc.org/magazine-archives)
Events Calendar

National Events

**July 10, 2024**

2nd **Wednesdays of the Month**
4:00 pm PDT / 7:00 pm EDT
“Casual Wednesday” Open Forum and Social Event
NFBPWC Entrepreneur & Small Business Committee Meeting (Open to the Public)
Register at: [https://nfbpwc.wildapricot.org/event-5420761](https://nfbpwc.wildapricot.org/event-5420761)

**July 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-5485132](https://nfbpwc.wildapricot.org/event-5485132)

1st and 3rd **Mondays of the Month**
5:00 pm PDT / 8:00 pm EDT
Membership Committee Meeting
Email for info: [VPMembership@NFBPWC.org](mailto:VPMembership@NFBPWC.org)

2nd **Monday of the Month**
Period Poverty Meeting - Health Committee Meeting
Email for info: [Health@NFBPWC.org](mailto: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](mailto: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

Regional Events

**July 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](https://nfbpwc.wildapricot.org/event-5485132)

**July 29, 2024**

4:00 pm PDT / 7:00 pm EDT
NFBPWC / Pennsylvania Monthly Club Meeting (Open to All BPW Members)
More info: [Pennsylvania Affiliate Chapter](https://nfbpwc.wildapricot.org/event-5485132)

NFBPWC Biennial Conference

**July 18, 2024 to July 21, 2024**
Hosted by NFBPWC Pennsylvania
More Info: [2024_NFBPWC_BiennialConference: Equality Has No Deadline](https://nfbpwc.wildapricot.org/event-5485132)
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

Standing Committees:
Advocacy, Daneene Monroe Rusnak, NFBPWC Virtual
Bylaw and Resolutions, Trudy Waldroop, California
Environment & Sustainable Development, Marikay Shellman, Colorado
Finance, Open
Health, Keri Hess Laursen, California
International Liaison, Sandy Thompson, California
Justice, Equity, Diversity and Inclusion, Sher Singh, California
Legacy Fund, Deborah Fischer, Colorado
Lifelong, Leadership & Learning, Jane Taff, California
Membership, Kathy Kelly, Colorado
Mentoring, Valentina Solarin, NFBPWC Virtual
Nominations, Manjul Batra, California
Public Relations, Suzette Cotto, NFBPWC Virtual
Rapid Response, Sue E. Oser, Michigan
Small Business, Marsha Ribner-Cady, North Carolina
Women on the Move, Nermin Ahmad, NYC

Special Committees/Taskforces:
Digital Training, Teressa Gehrke, BPW Colorado
Gender Based Violence, Veera Mahajan, California
Marketing, National Team
Magazine/Newsletter, Michele Guarino, NFBPWC Virtual
Military Affiliated Women, Alice Gallop West, North Carolina
Social Media, Suzette Cotto, NFBPWC Virtual
United Nations, Susan O’Malley, NYC
Website, Kemi Oyebade, NFBPWC Virtual
President’s Message

Gratitude, Community, and Connections

As I end my term as President, I would like to express my humble appreciation to every member of NFBPWC for trusting me with the opportunity to serve you as a leader of this organization for two terms. I have had the honor of serving as Vice President of Membership under two incredible National Presidents, Elizabeth Benham and Sandra Thompson. Both women worked with me to understand the intricacies of BPW and inspired me to be a leader in service to our organization and its members. I have served alongside two phenomenal Executive Committees over the past four years, and I am extremely proud of what we have been able to accomplish for NFBPWC.

Thank you to every member who dedicated time and experience as a Chair, a Taskforce Chair, or a Special Chair. Our organization thrives when we have full participation at the National level, and we have been fortunate to have inspirational leaders in these positions. The goals and aspirations of our members were boldly realized due to the commitment of these committees. Our success can be celebrated by all of us! We truly have cultivated connections and created a community in which business and professional women can thrive through education, advocacy, and unity.

NFBPWC exhibits the idea that collectively, our influence is stronger. We can accomplish more by raising our voices together and the women of today need to hear us. The women of tomorrow want to see us standing strong against misogyny, racism, violence, and injustice. We have the power to make a difference as we continue to honor our interconnectedness as humans, more specifically as women.

As we elect and appoint new leaders, I implore each of you to consider how you might 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. There is space to continue to bring your ideas, projects, and your own light forward.

Let us celebrate our successes as individuals and as an organization! Please accept my personal invitation to all NFBPWC members to join us at our Biennial Conference in King of Prussia, Pennsylvania, or our Hybrid option, July 18-21, 2024. Look for details on our website: www.nfbpwc.org.

Thank you all for offering this unique and inspirational community experience to each other. It is 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). NFBPWC will continue to Cultivate Connections, Create Community beyond this presidency. Sending personal wishes of celebration, health, and progress around the globe through the next biennium!

Kind Regards,

Megan Shellman-Rickard, NBPWC President (2020-2024)
WELCOME NEW AND RENEWING MEMBERS

New Armanda Carter Michigan
New Larissa Nkwuli New York
New Antoniette Fu Virtual - New York
New Damowa Biah Colorado (Student)
Renew Bryn Norrie Student (VA)
New Tina Thomas Pennsylvania
New Vanessa Gardner Pennsylvania
New Abby Sue Schappell Pennsylvania
New Susan M. Vladika Pennsylvania
New Susan Horst Virtual - Maryland
New Barbara Eichorn Virtual - Maryland
New Sharon Jacobs Virtual - Maryland
New Margie Kotzalas Virtual - Maryland
New Deborah Pafel Virtual - Maryland
New Barbara Jean Maresca Pennsylvania
New Jacob Heikes Virtual - New York
New Katie Bertke Jackson, Michigan
New Kathrryn Rivest Jackson, Michigan
New Jeannette Feldner Virtual - Maryland

DOUBLE or MORE in ’24 is on track with 75 new members so far this year! Please be on the lookout for an email from VP Membership Kathy Kelly to confirm Sponsors to receive special awards at Biennial.

BPW Maryland (Heritage)

BPW Maryland recently partnered with NFBPWC to introduce their members to our updated Lifelong Leadership & Learning modules. Many thanks to Nancy “Sparkles” Warner of BPW Pennsylvania for working closely with Maryland leaders President Alicia Hannon, Susan Horst, Sharon Jacob, and Margie Kotzalas. The L3 Sessions included Business Etiquette, Goal Setting and Negotiations. We appreciated their opening the invitation the public.

WWW.NFBPWC.ORG
A shout-out to Virtual President Barbara Bozeman for her support with these presentations and her famous Wheel of BPW Fortune. We were excited to “spin off” two free memberships in NFBPWC to the nonmembers in attendance.

A special BPW Welcome to new Virtual Club members:

- **Lenita Walker** (Maryland)
- **Jeannette Feldner** (Maryland)

**BPW Louisiana (Heritage)**

What a joy and privilege it was to spend time with the wonderful members of BPW Louisiana (Heritage). VP Kathy Kelly attended their 104th State Conference June 7 – 8 in beautiful Baton Rouge.

State President Rene Hollins concluded her successful term theme “Together We Can Do It” with reports from BPW leaders from around the state. Highlights included keynote speaker Mayor-President Sharon Weston Broome, the All-White reception, and installation of incoming State President Doretha Bennett.

![BPW LA Executives](image1.jpg)

BPW LA Executive Committee (L-R) Doretha Bennett, Lisamarie Brandon, Linda Burns, Rene Hollins and Angie Jackson-Wilson at the “All White” banquet.

![Mayor-President](image2.jpg)

Mayor-President of Baton Rouge, Hon. Sharon Weston Broome

VP Kathy Kelly was honored with an opportunity to join the head table and speak about the benefits of rejoining NFBPWC. Here are just a few photos of an amazing weekend with our Louisiana sisters, already jumping into President Doretha’s theme, “**Stronger Women, Stronger World**.”

We are moving forward with an NFBPWC Louisiana Affiliate so stay tuned for more news!
Incoming State President Doretha Bennett is encouraged to stay sweet as she is installed in a beautiful ceremony.

DONATION GIFTS NOW OPEN ON THE WEBSITE!

Do you love our new “BPW Bling” pin? Want one? Be sure you are getting credit for new member referrals! We will list sponsors in the e-magazine each month.

We’ve also launched our DONATION GIFTS – STORE online! 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 plain gold NFBPWC, magnet 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.

Contact Kathy Kelly, vpmembership@nfbpwc.org for more information.
2nd Vice President Advocacy Report

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

OCP Update and Reminders:

- Be an advocate for menstrual equity! We have a new OCP campaign supporting the Menstrual Equity for All Act introduced by Rep. Grace Meng [D-NY-6]. Click here to contact your MOC today (and beyond!)
- 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!
- Sign up for our Advocacy Text Alerts
  - Text the keyword “advocate1919” to the number 313131
    - You should instantly receive a “Welcome” message
  - If you do NOT receive a Welcome message, try texting the keyword “advocate1919” to the number 716-271-7872

If neither of those options work, please email VP of Advocacy, Daneene Monroe Rusnak at vpadvocacy@nfbpwc.org

NFBPWC Proposed 2024-2026 Advocacy Platform

By: Email sent on Wednesday, June 19th by Daneene Monroe Rusnak, 2nd Vice President of Advocacy, NFBPWC 2020-2024

Dear NFBPWC members,

The Advocacy Committee is pleased to provide you with this copy of the proposed 2024 - 2026 Advocacy Platform which will be reviewed and voted on by the membership at the upcoming Biennial Conference. Please take a few moments to familiarize yourself with its contents before the conference. Please be aware that modifications to the proposed platform will only be made at the conference in accordance with the standing rules.

Many thanks to the California and Colorado Federations for putting forth suggestions in an effort to strengthen this document, and another HUGE thank you to the A-Team for their input, insights, and support in helping to prepare it for presentation at the Biennial Conference in July.

Proposed 2024 - 2026 NFBPWC Advocacy Platform .pdf

NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN’S CLUBS (NFBPWC) ADVOCACY PLATFORM 2024 - 2026
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.”

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

- Support
  - The Alice Paul Equal Rights Amendment.
  - Passage of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).
  - Equal rights for historically marginalized groups, encompassing, but not restricted to, Black, Indigenous, and LGBTQ+ individuals.
  - Universal background checks for all firearm purchases.
  - The Violence Against Women Act; especially when reauthorization is required.
  - Fair and equal access to education, including sufficient funding for public education ranging from early childhood education to post-secondary / higher education.
  - Policies and practices that promote environmental sustainability.
  - Empower and enhance the well-being of military-affiliated women.
  - Equitable treatment of any women who are arrested, detained, or incarcerated.
  - Privacy rights of women, especially regarding their health, sexual and relationship history, and personal and digital data.

- Eradicate Domestic Violence and Electronic and Physical stalking, sexual harassment, sexual abuse and discrimination.

- Oppose human trafficking, sexual exploitation, and all forms of slavery.

Economic Equity and Justice

- Support the elimination of Forced Arbitration as the sole means of dispute resolution.
  - Access to
    - Education, training, and promotional opportunities.
    - Equal opportunities in the workplace and on corporate boards.
    - Procurement procedures that facilitate opportunities for women-owned or women-led enterprises.
    - Quality, affordable dependent care (child, elderly, or disabled).
    - Funding and capital for entrepreneurial activity.
    - Affordable and attainable housing.

Health Equity and Justice

- Support for reproductive justice.
- Access to affordable reproductive healthcare; including but not limited to; contraception, assisted reproduction techniques, and abortion care.
- Support for paid sick, family, and medical leave.
- Elimination of gender bias in research funding.
- Health education funding for women’s and girl’s health issues.
- Prevention of discrimination against pregnancy and infant care in the workplace (e.g. reasonable accommodations for breastfeeding/breast pumping and other pregnancy /maternity conditions.)
- Ensure workplace safety.
- Expansion of mental health coverage and services.
The NFBPWC Executive Committee is proud to announce the inception of a new biennial membership award.

Introducing the Lena Madesin Phillips Distinguished Member Award

The Lena Madesin Phillips Distinguished Member Award has been established to be the most prestigious honor bestowed upon members of our organization. This award will recognize an individual who has demonstrated exceptional dedication, leadership, and impact within the organization and beyond. The recipient of this award is an exemplary role model who has significantly contributed to the advancement of our mission and has made a lasting and meaningful difference in the lives of others.

You now have the opportunity to be a part of history by nominating a member to be considered for our very first Lena Madisen Phillips Distinguished Member Award; presented at our Biennial Conference. Please use the criteria below when considering your candidate.

*Nominations must be received by 11:59pm PT on July 8, 2024*

Nomination Criteria:

Candidates for the LMP Distinguished Member Award:

- must be a current member of NFBPWC for at least 2 years, in good standing;
- has made recent meaningful contributions to NFBPWC (via programming, advocacy, outreach, and leadership);
- has exemplified and embodied the attributes consistent with the mission statement of the organization;

Please refrain from nominating current Executive Committee members or Affiliate, State, or Federation Presidents.
LGBTQ+ Team Report

By: Susan Oser, NFBPWC Advocacy Team LGBTQIA+ Lead

June started the summer of Pride in the United States. However, just because June has ended does not mean that Pride has ended. Some communities have their events through July, August, and September. Please try to visit at least one Pride event in or near your area to connect to the community and learn the LGBTQIA+ is all about.

Before we get to the information below, I just want to say that it has been an honor being your LGBTQ+ Liaison under the Advocacy Committee umbrella. I’ve recently had the honor to speak to the wonderful women of NFBPWC/PA Affiliate on Title IX and LGBTQ+ issues as well as through a JDEI webinar when they recently covered the topic of inclusion. I’ve had many compliments on my articles and how they have been educated on the issues as well as have felt comfortable enough to ask questions or talk about the subject. That really means a lot to me.

While I’m not sure what’s going to happen with this column after the General Assembly, I do hope it keeps going and you can be educated further on topics related to LGBTQ+ issues. If you have any questions or ideas, please do not hesitate to reach out to me.

LGBTQ+ Icon of the Month: Lorraine Hansberry

Why highlight?

Lorraine Hansberry is a playwright, writer, and activist. She is well-known for the hit Broadway play-turned-film *Raisin in the Sun*. She was the first black woman to have the honor of her play being performed on Broadway. She was also very active in the civil rights movement. While she was married, she secretly had to “hide in the closet” and wrote about these things in unpublished manuscripts as well as in a publication called The Ladder, which is a periodical for the organization The Daughters of Bilitis. Sadly, she passed away young at the age of 34 due to pancreatic cancer in 1965. Yet her words and her play still lives on.

Source(s) for more information:

✓ The Daughters of Bilitis - https://guides.loc.gov/lgbtq-studies/before-stonewall/daughters-of-bilitis
✓ Queer Portraits: Lorraine Hansberry - https://www.queerportraits.com/bio/hansberry

Good LGBTQ+ News for July-

✓ Good Reasons to Feel Proud around Pride - https://shorturl.at/j8hR2
✓ These 20 LGBTQ+ news anchors & journalists are changing our worldviews - https://shorturl.at/3YE9N
✓ Trans man wins $4.7 million from school district that didn’t let him use the restroom - https://shorturl.at/013aI

And now for the BAD news:

✓ SPLC Designates Genspect, SEGM As Anti-LGBTQ Hate Groups - https://shorturl.at/kU3bl
✓ Trans Youth Suicides Covered Up By NHS, Cass After Restrictions, Say Whistleblowers - https://shorturl.at/BENhu
Utah lawmakers vote to block federal protections for LGBTQ+ students under Title IX - [https://t.ly/mIMVM](https://t.ly/mIMVM)

If you have any news or leads on anything related to LGBTQ+ news, issues, and organizations, please contact Sue Oser at [soser@nfbpwc.org](mailto:soser@nfbpwc.org) or if/when a new liaison is selected after General Assembly.

---

### ERA Team Report

By: Nancy Werner, NFBPWC Advocacy Team ERA Lead

**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.

**SIGN4ERA** – May I encourage you AGAIN to take the time **RIGHT NOW** to sign onto this link. [http://www.sign4ERA.org](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. We now have **96,500 supporters** who have signed the petition. The most signers are in California, New York and Florida.

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

May I introduce you again to the Alice Paul Institute, Mt. Laurel, New Jersey? They put out a publication that I find to be very important as I cover the ERA. They track so many happenings across the US.

They also keep tabs on who is sponsoring what bill that pertains to the ERA in the House and Senate and who has signed on to support it. It will give you a quick glance of your Congressperson or Senators stand on our ERA.

They have a section that you can click on that is called – “What Does the ERA Mean to YOU?” Here you have the opportunity to share your thoughts and provide a photo. Just wanted you to know about it. [https://www.alicepaul.org>programs](https://www.alicepaul.org>programs)

---

### Bylaws & Resolutions Report

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

For the past 6+ months the NFBPWC Bylaws/Resolutions Committee has been very busy comparing The National Federation’s Bylaws with the Policies and Procedures (P&P) Manual to see if the two are congruent. After many e-mails and zoom meetings, we found that they are not. Therefore, there will be several proposed bylaws and P&P amendments to make the two documents agree with each other to be voted upon at the General Assembly in July. We also found many editorial changes: which are mandatory corrections but need not be voted upon.

On June 14 National Federation President Megan forwarded these three documents to all members via e-mail. (See [NFBPWC Proposed Bylaws Amendments and Policies and Procedures](https://t.ly/mIMVM) below)

This chair thanks the hard-working and dedicated Bylaws/Resolutions Committee: NF Parliamentarian Sandy Thompson and Virtual Club President, who wears many other hats, Barbara Bozeman.
This was a challenge, but we all enjoyed doing it. It was a joy for this Chair to work with these ladies.

NFBPWC Proposed Bylaws Amendments and Policies and Procedures

By: Email sent on Friday, June 14th by Megan Shellman-Rickard, President of NFBPWC

In accordance with our bylaws, attached please find a copy of the proposed Bylaws amendments, proposed Policies and Procedures amendments, and Bylaws Chair editorial changes to the Bylaws and Policies and Procedures. Please note that the editorial changes will automatically be integrated and will not be up for vote or discussion, as they are merely editorial.

- Proposed Bylaws Amendments 06.09.2024.pdf
- Policies and Procedures Proposed Amendments 06.09.2024.pdf
- Bylaws Chair Editorial Changes 06.09.2024.pdf

Please review all of these documents prior to the Biennial Conference July 19-21, 2024. Direct any questions or concerns to the Bylaws Chair, Trudy Waldroop, bylaws@nfbpwc.org.

An enormous thank you to the Bylaws Committee for their incredible work that has been done to bring our operating documents up to date. We appreciate your detailed efforts.

Only members who are registered to attend the Biennial Conference are eligible to vote on the proposed Bylaws Amendments. Proposed Policies and Procedures Amendments will be addressed at the Board of Directors meeting preceding the General Assembly. If you have not yet registered for the conference, here is a link for both the virtual and in-person registration options:

- 2024 NFBPWC Biennial Conference: Equality Has No Deadline!

We are hopeful that we will be able to efficiently address all of the proposed amendments in a timely and effective manner. As a reminder, our ability to move through the business of voting on amendments does hinge on whether or not members review these documents in advance of the Biennial Conference. Thank you to the membership for taking the responsibility of this to heart.

Together we are stronger!
From the Desk of the Secretary

By: Sondra Nunez, NFBPWC Secretary 2022-2024

“We As Women”

Charlotte Perkins Gilman

There's a cry in the air about us—
We hear it, before, behind—
Of the way in which “We, as women,”
Are going to lift mankind!

With our white frocks starched and ruffled,
And our soft hair brushed and curled—
Hats off! for “We, as women,”
Are coming to save the world.
Fair sisters! listen one moment—
And perhaps you’ll pause for ten:
The business of women as women
Is only with men as men!

What we do, “We, as women,”
We have done all through our life;
The work that is ours as women
Is the work of mother and wife.

But to elevate public opinion,
And to lift up erring man,
Is the work of the Human Being;
Let us do it—if we can.

But wait, warm-hearted sisters—
Not quite so fast, so far.
Tell me how we are going to lift a thing
Any higher than we are!

We are going to “purify politics,”
And to “elevate the press.”
We enter the foul paths of the world
To sweeten and cleanse and bless.

To hear the high things we are going to do,
And the horrors of man we tell,
One would think, “We, as women,” were angels,
And our brothers were fiends of hell.

We, that were born of one mother,
And reared in the self-same place,
In the school and the church together,
We of one blood, one race!

Now then, all forward together!
But remember, every one,
That 'tis not by feminine innocence
The work of the world is done.

The world needs strength and courage,
And wisdom to help and feed–
When, “We, as women” bring these to man,
We shall lift the world indeed.

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

This is my swan song article. As my time on the NFBPWC Executive Committee comes to a close, I want to extend my deepest gratitude to each of you. Serving on this EC over the past ten (10) years has been a profoundly rewarding experience, and I am grateful for the opportunity to have been part of such an extraordinary teams.

I am deeply appreciative of the support, camaraderie, and collaboration that have characterized our work together. The insights, expertise, and diverse perspectives each of you brought to the table have been invaluable. I have learned so much from you all, and I am grateful for the opportunity to have worked alongside such a talented and committed group of individuals.

As I step down from the EC, I am confident that NFBPWC will continue to thrive and achieve great things under your capable leadership. I look forward to staying connected and supporting the organization in any way I can.

Thank you once again for the privilege of serving on the NFBPWC EC. I cherish the memories we have created and the impact we have made together.

Environment & Sustainable Development Committee

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

Submission by Susan Oser

Eco Tip ———-

Heal-Our-World Checklist

Ideas to Help Us Stop Depleting the Earth's Resources
Our current systems and practices are depleting the Earth's resources at an increasing rate well beyond its capacity to renew itself. According to the World Wildlife Fund, it takes a year-and-a-half to generate the resources we use in one year. That’s an unsustainable path for the planet’s future.

The world needs topsoil to grow 95 percent of its food, and yet the United Nations Food and Agriculture Organization estimated in 2019 that 90 percent of the Earth's topsoil is likely to be at risk by 2050.

Such statistics seem daunting, but if each of us reduces their individual ecological footprint, together we can make a difference. Here is an action checklist. Consult it often and complete one action at a time. Think of incremental change as hope.

Foods and Goods
- Plant a produce garden for homegrown sustenance.
- Build a compost bin in the yard.
- Shop at local farms and farmers markets.
- Join a community-supported agriculture group.
- Eat a meatless meal at least once a week.
- Recycle paper, cardboard, plastic, glass and metals.
- Use reusable water bottles.

- Shop with reusable bags.
- Buy organic and regenerative organic foods.
- Buy local, sustainably sourced and packaged products.
- Choose products with less packaging to reduce waste.

Water
- Take fewer and shorter showers.
- Run the dishwasher only when it is full.
- Fix leaks throughout the house.
- Buy natural-fabric clothing; avoid synthetic garments.
- Wash clothes in larger loads, on shorter cycles and in cold water; add a filter to absorb most microfibers.
- Wash the car less often.
- Avoid watering the lawn or power washing the home and walkways.
- Set up a rain barrel to catch water for the garden.
- Plant drought-tolerant plants.

Transportation
- Walk, bike and take public transportation over driving.
- Drive a small car; turn off the engine when idling more than 30 seconds.
- Regularly service the car; change air filters, fill tires and maintain emission control systems.
- Avoid short airplane trips; take a bus or train instead.

Energy Use and Toxins at Home
- Choose energy-saving light bulbs and appliances.
- Insulate walls, windows and ceilings.
- Consider double-paned windows.
- Keep thermostat low in winter and high in summer and strategically open windows.
- Unplug electronics when not in use.
- Hang-dry clothes.
- Choose sustainably produced, nontoxic furniture.
- Use biodegradable, nontoxic cleaning products.

Learn More About:
- Earth Overshoot Day, when humanity exhausts nature's budget for the year, and how to #MoveTheDate at EarthOvershootDay.org.
- The personal footprint calculator at FootprintCalculator.org.
- Rodale Institute’s organic-growing resources at RodaleInstitute.org.
Bring Back the Pollinators

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

In these hot summer months, the bugs start to bug us. However, “If all mankind were to disappear, the world would regenerate back to the rich state of equilibrium that existed ten thousand years ago. If insects were to vanish, the environment would collapse into chaos.” E. O. Wilson

We know that insects pollinate about 90% of all flowering plants. As these pollinated plants turn the energy of the sun into the food we eat, they are absorbing large amounts of carbon, sending it into their roots and then into the soil. We need many interacting species of insects to sustain our complex food web. Insects, in their many forms of predators and parasitoids, are also the earth’s pest control and in this way keep food webs in balance.

Insects are essential for the rapid decomposition of plants, helping to create new plant life which provides vegetation for watersheds. This activity keeps our water clean and provides protection from floods. Most vertebrates-freshwater fish, birds, mammals, reptiles, and amphibians- eat insects which additionally sustains the earth’s ecosystems.

Rather than thinking of bugs as threatening and harmful, appreciate that humans would only last on this earth for a few months without insects. We have killed many species of insects close to extinction, monarch butterflies, fireflies, species of bumblebees, moths, crickets, katydids and the list goes on. Insects can coexist with humans. We need to sustain them and to do that, we need plants to sustain them.

Caterpillars are a keystone to food webs, pollinating a majority of plants and providing the most nutrition and edible food to vertebrates. Native Plant Finder (http://www.nwf.org/NativePlantFinder) ranks plant according to their hosting ability for caterpillars. Audubon also has a website, Plants for Birds (https://www.audubon.org/native-plants). Oak, cherry and willow are the best hosts for many species of caterpillars.

Rather than pulling out that insecticide, learn to appreciate all the benefits of insects.
Nominations Report – Candidates for 2024-2026 Term

By: Manjul Batra, NFBPWC Nominations Chair

The following Nominations have been received for the 2024-2026 NFBPWC offices.

**President**
- Barbara Bozeman
- Kathy Kelly

**First Vice-President of Membership**
- Maria DeSousa

**Second Vice President of Advocacy**
- Emily VanVleck
- Susan Oser

**Secretary**
- Nermin K. Ahmad

**Treasurer**
- Jo C Naylor

**Young BPW Representative**
- Doris Byrne Norris

### Candidates for President

#### ELEVATE WOMEN IN ACTION

**Vote Kathy Kelly For NFBPWC President**

With a degree in Religious / Women’s Studies from the University of Colorado, Boulder, Kathy’s passion has always been to advocate for women and girls. She has served in many BPW positions, including president in her home state of Colorado and currently serving at the national level as vice president of membership. At the international level, Kathy has served as the BPW delegate to the United Nations Commission on the Status on Women (2013- present) and completed a three-year term on the Women for Water Partnership International Steering Committee ([www.womenforwater.org](http://www.womenforwater.org)). She continues her involvement with capacity-building projects for women and girls with the NGO [www.Afghans4Tomorrow.org](http://www.Afghans4Tomorrow.org) 2009-present.

Kathy splits her time between Personnel Profiles, volunteer work, her two grown children and four grandchildren. She enjoys skiing, hiking, Bronco games and concerts at Colorado's beautiful Red Rocks amphitheater.

#### BARBARA J. BOZEMAN

**Focused** on amplifying opportunities for our members.

**Dedicated** to fostering growth through innovative programs and strategic partnerships.

**Committed** to empowering members by bridging local and international connections, enabling them to thrive in all aspects of their lives.
Candidate for First Vice-President of Membership

Maria Cecilia DeSousa came to the United States of America in 1979. She began her college education at University of Wisconsin, Eau Claire and later received her Bachelor’s in Science degree in Biological Science (Medical Technology) with a minor in chemistry from California State University Sacramento and is a licensed Clinical Laboratory Scientist. Maria has a Master’s degree in Health Services Administration (MPA) from University of San Francisco. Maria is admitted into California State Bar and is licensed to practice law.

Maria is the immediate Past President for California Federation of Business and Professional Women and currently serves as the President for Berkeley Club of Business and Professional Women. She is on the Board of Directors and is the current co-President for the Indo-American Chamber of Commerce of Northern California.

Candidates for Second Vice-President of Advocacy

My name is Susan Oser and I hail from the great state of Michigan. I am running for Vice President of Advocacy. My theme and vision is “Advocating for others and yourself.” This means that I would like to see the membership get involved at the advocacy level but do it because they have either been personally touched by the issue or they are facing that issue. With the diverse issues out there, everyone has a story to share. Let that be your advocacy.

In addition, the theme also means to advocate for yourself with self-care. That means taking care of your health (both mentally and physically) and doing what is good for your own peace of mind. Advocating for others also means fighting for not only our population but also the marginalized and those that we can include in our fight for equality. The more numbers the better.

I am honored to be running for Vice President of Advocacy. I appreciate the support of my Michigan Affiliate sisters as well as those within the NFBPWC organization. My personal motto: Work hard, have fun, and embrace your true self.

Emily VanVleck

I've grown a lot in my years as a member and board member of NFBPWC. I am passionate about advocating for women's rights and look forward to continuing serving the organization as VP of Advocacy.

I'm inspired by the work of current VP of Advocacy, Daneene Monroe Rusnak, and have many plans to expand on the work she has done by joining coalitions and pushing for legislative changes that advance women's rights.

My ambition in this role is to strengthen the political power of NFBPWC and make us an active player in political decisions.
Candidate for Secretary

Nermin K. Ahmad

Over the past 6 years, I have had the honor of being the Secretary of the NYC Chapter for some two (2) years, and then the President for three and a half (3 ½) years. Throughout this period, I have been the rapporteur for the BPW United Nations NY Representatives, and a UN Representative – which has seen my election for two terms as Treasurer on the Executive Committee for the Committee on Migration, representing Civil Society at the UN, as well as the Convener for the Subcommittee on Xenophobia, Racism and Social Inclusion.

Candidate for Treasurer

Dr. Joanne Carfioli Naylor, a BPW member for 18 years and Speech-Language Pathologist is running for Treasurer. She has experience in bookkeeping, budget creation, and accurate financial reporting. Her goal is to provide accurate and timely financial support for all members and events.

Candidate for Young BPW

Bryn Norrie is a candidate for YBPW. She has been a member of BPW since 2021 and is excited to (hopefully!) continue sharing BPW and its fantastic network of women with young women across the US. She currently lives in Washington D.C. and is working for a USAID implementing partner.
Rapid Response Committee Report

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

Before continuing to this month’s article, I’d like to take this opportunity to thank you for reading my articles and supporting me as the Rapid Response Chair for the second half of this term. While it has been a challenge, I have learned a lot. Hopefully, in the new term after the July Assembly (as of this writing) we can have a new chair with clearer rules in place to help make it easier to perform in this position.

Issues that will need your attention and need to be addressed – LGBTQ+ issues – Transgender Rights

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.

This month, it’s about LGBTQ+ issues particularly, transgender issues.

The reason this needs to be its because a lot of conservative lawmakers in conservative cities, towns and especially states are creating laws and rules to ban transgender folks from participating in sports, getting gender affirming surgery (especially in teenagers) and bathroom bills. One of the reasons this is happening, as with the other important political issues mentioned in this section is because it seems as if these laws were put in place to make a dare to take the law to the Supreme Court so that (hopefully in their eyes) it can be ruled to be a “states rights” issue so specific human rights can be stripped away by these governments.

Here are a few examples to highlight what’s going on:

❖ Republicans look to reverse new transgender student protections - https://t.ly/Yw4aX
❖ Biden protections for LGBT students blocked in six more states - https://t.ly/OUef4
❖ How the trans culture wars came to New York - https://t.ly/6pX23

Along with being Rapid Response chair, I have also been the LGBTQ+ liaison and sharing information about various aspects of the community. (Please refer to this month’s article in that section). I am also currently a facilitator for a local support group called Scrambled Eggs, which is a Transgender/Trans Ally group that gets together once a week sharing personal stories, answering questions or more. Through these activities, I have learned a lot more about the issues than ever before and learned a lot about myself too.

Hopefully with some sources below and the call to action, you can be inspired to do the same and be a strong ally for your family, friends, and greater community.

Sources:

✓ How to Signal You are an Ally in Hostile Environment - https://rb.gy/i0tcjy

So, what can you do to make sure reproductive rights can be protected for all??

1. Educate yourself and others about LGBTQ+ issues and share this knowledge.
2. Volunteer for organizations that educate about LGBTQ+ rights such as PFLAG, The Trevor Project, and local organizations in your cities and states. Also join ally trainings.
3. Let the community know you are an ally by creating a safe space of support.
4. Write to your representative and senator (state and nationally)
5. Write a letter to the editor concerning your opinions about ant-transgender legislation and other LGBTQ+ issues of importance.

6. Post and share any information you come across on your social media platforms.

7. Host presentations and webinars in your local/affiliate BPW clubs educating the public about the community for being better allies.

Please connect with Sue Oser at rapidresponse@nfbpwc.org or the new chair when appointed after General Assembly for your thoughts, opinions, etc. and how the Rapid Response chair can do better.

Entrepreneur and Small Business Committee Report

From
NFBPWC Entrepreneur and Small Business Committee
(Marsha Riibner-Cady – Chair / Barbara Bozeman Vice-Chair)

What are you doing in July?
Well, Marsha and I are getting ready to get down to business at the 2024 Biennial General Assembly in King of Prussia, Pennsylvania. We sure hope to see you there!

Join us for the next Entrepreneur & Small Business event

Our next meeting conveniently falls on National Kitten Day, July 10th. It’s a purrrfect day for one last Business session before the Biennial.

~~~~~~~~~~~
Well done everyone who invested their hour with us in June!
On June 12th – the always insightful extra fabulous Business Coach, Brooke Burns returned for another terrific program:
Unleash the Power of LinkedIn: Elevate Your Personal and Professional Brand

If you weren’t with us, you sure missed out!

Brooke took us through
Crafting a Magnetic Headline
Maximizing the “About Section
Endorsements and Recommendations
and Effective Networking Strategies

Thank you Brooke Burns!
and thank you to those who joined us.

Contact Brooke via LinkedIn
https://www.linkedin.com/in/brooke-burns-coaching/

~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~

ESB Page - https://nfbpwc.org/entrepreneur-business-program
Blog Post - https://nfbpwc.org/NFBPWC-Blog
NFBPWC Marketplace - https://www.facebook.com/groups/nfbpwcmarketplace/

JOIN US FOR CASUAL WEDNESDAY!
This will be the last meeting for ESB for the 2022-2024 term
Marsha and Barbara want to thank you for the great times spent learning about business and each other over the last two years.

The agenda is simple: Come and have some fun
It will be an Open Forum and Social Event
Rumor has it, the Magic Wheel will be making an appearance and giving away some prizes!

Wednesday, July 10th, 7pm Eastern

Join us, won’t you?

Register at:
https://nfbpwc.wildapricot.org/event-5420761
Women on the Move Committee Report

Nermin K Ahmad, NFBPWC Women on the Move Committee Chair

By: Nermin K. Ahmad

Women on the Move, while an NFBPWC initiative, has been gaining traction through work with the Civil Society Committee on Migration at the UN, and elsewhere. Its goals remain robust: to develop a means where women, who move for work, as migrants, through their own agency, involuntarily or under duress have access to a network of resources that allow them to become established in their new location.

Women who move need very different support networks than do traditional males on the move – it is often the woman who responsible for establishing herself, her family, her children in schools, and the routine in a new home, while the husband goes to work. Having to do all of this, as well as work, can be mitigated for business and professional women through a network of BPWs who understand the local area, and can help them rapidly become a functioning, working entity.

The Afghan guidebook helped a number of women asylees find their professional feet more rapidly and solidly than their peers, without access to NFBPWC. The Women on the Move concept takes this a step further – relying on our network in 115 countries, we can assist women who are traveling for work or moving nationally or overseas with a preexisting network.

In January 2024, I was asked as one of 5 civil society delegates invited to do so, to give a key speech at the Global Forum on Migration and Development in Geneva, where I launched a discussion on the meaning of migrants, on changing the narrative about working women migrants especially, and about understanding unconscious bias vis a vis migration.

In March 2024 during CSW67 I was asked to speak on Human Trafficking, the need to change the discourse, and the need to realize that trafficked humans were neither a commodity nor willing migrants.

I have interviewed numerous Women on the Move, both business and professional, at different levels of success, to understand what held them back the most when arriving in a new city. Responses ranged from access to lived information on schools, self-care services, decent mechanics and workers, good restaurants and food stores, as well as local hierarchies politically and economically. They felt it took longer than it should to decode the information that could help them succeed.

The language is changing for migrants who are increasingly considered as people on the move. It has also become clear that there is a false narrative on migrants – for example the largest number of illegal migrants in Mexico are Americans who retire there, do not register, and are unwilling to pay taxes (so they leave for a day every 3 months). This also holds true for Europeans, Americans and Asians in Africa, where many jobs thus are lost to qualified locals. It is important for a business and/or professional woman to establish herself rapidly as a functioning, trusted and successful entity, without being held back by the narrative of other people.
Public Relations Committee Report

By: Suzette Cotto, NFBPWC Public Relations Chair

Engage with NFBPWC on Social Media

Organization Page:
https://www.facebook.com/NatlFedBPWC/

https://www.youtube.com/channel/UC2I_ciIxLyvbu1dbBOsV9Tg

Group Page
https://www.facebook.com/NatlFedBPWC/

Organization Page
https://www.linkedin.com/company/nfbpwc

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

International Relations Chair Report

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

Congratulations to Jamaica for celebrating their 50th anniversary. We congratulate them on their 50 years of service to women.

I am including the information once again for the International Congress.

The time for the BPW International Congress is fast approaching. It will be held November 17 to 21 in St. Kitts. Go to https://stkittscongress.bpw-international.org/registration for more information.

Below is a summary of what is included and the cost for registration.

**5 Days - Delegate / Member**

Opening Ceremony, Regional Conferences, General Assembly, Panels, Workshops, Breakfast, Lunch & Coffee Breaks, at the Marriott.

NOTE: Gala Dinner and Farewell Dinner are not included in this ticket.

17 - 21 Nov 2024
Ticket Prices
Early Bird (until 2 Sept 2024)
Standard (until 15 Sept 2024)
Late (until 15 Oct 2024)
Credit Card or Bank Transfer
- 900 EUR - Early Bird
- 1'100 EUR - Standard
- 1'250 EUR - Late

Gala Dinner $145 US
Farewell Dinner $150 US

We hope to see a lot of you there to enjoy a time to connect with you BPW sisters from around the world.

Justice, Diversity, Equity and Inclusion Report

By: Sher Singh, NFBPW C’s JDEI Chair, dei@nfbpwc.org
Committee Members: Alia Ismail, Monique Lee, Daneene Monroe Rusnak, Sondra Nunez

Committee Mission: The JDEI Committee works to build awareness for, and uphold the tenets of, the JDEI initiative that has a focus on:

- Encouraging a diverse membership across generations,
- Cultivating leaders from all walks of life and at every phase of their careers,
- Creating a more vibrant space for virtual interactions that span across the nation and globe, and
- Increasing our relevancy by aligning with like-minded organizations so that we can achieve our mission more fully.

Events of Note Activity in 2023 Three Workshops

Events of Note Activity in 2024 Four Workshops
The “E” in JDEI – Equity – Grief Workshop – Looking at the “I” in Inclusion – Celebration Invitation of All NFBPW C committees –
The JDEI committee have worked above and beyond to engage our members, we had some impressive panelists and caught the attention of nonmembers.

As committee chair, I have promoted BPW to different organizations and encouraged membership status.

We post our events on the NFBPW C webpage and Monique has shared in her newsletter local, CA state, and internationally all we did.

To Note:
- The remaining committee members are interested in continuing the work we need to do on this subject.
- My wish is that more BPW sisters become involved in this topic and attend our events.
Our committee feels it is important for BPW to continue to have dialogue on this very important topic and its effects on women in the workplace and in all aspects of society.

We must continue to support, bring awareness, and explore the opportunities for all women.
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 2024-2025:

Anne Marie Johnson      President
Sher Singh              President-Elect
Katherine Winans        Secretary
Denise Luckhurst        Treasurer
Sandy Thompson          Parliamentarian
Maria C. DeSousa        Immediate Past 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: Anne Marie Johnson, California Federation of BPW – President, president@bpwcal.org

June saw a flurry of planning for two of our California Federation districts.

Valley Sunset District held their Spring Planning Meeting on Saturday, June 8th at Mimi's Cafe & Bakery. After lunch and a birthday celebration (the District has several June birthdays), the planning began. The Fall Conference will be Saturday, September 14, 2024 and it will be the Women of Achievement program. For additional dates goto https://bpwcal.org/valley-sunset-district/.

Sierra Mar District held their June Training and Dessert Auction on June 15. East Valley BPW hosted the meeting and East Valley President Sally McMahon chaired the meeting which was on “Business Etiquette” and the CFBPW, NFBPWC and BPW-International websites. Sandy Thompson, immediate Past NFBPWC President and CFBPW Parliamentarian, was the State Rep and presented the “Business Etiquette” program. The Fall Conference will be held on October 19, 2024. For additional dates goto https://bpwcal.org/sierra-mar-district/.

Left to right: Sierra Mar members Yvonne Ng, Aida Diaz, and Donna De La Rosa with their winnings from the dessert auction.

Pictured right: Anne Marie presented Yvonne Ng with a California BPW pin for bringing in six new members. Yvonne is a member of the East LA Montebello club.
NFBPWC Colorado Federation

Executive Committee 2023-2025:
Evie Hudak President
Linda Sue Shirkey 1st Vice President
Angie Layton 2nd Vice President
Sharon Simmons Secretary
Cynthia Wieme Treasurer

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

By: Evie Hudak, BPW Colorado – President

Annual Convention

BPW Colorado held our Annual Convention on Saturday, June 15, 2024, on Zoom. At the Business Meeting, we passed motions that did the following:

- Elected officers (other than the President, who is in the middle of a two-year term). The current officers agreed to serve one more year. However, our members should note that these women will ALL be term-limited at the end of the 2024-2025 fiscal year, so the Nominations Committee for next year will have to find 5 new people to serve. The current officers are hoping to mentor people for the positions.

- Set the local chapters’ share of dues to be $25 for all, creating consistency and clarity for anyone who wishes to join BPW Colorado, but created an exception for Student/Intern, which will not pay a chapter share. **This is what members will pay at each level of membership**, as of July 1, 2024: Sponsor $425; Legacy $200; Leader $100; Young BPW $100; Student/Intern $60. We realized that the Member-at-Large membership level was supposed to have been eliminated when the Colorado Virtual chapter was created, but it wasn’t. So meanwhile, the dues for that are $150.

- Determined a number of Bylaws changes that need to be made and got volunteers to serve on that committee.

- Approved the annual budget for next year, contingent on a few costs that won’t be known until the end of the fiscal year (which is June 30).
In the afternoon, we will held our Social event in person at the Walnut Creek Golf Preserve in Westminster. The highlights of that event were as follows:

- The new president of CWEF (Colorado Women’s Education Foundation) spoke to us about how CWEF is doing. It has had a record amount of money raised, as well as a record number of applications for scholarships this year.

- The leader of the Justice Necessary campaign to pass our focus bill of the year, Free Menstrual Products for Students, sent us a video about the bill featuring comments by several of the sponsors. We learned a bit about the organization and are looking forward to having the opportunity to volunteer on their hygiene campaign’s packing parties.

- The officers just elected in the morning were installed. Since Evie Hudak, the president, was not up for election, she did the installation.

NFBPWC Colorado Federation has 4 affiliate chapters:

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

NFBPWC Michigan Federation

Executive Committee 2023:

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

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

Facebook 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
At the annual convention of the Michigan Federation, Kathy Kelly, VP-Membership – NFBPWC, was the guest of honor. After a day at Mackinac Island, the convention convened with the usual amount of business. Kathy gave us an update of events and activities available through the NFBPWC website and upcoming conferences. She was a great addition to our convention.

We awarded the prestigious Harriet A. Myer award to a Jackson, MI BPW member. A membership award to the BPW with the greatest increase in membership and an award to the local with an entry for programs presented during the year. These two awards are traveling trophies that the local will show off during the year and then pass it on, or keep it, if they continue with membership and programs.

NFBPWC New York City

Leadership Team:

Nermin Ahmad  
Vacant  
Cathleen Jeanty  
Emily VanVleck  
Voyka Soto  
Vacant  
Djenabou Bah  
Francesca Burack

President  
1st VP Membership  
2nd VP Advocacy (appointed)  
3rd VP Programs  
Secretary  
Treasurer  
Young BPW Board Member  
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/nfbpwcnyc/

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

The New York City club is welcoming new members Larissa Nkwuli and Antoniette Fu, while welcoming back LaDorian Morris from her semester abroad in Berlin, Germany.

Our activities included a members’ tour of NYC’s iconic Flatiron District, invitation to attend a panel hosted by President Ahmad on people on the move through the Committee on Migration with a representative of the United Nations Network on Migration, the vice-mayor of Chicago for Migration, and a Chicago Migrant, and invitation to participate in an evening at the Dell’Arte Opera Ensemble Wages of Sin weekend.

We look forward to our Biennial in King of Prussia, and to seeing as many of our sisters from across the country as possible! We are proud to have Emily VanVleck run for the position of VP of Advocacy!
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  Vice President of Advocacy
Jo Naylor  Secretary and Bylaws Chair
Barbara Bozeman  NFBPWC-Virtual President

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

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

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

We invited the candidates for national office to our June meeting. We want to thank everyone who attended and added to our discussion. You are welcome back ANYTIME!

Our next meeting is on July 18, 2024. Drum roll please…WE WILL MEET IN PERSON in PA!!!! 5 of our members will be attending the General Assembly and we are planning on spending time together!

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

We wish our Secretary, Dr. Joanne Naylor, the best of luck in her run for NFBPWC Treasurer. We also are supporting dual (NC and Virtual) member Barbara Bozeman on her candidacy for NFBPWC President. Thank you for your interest and willingness to serve our amazing organization.

News around the state of North Carolina and Beyond:

Jo is moving to PA! Daughter Diana has been accepted to Seaton Hall for College. Congrats to the Naylor family!

Marsha trained 13 people at Girl Scout camp and is the focus of a first aid article written by the Girl Scout council PR person. More on that in a future article. Meanwhile here are some pictures from the article.

WE are looking forward to seeing everyone in PA!
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! 📣📣📣

IT IS NOT TOO LATE TO REGISTER
for the 2024 Biennial Conference

Register on the nfbpwc.org website. Full time conference registration is still available, and a special one-day Saturday registration is now available.

The PA Affiliate Chapter is excited about hosting the 2024 NFBPWC Biennial Conference (July 18-21, 2024), in King of Prussia, PA, near Philadelphia. We are looking forward to welcoming members to Pennsylvania in July 2024. Contact Nancy Werner, Conference Chair, for additional information. Nancy’s committee from the PA Affiliate Chapter includes Terry Miller, Carol Turk, and Cathy Collins. Our members attending the
Conference will also be assisting to help make this Conference a success. Our members in attendance will be there if you need any assistance.

This year the PA Affiliate Chapter is focusing on increasing membership. 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. We sponsored a vendor table at the BPW/PA State Convention (June 6-9, 2024) where we promoted PA Affiliate Chapter Membership and the NFBPWC Biennial Conference. As a result of our recruiting efforts at the BPW/PA State Convention and our individual member recruiting efforts we welcomed 5 additional members to the PA Affiliate Chapter during the month of June with a total of 13 since January 2024. Check out photos of members attending the BPW/PA State Convention and staffing our vendor table.

MEMBER RECOGNITION AND PARTICIPATION

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 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 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.

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

The PA Affiliate Chapter met on Monday, June 17, 2024, via Zoom. Our next meeting will be scheduled for Monday, July 29, 2024, via Zoom.

Pennsylvania Advocacy Report

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

*** CONTENTS ***

- SnapChat, Amazon, Apple & SPACE-X Women Workers Fight Back Against Discrimination
- Life & Death Supreme Court Rulings on Women’s Health & Safety
- GOP Blocks Protections for IVF & Contraception Access
- Rural Hospitals Closing Down Maternity Care
- Period Products for Pennsylvania Public Schools
- HB98—PA Equal Pay Bill Passes House

SNAPCHAT, AMAZON, APPLE & SPACE-X WORKERS FIGHT FOR WORKPLACE FAIRNESS & SAFETY:

California reached a $15 MILLION settlement with SnapChat for discriminating against female employees, failing to prevent workplace sexual harassment and retaliating against women who complained. According to an ABC News 6/19/24 report, women who worked for SnapChat between 2014 and 2024 were discriminated against in pay and promotions. California officials said female employees “were told to wait their turn, were actively discouraged from applying for promotions or lost promotional opportunities to less qualified male colleagues.”

Snapchat Inc. grew from 250 employees in 2015 to over 5,000 in 2022. In particular, women in engineering roles, which account for about 70% of Snap’s workforce, found barriers when trying to advance from entry-level positions. Male managers routinely promoted male employees over more qualified women. Women faced unwelcome sexual advances and other harassment, according to a 6/19/24 Politico report. When employees spoke up, the company leaders retaliated with negative performance reviews, denial of professional opportunities and termination. A probe by the California Civil Rights Department was one of several recent actions to hold the state’s tech giants to account. In December 2023 the Civil Rights Department reached a $54 MILLION agreement with video game company Activision Blizzard to resolve similar allegations of pay discrimination against women.

More than 12,000 female employees in Apple’s engineering, marketing and AppleCare divisions contend that they are paid less than their male equivalents, according to a lawsuit filed in California state court. The plaintiffs, two women with more than a decade of experience at Apple, claim the company’s pay practices are biased against female workers. A 6/14/24 Retail Insight Network report said the lawsuit which seeks unspecified damages and penalties, accused Apple of violating California’s Equal Pay Act. The lawsuit points out that despite California’s ban on salary history to determine starting pay, Apple’s reliance on “pay expectations” effectively perpetuates wage disparities and means subsequent pay raises or any bonuses are based on a percentage of the employee’s base salary. In a statement, the company claims it has achieved and maintained gender pay equity since 2017.
Following up on past BPW Update reporting on Amazon’s unsafe warehouse working conditions, on 6/18/24 Amazon was fined $5.9 MILLION by California’s Labor Commissioner. An investigation by the Department of Industrial Relations found 59,017 violations of the Warehouse Quotas Law. Violations occurred between 10/30/23 and 3/9/24 with a $100 penalty for each violation. According to a 6/18/24 New York Times report, experts said the California law was among the first in the country to regulate warehouse quotas that are monitored by algorithms. The law requires employers to make quotas transparent to workers.

The $5.9 million penalty was the largest issued under the Warehouse Quota Law that requires employers to provide written notice of any labor quotas that exist in warehouses like the number of tasks per hour along with any disciplinary action for not meeting quotas. The law protects worker safety by not allowing quotas to stop meals, rest breaks, bathroom breaks and compliance with safety standards, according to a 6/19/24 UPI.com report. The investigation found that Amazon did not provide the quotas notice required by state law. Instead Amazon used “a peer-to-peer” evaluation system. “Undisclosed quotas expose workers to increased pressure to work faster and can lead to higher injury rates and other violations by forcing workers to skip breaks,” California Labor Commissioner Lilia Garcia-Brower said. Amazon warehouse worker Carrie Stone said, “This happened to me. If you don’t scan enough items you get written up. I got written up for not making rate. They said I missed by one point, but I didn’t even know what the target was.”

In January 2023 the federal Occupational Safety & Health Administration (OSHA) found Amazon violated worker safety law at warehouses in Deltona, Florida, Waukegan, Illinois and New Windsor, New York. In addition to California, state Warehouse Quota laws have also been enacted in Minnesota, New York, Oregon and Washington. In May 2024 Senator Edward Markey (D/MA) introduced a federal version, the Warehouse Worker Protection Act, CBS News reported. Amazon denies using fixed quotas and said it plans to appeal the fine.

Former fired SpaceX engineers filed a lawsuit in California against Elon Musk for sexual harassment and retaliation, charging the CEO posted sexual photographs and demeaning comments. Employees who spoke up were subsequently fired. Plaintiffs claimed that the SpaceX workplace was a “wildly uncomfortable hostile work environment,” based on Musk “knowingly and purposefully” interjecting vile sexual photographs, memes, and commentary that demeaned women and/or the LGBTQ+ community. According to a 6/12/24 Bloomberg report, eight former employees are also pursuing a U.S. Labor Board case against the company. After Musk publicly mocked misconduct allegations against him, the workers collaborated on a 2022 open letter that raised concerns about his behavior and the company’s culture. The employees allege they were fired in retaliation.

The California state lawsuit names Musk personally as a defendant and cites his Twitter comments regarding a misconduct allegation, “if you touch my wiener, you can have a horse.” The lawsuit also alleges that SpaceX executives including Musk and President Gwynne Shotwell participated in a video “that mocks and makes light of sexual misconduct and banter,” including a scene in which an employee demonstrated the “correct” way to spank a coworker. Plaintiff Tom Moline, who worked on SpaceX’s Dragon program, said in an interview, “Even Elon, with all his wealth and power, is not above being held accountable, right?” Musk has denied wrongdoing. SpaceX has previously denied wrongdoing and said the fired employees violated policies, and that Musk was not involved in the terminations.

LIFE & DEATH SUPREME COURT RULINGS ON WOMEN’S HEALTH & SAFETY:

In an 8-1 ruling on 6/21/24 the U.S. Supreme Court rejected a Second Amendment challenge to a federal law that makes it a crime for those with domestic violence restraining orders to possess a gun. This is a great relief and good news for domestic violence survivors who feared the Supreme Court would allow their abusers to regain their guns, based on this term’s oral arguments in the case United States v. Rahimi. Women who are subject to domestic abuse are five times more likely to die at the hands of their abuser if there is a gun in the home. In the 2022 case of New York State Rifle & Pistol Association v. Bruen, the Supreme Court struck down a New York law that put strict limits on carrying guns outside the home. It sent shock waves among America’s domestic violence victims and advocates against gun violence.
The 2022 majority opinion, written then by Justice Clarence Thomas, introduced a new legal standard that relies on what he called “historical practices.” In future judges should use “historical practices” when ruling on firearms possession cases. This new “historical” legal standard proved to be very confusing. It relied on American history at a time when women couldn’t vote, and no domestic violence laws existed. Courts struggled to apply it. Some judges swept aside gun control laws that were on the books for decades, Adam Liptak wrote in a 6/21/24 New York Times report. Writing the new majority opinion in the Rahimi case, Chief Justice John Roberts said that Second Amendment rights had limits. Laws restraining domestic abusers from keeping weapons remain constitutional and enforceable. Justice Thomas wrote the solitary dissenting opinion. Contentious political debate on Second Amendment rights has left Washington unable to pass new gun laws, or even restrict access to bump stocks, as the nation faces an unprecedented bloodbath of gun violence everywhere.

Rather than rule on the Food & Drug Administration’s mandate to certify the safety of all medications, including Mifepristone, the Supreme Court ruled in June that the physicians who brought suit against the popular abortion drug did not have standing to bring the case. The Court ruled the physicians, represented by the Alliance Defending Freedom, who brought the case Alliance for Hippocratic Medicine v. F.D.A., had personally suffered no injury. Access to Mifepristone will remain for now. But, Advocates for medication abortion know this ruling is no victory. They await new litigation knowing that anti-abortion advocates plan to resurrect the long-dormant 1873 Comstock Act that bans the mailing of abortion drugs.

Texas attorney Mark Lee Dickson, an advocate of banning interstate travel to obtain abortions, told the States Newsroom, “I can confirm that there are several attorneys in the Pro-life movement that are planning on bringing a number of different lawsuits relating to abortion-inducing drugs and the harm that they cause to mothers and their unborn children.” A 6/17/24 States Newsroom report quoted longtime anti-abortion activist the Rev. Pat Mahoney, chief strategy officer for the Stanton Public Policy Center. Mahoney called the Supreme Court’s Mifepristone ruling “instructive,” if not what abortion opponents wanted. “There’s, I think, a misconception that a loss is a loss, and that isn’t always the case. Sometimes a loss helps define the parameters for bringing the next case and next case, and believe me, there are going to be next cases on medical and chemical abortions. So now we know this isn’t a route to go.” Mahoney also said groups like his are working with attorneys in a potential class-action lawsuit against abortion pill manufacturers. They are “actively gathering testimony and information from women who have been hurt through medical chemical abortions. We’re working on it. It took us 50 years to overturn Roe,” he added.

In a 6/10/24 pre-recorded message to The Danbury Institute, a group opposed to abortion, former President Trump promised to work “side by side” with this group that wants abortion “eradicated.” Trump also called on The Danbury Institute and church members to vote for him in the November presidential election, saying that President Joe Biden and Democrats are “against religion.” The Danbury Institute’s website states it opposes abortion from “the moment of conception, meaning that each pre-born baby would be treated with the same protection under the law as born people.”

GOP BLOCKS PROTECTIONS FOR CONTRACEPTION & I.V.F. ACCESS:

All but two Republican Senators voted to block action on legislation to codify the right to contraception access nationwide, a 6/5/24 New York Times report said. Democrats unanimously supported the bill, but failed to get enough votes to protect a reproductive health option that many voters worry is actively at risk of being stripped away.

Senator Patty Murray (D/WA) said that Republican lawmakers prefer to advance anti-abortion legislation that could limit access to contraceptives like Plan B (Morning After pill) and I.U.D.s.

“To say the future of birth control in the United States is in serious jeopardy is not partisan spin,” said Hawaii Democratic Senator Brian Schatz. He noted that former President Donald Trump recently said he was looking at supporting restrictions on contraception. The Right to Contraception Act would prohibit local, state, or federal governments from restricting access to contraception. A Constitutional right to contraception is secured by two U.S. Supreme Court decisions. The 1965 Griswald v. Connecticut ruling said a married couple has the right to privacy to make decisions about contraception. In Eisenstadt v. Baird’s 1972 ruling Justices said that this right
extends to non-married people. Democrats and reproductive rights advocates are worried the current Supreme Court could overturn those two cases in the same way it overturned Roe v. Wade. Justice Clarence Thomas indicated as much in his Dobbs opinion overturning Roe.

Senate Majority Leader Senator Chuck Schumer said, “This bill absolutely protects religious liberties. There is nothing in the text forcing anyone to provide contraception if it contradicts their own beliefs.” Similarly, proposed legislation to protect access to in vitro fertilization treatments was also blocked by Senate Republicans as many support legislation that declares life begins at conception. I.V.F. treatment typically involves creating several embryos and implanting only one. About 80% of voters say that protecting access to contraception is “deeply important” to them, according to a recent national poll. Even among Republican voters, 72% said they had a favorable view of birth control. Republican Senators Susan Collins of Maine and Lisa Murkowski of Alaska supported both the Right to Contraception Act and access to I.V.F. “If this is a messaging bill, my message is, ‘I support contraception,’” Murkowski told the Times.

CRISIS IN LOST RURAL MATERNITY CARE:

Nearly one quarter of rural hospitals stopped providing obstetric services between 2011 and 2021, according to Chartis, a health consulting firm. Analysts blame the closures on low Medicaid reimbursement rates and declining birth rates in rural communities. The combination makes it financially challenging to keep labor and delivery units staffed. Senator Ron Wyden (D/OR), Finance Committee Chair and 15 Senate Democrats, released draft legislation to address the loss of rural maternity care in labor and delivery units, acknowledging the consequences for parents, families and local communities. The proposed Keep Obstetrics Local Act (KOLA) would increase Medicaid payment rates for labor and delivery services for eligible rural and high-need urban hospitals, provide “standby” payments to cover the costs of staffing and maintaining an obstetrics unit at low-volume hospitals, and require all states to provide postpartum coverage for women in Medicaid for 12 months, among other steps. About 4 in 10 births in the United States are financed through Medicaid, according to a 6/20/24 MSN.com report. The proposal makes sure that hospitals are required to use these additional resources to invest in the maternal health care needs of the local communities they serve. “Closures like these are driven by stark economic realities facing the hospitals and efforts by large hospital chains to streamline the business at the expense of young families,” Wyden said. The KOLA legislation would require hospitals provide “timely notification” of an impending hospital obstetric unit closure and allow them to request emergency obstetrics providers from the United States Public Health Service Commissioned Corps.

This legislation has already been endorsed by the American College of Nurse-Midwives, Catholic Health Association, Families USA, and the National Partnership for Women & Families. Among the 15 Democratic co-sponsors is Pennsylvania Senator Bob Casey. “While maternal mortality disparately impacts Black women and indigenous women, the urgent public health crisis traverses race, ethnicity, socioeconomic status, educational background and geography,” Senator Casey said as a co-sponsor of the “Mamas First Act.” It requires Medicaid coverage for prenatal, delivery, and postpartum care by doulas, midwives and tribal midwives. A similar bill passed the Pennsylvania House of Representatives to cover doula services for expectant and new mothers, according to a PA Capital Star 5/17/24 report.

PERIOD PRODUCTS IN PENNSYLVANIA PUBLIC SCHOOLS:

H.B.851 creates a Pennsylvania grant program to provide public schools with funding to distribute menstrual hygiene products free to students. It passed the Democratic-controlled House by a vote of 117-85, according to a PA Capital Star 6/4/24 report. One of the bill’s prime sponsors, Rep. Darisha Parker (D/Phila) called this legislation “an opportunity to restore the dignity to these women and girls who have gone unsupported far too long.” Gov. Josh Shapiro’s $48 billion 2024-2025 budget proposal calls for $3 million in funding to provide free pads and tampons in Pennsylvania schools. The proposal notes that nationally, 1 in 4 teens have missed class due to a lack of access to menstrual hygiene supplies. As of April 2024, 27 states and Washington, D.C., had passed legislation to provide free menstrual products to students in schools. In opposing H.B.851, Rep. Stephanie Borowicz (R/Clinton) objected to language that referred to menstruating “people” and said making
pads and tampons free for public school students would lead to “communism.” The bill now heads to the GOP-controlled Senate for consideration.

H.B.98 PA EQUAL PAY BILL PASSES HOUSE:
Passing narrowly by a vote of 102-99, the Pennsylvania House sent the Equal Pay Law to the GOP-controlled Senate, according to an MSN.com report. The bill seeks to amend the Equal Pay Law of 1959 to address issues of pay disparity and ensure fair compensation for all workers. It prohibits employers from offering lower wages to employees based on discriminatory factors and strengthens protections against retaliation towards employees who file complaints. It also proposes a significant increase in monetary penalties for violations, raising fines from the current range of $50-$200 to $2,000 to $5,000. By requiring employers to disclose the expected compensation or salary range for any publicly advertised job as well as to prospective employees upon reasonable request, the measure aims to shed light on compensation practices and facilitate fairer wage negotiations. Prime sponsor Rep. Donna Bullock (D/Phila) noted the critical need for such legislation. There is a persistent wage gap that disproportionately affects women and people of color in the workforce, she said. This bill “is a step toward economic justice” emphasizing the goal to eradicate wage disparity and ensure equal pay for equal work across Pennsylvania.

Rep. Melissa Shusterman (D/Chester) stressed the broader economic implications of addressing the pay gap. She pointed out that ensuring equal pay could inject an additional $482 billion into the U.S economy and significantly reduce poverty among working women and single mothers. Rep, Jenn O’Mara (D/Delaware) sees HB98 reflecting a growing recognition of the importance of wage equality and the need for concrete measures to achieve it. If approved by the Senate, this legislation could set a precedent for other states to follow, paving the way for a more equitable and just labor market nationwide. BUT - don’t hold your breath ladies …

HB98 goes to a Republican-controlled Senate that has adamantly refused to raise Pennsylvania’s poverty level $7.25 per hour minimum wage for 15 YEARS!!! Meanwhile, lawmakers take an automatic pay raise every December without a vote. Their last 2023 Christmas gift to themselves was a salary increase to over $106,000.

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 CLUB BRIEF
Meet Your Virtual Club Nominees:

On the ballot for the July elections, two candidates will be coming from the Virtual Club, we are excited to report.

With nominee paperwork submitted and accepted before the deadline of June 15th, NFBPWC-Virtual Club is thrilled to report two members are officially candidates for national officer positions at the coming 2024 Biennial General Assembly in July.

Barbara Bozeman for President.

Bryn Norrie for Young BPW.
From our Candidate Bryn Norrie:
I have been a member of BPW since 2021, when I joined as an Executive Committee intern while in college. BPW has been an integral part of my college and young professional life. BPW equipped me with skills I use every day to navigate through the world and learn how to be a professional. The amazing network of women in BPW have continued to be there for me through every stage of my life in the last 3 years. I know that I can always lean on my BPW sisters for advice and cheerleading when I need it. I hope that if elected to be the YBPW I will be able to share this wonderful community with more young women and grow BPW’s reach with young women.

I currently live in Arlington, VA and work for an international development NGO called Counterpart International. I work on pro-democracy, media freedom, and women’s empowerment projects mainly funded by USAID. I have gotten the chance to travel around the world with this job and appreciate the importance of connections, friendship, and support (something always provided to me by BPW). I graduated from the University of Colorado Boulder in 2023 with a Bachelor’s Degree in Political Science and Certificate in Peace and Conflict Studies. I my free time I like to hike, bake, and spend time with my friends and family.

I am looking forward to serving as the YBPW on the Executive Committee (hopefully!) for the next two years. I’d love to connect on LinkedIn (https://www.linkedin.com/in/dorisbrynnorrie/) and look forward to seeing you all at the General Assembly.

~~~

July Birthdays:
Denise Spink-Morin- July 15th

~~~

NFBPWC – VIRTUAL IS GOING INTERNATIONAL (WE HOPE)

With the support of the Executive Committee – I am happy to report the application to host a workshop at BPW International Congress in St. Kitts has been submitted.

Hosted by NFBPWC-Virtual and facilitated by Larisa Miller and Barbara Bozeman, our submission is:

“Shaping the Future of BPW:
Strategies for Women Leaders in a Globalized Digital Era”

Description:
This roundtable aims to bring together the presidents of international federations within BPW to discuss and strategize on the future direction of the organization. The event will focus on addressing the evolving needs of BPW members in the context of rapid technological advancements, globalization, sustainability, and leadership in an era of constant change. By involving public participation, the roundtable will foster a collaborative environment to generate innovative ideas and actionable plans. This workshop will serve to ensure BPW International remains a relevant and impactful organization, empowering business and professional women to thrive in a rapidly evolving global landscape.
Our Workshop Organizer:

A member of NFBPWC-Virtual and BPW Ireland, Larisa Miller is an award-winning international keynote speaker, addressing audiences around the world on subjects such as business development, entrepreneurship, multi-sector investment, the importance of the Sustainable Development Goals (SDGs), as well as the empowerment of youth, women, and refugees globally.

Deadline for submissions was June 30th – we will keep you posted when we hear whether we are accepted. Fingers Crossed!

**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 EST via Zoom. Registration for all Virtual Chapter programs/meetings is available on the NFBPWC website.

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

~~~

**Barbara Bozeman**

**Virtual Chapter President, 2023-2025**

---

**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](https://www.nfbpwc.org). 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 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](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 Washington Affiliate**

**Leadership Team:**

- Rosalind Scott: President
- Sylvia Valine: Vice-President and Information Technology
- Bridgett Law: Recording Secretary
- Eldean Montgomery: Treasurer
- Patty Slagle: Immediate Past State President
- Nancy Sorensen: Bylaws Chair, and Memorials Chair
- Sue Suwiwattanakul: Finance Chair
- Evelyn Hinken: Corresponding Secretary, and WBW Publication
- Judy Keyt: Nominations
- Mike Healy: Parliamentarian
NFBPWC is looking for your submissions for the next Magazine.

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

Submission Deadline for the August Magazine is Thursday, July 25th at 7:00 pm Eastern Time

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

Advertising Opportunities with NFBPWC

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

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

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

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

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

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

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

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

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

3. You will receive a response from the Executive Committee after they have reviewed your submission.

4. If your submission is accepted by the Executive Committee, they will forward your submission to the Newsletter Chair (newsletter@nfbpwc.org) for publication in the next monthly newsletter.
Here is our pricing per month for current NFBPWC Members:

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

Here is our pricing per month for Non-Members:

- Full page $100
- Half page horizontal $65
- Half page vertical $65
- Quarter page $40
National Federation of Business and Professional Women’s Club’s (NFBPWC) Advocacy Platform 2022-2024

NFBPWC will employ several education, advocacy, monitoring and tracking strategies to meet the following priorities:
The Alice Paul Equal Rights Amendment shall stand first and foremost above all other items of the advocacy platform until Equal Rights have been guaranteed in the United States Constitution – i.e. “Equality of Rights under the law shall not be denied or abridged by the United States or by any State on account of sex.”

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

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

Human Rights – recognition that women’s rights are human rights
• Passage of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
• Ratification of the Equal Rights Amendment (ERA)
• Eradicate Domestic Violence and the Electronic and Physical stalking, sexual harassment, sexual abuse and discrimination
• Support universal background checks for all firearm gun purchases
• Reinstate the Violence Against Women Act
• Oppose human trafficking, sexual exploitation and slavery
• Equal education opportunity including adequate funding of public education, preschool through postsecondary
• Support equal rights for LGBTQ+ persons
• Support equal treatment of and end discrimination against all women
• Support policies and practices that promote environmental sustainability
• Support the endeavors of and improve conditions for military-affiliated women
• Support our women in prisons
• Support protection of human rights and equitable treatment of all migrants, including refugees and asylum seekers
Since 1919, the National Federation of Business and Professional Women Clubs, Inc. have been working to empower women through our mission to develop the professional, business and leadership potential of women at all levels.

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

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

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

---

**Our NFBPWC Heritage**

![Dr. Lena Madesin Phillips, A Founder of NFBPWC; Founder of BPW International](image)

“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
- Save on eye exams, contact lens exams, glasses and more
- Save on generic drugs and brand name prescriptions
- Direct access to state-licensed and fully credentialed doctors, via phone or video consultations
- Access to mental health assistance from licensed counselors via virtual or telephonic counseling sessions

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.*

**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**

<table>
<thead>
<tr>
<th>Plan Option</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member Only</td>
<td>$16.00/mth</td>
</tr>
<tr>
<td>Member + 1</td>
<td>$20.00/mth</td>
</tr>
<tr>
<td>Member + Family</td>
<td>$25.00/mth</td>
</tr>
</tbody>
</table>

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

To learn more about how you can get started today, visit nfbpwc.solutions simplified.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.solutionsimplified.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.