President’s Message

Well Behaved Women Never Make History!

It is hard to believe that Business and Professional Women 2015-2016 year is coming to a close. The fun is still to come. The last ten months have proven to be a history blazing year. We have brought some programs to the forefront in our organization and in the public eye. A good friend of mine who has been a judge for the last few YC competitions sent me a message which read, “Business and Professional Women is all over the media.” That message lead to a conversation of telling me about his observations. During our conversation many topics came up.

The first was the exposure of the Young Careerist Program and the support that our organization has given to Jessica Dahl, BPWs 2015-2016 YC winner. Members have attended many events to support her driving force with the homeless and human trafficking.

Next was the Individual Development Program (IDP). We were blessed to have one of our valued Evergreens kick off the program. The later half of the year Kirsten O’Sheils moved the program forward by creating a plan for the rest of the year. Communication was done through email and Facebook. This gave BPW great traction in the surrounding areas. We had two non-members attend wanting to start new locals.

Loren Lee and Luanne Green have moved us forward with the political issues which surround us through media and mud-slinging. They both will be giving us valuable information at state conference.

Stephanie Owens has provided great speakers and support to the locals. Everyone is in for a real treat with what she has planned for state conference.

There is so much more that will be happening at state conference. You will not want to miss it. We are providing great information to help you personally, professionally, and politically.

BPW NEEDS YOUR PRESENCE AT STATE CONFERENCE. We truly have “Stepped it up this year!” Next year we will need to step out of our comfort zone. This is the key to being relevant to women of all races and ages.

I look forward to seeing you at the 95th BPW/WA State Conference! Susan

Pay for State Conference online: bpwwa.org

It’s a PAC Year!

This is a crucial year for political races. Don't forget that local Washington State candidates are just as important as the presidential campaign. The individuals who become your city, county, and state representatives make many vital decisions. With your Local’s approval you can support a candidate in your area to receive PAC monies (forms on bpwwa.org or email PAC@bpwwa.org). Also, there are PAC representatives who are able to assist your Local in this process. At State Conference there will be PAC contribution forms at your tables or email PAC for forms. Don't miss this opportunity to support your local candidates this year.

--Luanne Green, PAC Chair

Table of Contents

- Official Call to Conference 2
- Nominations for State Officers 2
- Conference Flyer 4
- Registration Form 5
- Marketplace Registration 7
- Note from State YC Chair 8
- Washington State BPW Foundation Fundraiser 8
- A Historical Perspective on BPW and BPW Foundation 9
OFFICIAL CALL TO STATE CONFERENCE

MAY 20-22, 2016
DoubleTree Suites by Hilton Hotel
16500 Southcenter Pkwy
Seattle, WA 98188

To the following members:
Elected State Officers, Immediate Past State President, Chairpersons of State Standing Committees (or duly authorized representatives), Local Organization Presidents (or duly authorized representatives), Corresponding Secretary and State Publications Chair. Only those listed above may vote at the Pre-Conference Board of Directors’ Meeting, Friday morning, and the Post-Conference Board of Directors’ Meeting, Sunday morning. All members in good standing who have paid the full Conference registration fee may enter into discussion during the Board of Directors’ meetings after all board members have exercised their right to speak. All registered members in good standing may participate in discussion and vote at the General Meetings on Friday afternoon and Saturday.

For Registration, Meals, Accommodations and Scheduled Events: Please refer to the attached registration form and the flyer.

Nominations for State Officers

The Washington State Business and Professional Women’s slate of State officers for our State conference May 20-22, 2016 is as follows:

President: Susan Lipston
Vice President: Vacant, Nominations from the floor
Recording Secretary: Vacant, Nominations from the floor
Treasurer: Sylvia Ann Betts
Nominations Chair: Peggy Harris

The Nominations Chair, Luanne Green, thanks the members for their cooperation. She urges all BPW/WA local organizations to help fill the two remaining unfilled leadership positions.

BPW/WA Candidates for 2016/17 Officer Positions

Biography of
Susan Lipston
For Office of President

My bio and qualifications for BPW/WA President are as follows:
• Currently serve as the 2015/2016 President for BPW/WA.
• Served as Vice President for BPW/WA in 2014/2015.
• Served two terms as State Recording Secretary.
• Served one year as State Membership Chair, one year as State Program Chair, two years as State Young Careerist Chair, and Fall Board Chair.
• At the local level served two years as South Puget Sound President and two years as the President of the Renton Local.

I had the pleasure in the late 80’s of participating in the Young Careerist Program as a member of the local that met in Tukwila. Those years gave me the strength to work in a male dominated field. Since my return to the Business and Professional Women organization I have had the pleasure of working with members professionally but also personally. This organization has something for everyone! I look forward to the year ahead by Stepping OUT! in Leadership that Begins With You!

Thank you for your consideration.

(Biographies for the candidates for Treasurer and Nominations Chair appear on the following page.)
My bio and qualifications for BPW/WA Treasurer are as follows:

• I was a member of the Kent Valley local from the early 80’s until it disbanded. I joined the Tukwila local until they merged with the SouthWest Seattle local. I left BPW in 2007.
• I participated in the Individual Development program in 1985.
• I served as President of Kent Valley local, 1989-1991.
• I served as Scholarship Chair and Secretary of Kent Valley.
• I served as Secretary and Treasurer of SouthWest Seattle local.
• Currently serving as Treasurer for BPW/WA.

I served as Secretary and Treasurer of the Foreign Stock Car Racing Association for many years, retiring as Treasurer in 2014.

I also serve as Secretary/Treasurer of the Prairie Wood Maintenance Association in my neighborhood.

I have just begun to understand the position of State Treasurer. Please consider supporting me as your Treasurer for this next year.

My qualifications for the BPW/WA Nominations Chair are as follows:

• Have been a member of BPW/WA for three years and have served as the State Recording Secretary for a year and a half.
• Have served as the Treasurer, Secretary, and President of the Renton Local. As Immediate Past President, currently attend board meetings and participate in appropriate conference calls.
• Have nearly forty years’ experience in business in both the corporate and non-profit fields.
• As a ten-year Director of Volunteers for the Seattle Humane Society, have participated in many training classes and workshops sponsored by DOVIA of King County (Directors of Volunteers in Agencies) to promote and practice successful volunteer management.

It is imperative to sustain and grow BPW/WA that qualified candidates for office be identified and encouraged to invest their time and expertise in the organization to promote its mission and goals. Stepping up to a leadership role also enables each of them to explore their own potential for personal growth.

I would welcome the opportunity to better get to know more of the BPW/WA membership, knowledge which is essential to the performance of the duties of the Nominations Chair.

I ask for your support and thank you for your consideration.
FRIDAY – May 20, Begins at 9:30 AM
Maureen Manley’s exceptionalism came to international attention as a world-class cyclist, winning a silver medal in the World Championships and was shooting for the 1992 Olympics. At the height of her cycling career, her vision blurred and she crashed – and she learned it was the onset of multiple sclerosis. Her courage, determination and resourcefulness became instrumental in her healing process. She began to understand and develop effective ways to integrate mind, body and spirit to achieve a life filled with discovery, worth and purpose. She has become a much sought-after speaker and trainer.

Lisa Fischer, a Certified Wardrobe Stylist, Author and Speaker specializes in color theory, fit and style to inspire professional women to create their unique personal brand. Lisa’s passion is finding solutions to image dilemmas around the closet, shopping and personal branding. Showing up with intention and confidence in all areas of life is the result of Lisa’s services. Lisa will showcase two of the four steps of a pulled together image: dressing to flatter your shape and how to use trending fashions for an authentic style.

Elisa Hawkinson is an engaging and dynamic speaker, author and coach. In her book, “Calming Your Chaos” she gives everyone the tools to reach their goals and destinations in life. Since 2000 she has helped business and individuals organize and simplify their working and living spaces as well as their lives. Her HOW2GETORGANIZED seminars, workshops and hands-on personal coaching have evolved from her natural bent for order. Elisa has a passion to make a difference in people’s lives.

SATURDAY – May 21, Begins at 8:30 AM
Jessica Butts, MA, is a psychotherapist, life fulfillment coach, and Myers-Briggs expert whose mission is to inspire others to accomplish Magnificent Things by embracing their innateness. She shares her Live Your Life from the Front Seat methodology around the country in her sassy, no-holds barred entertaining manner. Leaving the corporate world of human resources, Jessica now has a private practice near Seattle. As an ENFJ, Jessica thinks outside the box, leads with her heart and is obsessively organized. She’s passionate about personal development, traveling, deep connections with those in her life, and her beloved Boston Terrier, Tucker.

SATURDAY NIGHT...
Come join us for an evening of fine food, friendship, awards, and a unique tribute to our Past State Presidents – known as the Evergreens.

SUNDAY MORNING – May 22
A new BPW year begins with new officers, chairs, business, themes, events and programs.

To Register (members & non-members) and for more information, go to BPWWA.ORG.

REGISTRATION DEADLINE - MAY 5th.
Registration for the 2016 State Conference

May 20 - 22, 2016 – Seattle/Southcenter, WA
DoubleTree Suites by Hilton Hotel, 16500 Southcenter Pkwy, Seattle, WA 98188

DEADLINE: May 5, 2016  All who register are welcome at all meetings and meals.

Name  (Please print clearly.) ____________________________
Main Local Organization You Belong To ________________________________

List ALL: State Office ☐ State Chair ☐ Local President ☐

________________________________________________________
________________________________________________________
________________________________________________________
________________________________________________________

Address ____________________________
City ____________________________ Zip Code ____________________________

Phone ____________________________
First Timer? ☐ Foundation? ☐ PAC? ☐ Veteran? ☐ Student? ☐
MAL? ☐ Non-Member? ☐ Evergreen? years)

AGENDA IN BRIEF

Friday, May 20  Exec Committee Mtg, Pre-Conference Board of Directors Mtg, Evening Entertainment
Saturday, May 21  State Conference begins, Speakers, Business, Reports, Evening Entertainment
Sunday, May 22  Exec Committee Mtg, Post-Conference Board of Directors beginning the new BPW 2016/17 year

HOW ARE YOU PAYING for State Conference?  By Check ☐ or via PayPal ☐?

• If you are paying by check, make checks payable to “BPW/WA 2016 State Conference” and mail it with your completed 2-page registration form.
• If you are paying via PayPal, send your completed registration form and a Paypal invoice will be emailed to you. Mail to the address below or email your scanned 2-page registration form.

MAIL REGISTRATION FORM (AND PAYMENT IF PAYING BY CHECK) TO:
Leih Mulvihiil – BPW/WA Conference Registration
32202 5th Avenue
Black Diamond, WA  98010
Email: leih023@gmail.com

Do you require special accommodations under the American Disabilities Act? Yes ☐  If so, we will contact you.

Cancellation or Refund Policy: Refunds will be made if a cancellation request is received, in writing, to the Registration Chair, prior to May 5, 2016. A processing fee of $10 will be charged for refunds requested after that date. No refunds will be made for no shows.
Registration for the 2016 State Conference

**Name** again please: ________________________________

**STAYING OVERNIGHT?** Contact hotel directly to make room reservations. See flyer for detailed information.

**DoubleTree Suites by Hilton Hotel, 16500 Southcenter Pkwy, Seattle, WA 98188**

Phone: 800-222-8733

Room Rates: $139.00 plus tax sgl/dbl. (Beautiful Suites/sleep up to six) + complimentary Full Buffet Breakfast for first 2 room guests (additional overnight guests and members may purchase vouchers below). $12.00 Voucher includes tax, gratuity additional. Buffet price normally $16.95++) and parking is FREE!

*Please advise any food restrictions or requests. Join us for meals, fun, and great conversation!*

### CONFERENCE REGISTRATION – Everyone Pays

<table>
<thead>
<tr>
<th></th>
<th>$ 50</th>
<th>$ 10</th>
<th>$ 50</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FRIDAY – May 20</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Honoring Our Service People – Red White &amp; Blue</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Free Full Breakfast Buffet with Room, <strong>Without Guest Room Pay $12</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friday Lunch - Soup, Salad, Deli Buffet</td>
<td></td>
<td></td>
<td>$22</td>
</tr>
<tr>
<td><strong>Friday Evening</strong></td>
<td><strong>Boots &amp; Bling – Cowboy Boots/Rhinestones</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friday Dinner – Buffet</td>
<td></td>
<td></td>
<td>$37</td>
</tr>
<tr>
<td><em>Followed by country music and line dancing</em></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>SATURDAY – May 21</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stepping It Up – Your Business Best</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Free Full Breakfast Buffet with Room, <strong>Without Guest Room Pay $12</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Saturday Plated Lunch (choose one)</td>
<td><strong>YC Speeches</strong></td>
<td>$22</td>
<td></td>
</tr>
<tr>
<td>a  Chicken Caesar Salad</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b  Turkey/Provolone Baguette</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c  Cobb Salad</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d  Roast Beef/Havarti Ciabatta Roll</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Saturday Evening</strong></td>
<td><strong>Little Black Dress – Formal/Cocktail Attire</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Saturday Dinner – Buffet</td>
<td></td>
<td></td>
<td>$37</td>
</tr>
<tr>
<td><em>Followed by installation and a little fun!</em></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>SUNDAY – May 22</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stepping Out of Your Comfort Zone</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Free Full Breakfast Buffet with Room, <strong>Without Guest Room Pay $12</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Dinners Include</strong>: Salad, rolls, chef’s choice of starch, vegetables and dessert. Teas and coffee included.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Bar is located in the Lobby Area for NO-HOST cocktails.</strong></td>
<td></td>
<td></td>
<td>TOTAL $</td>
</tr>
</tbody>
</table>

**MAIL THIS 2-PAGE REGISTRATION FORM (AND PAYMENT IF PAYING BY CHECK) TO:**

Leih Mulvihill

32202 5th Avenue

Black Diamond, WA 98010

Page 2 of 2
WASHINGTON STATE
BUSINESS AND PROFESSIONAL WOMEN

Annual State Conference 2016
The Market Place Expo Registration
DoubleTree Suites by Hilton Hotel, 16500 Southcenter Pkwy, Seattle, WA 98188
May 20-21, 2016, Chair: Cherri Schoeppel

Rates: Standard table approximately 8 feet with cloth included in fee for both days.
Member $50.00 two days – Non Member $100.00 two days
Space is limited. Please send in registration early. Deadline is May 5, 2016
Late reservations cannot be accepted and will be returned.

Total number of Tables Reserved: _____ x price each = $ _____
A passport card will be provided to attendees to be stamped when visiting vendors.

Name: ____________________________________________
Business: ________________________________________
Kind of Products/Services Offered: ______________________
Address: _________________________________________
City: __________________ State: _______ Zip: _______
Day Phone: __________________ Evening: _____________
Email: __________________________ Website: ___________
BPW/Local: ____________________________

Total Payment Enclosed: $ _____
Make Checks Payable to: BPW/WA Annual Conference
Mail this form with your check to:
Cherri Schoeppel, 5303 156th Ave NE, Redmond, WA 98052 – 206.595.9900
If paying by Credit Card you will be invoiced via Paypal. Mail this form to above address or send scanned copy to: cherrischoeppel@gmail.com

Special requests will be reviewed and given consideration. If you need additional power or lighting, we recommend you bring your own equipment and extra power bars.
Special Requests or Instructions:

________________________________________

BPW/WA cannot guarantee Market Place tables will be available without a completed registration form and fee by May 5. Note: Tables are located in the reception hallway (semi-public area). You may prefer to remove product/materials at end of day Friday and reset Saturday am. A secure room will be made available for storage.
A Note From Lisa Fischer, BPW State YC Chair

I’m very proud of our first annual Young Careerist Workshop held on February 6th. The objective of the workshop was to offer Young Careerist candidates and BPW members training on professional business skills. These skills include public speaking, poise and confidence, interview skills, speech and essay writing, dining etiquette, personal and professional branding along with learning about BPW programs. We heard from Jessica Dahl as she shared her experience as the 2015-16 State YC Representative.

I’d like to personally thank the speakers who gave of their time and talents. Susan Lipston, Kerstin O’Shields, Brenda Hastings, Sundi Avila, Jessica Dahl and Leiana Smith.

A shout out to the five locals represented. Wenatchee, Renton, SouthWest Seattle, NorthSound and Greater Everett. Attendees include: Carrisa Blair, Theresa Dao, Elizabeth Garcia, Lauren Huntington, Teresa konopka, Stephanie Owens, Shauna Starcher, and Carmen Weedstrom.

I’m excited to announce the 4 women who will be representing their locals and competing at State Conference for State YC Representative.

Elizabeth Garcia – Wenatchee
Lauren Huntington – Renton
Teresa Konopka – Greater Everett
Julia Eagan – Greater Eastside

We look forward to hearing each local YC Representative deliver their prepared 4 minute speech on Saturday, May 21st at State Conference. The new State YC Representative will be announced Saturday evening. In addition, Jessica Dahl, 2015-16 State YC Representative will share a few words about her year.

Washington State BPW Foundation Fundraiser

Help support our state BPW Foundation by purchasing Jamba Juice cards... Limited Time, so order today!

We are selling Jamba Juice cards for $10 each... This is a great deal!!! Check it out! Jamba Juice offers a fundraising card that comes pre-loaded with six “buy one, get one free.” offers. The great news... the Washington State BPW Foundation earns $5.00 on each card sold!

As an added extra.. a member has agreed to mail any and all Jamba Juice cards ordered during April, 2016 directly to you!!!!

Please reply directly to Eldean Montgomery (eldeanmont@AOL.com). These cards are great for Birthdays, Graduations, Thank you's, etc.!!! Place your order today!

Thanks for supporting the Washington State BPW Foundation and the scholarships we offer!

Margaret Way, “BPW WA Foundation”

Nancy L. Sorensen
Attorney at Law
860 S.W. 143rd Street  Seattle, Washington 98166
N.E. corner Ambaum Blvd S.W. & S.W. 143rd St.
206.439.8282
Fax: 206.439.8296  Email: Nancy@sorensenLawOffice.com
A Historical Perspective on BPW and the BPW Foundation

While mobilizing for World War I, the U.S. Government recognized the need for a cohesive group to coordinate identification of women’s available skills and experience. A Women’s War Council, financed through a federal grant, was established by the War Department to organize the resources of professional women. The National Federation of Business and Professional Women’s Clubs was founded on July 15, 1919. The organization later filed to “do business as” (dba) Business and Professional Women/USA (BPW/USA). Throughout the years, three major issues shaped BPW/USA’s legislative agenda: elimination of sex discrimination in employment, the principle of equal pay, and the need for a comprehensive equal rights amendment.

The 20s: “BPW Goodwill Tour” of Europe initiated the founding of the International BPW Federation. With the theme, “Better Business Women for a Better Business World,” National Business Women’s Week was established in 1928 to celebrate and dramatize the contribution of women to the country.

The 30s: BPW/USA worked to prohibit legislation or directives denying jobs to married women. BPW/USA lobbied successfully to legislatively end the legal practice of workplace preference for unmarried persons and, in the case of married persons, preference for males.

The 40s: At the advent of World War II, BPW/USA developed a classification system for women with specialized skills critical to the effort and supported the formation of women’s branches of the Armed Forces. While wage discrimination has existed in the U.S. since women and minorities first entered the paid workforce, its prevalence was not felt until the massive influx of women sought work during World War II. Immediately following the war, the Women’s Pay Act of 1945 -- the first ever legislation to require equal pay -- was introduced in the U.S. Congress. It would take another 18 years before an equal pay bill would make it to the President’s desk to be signed into law.

The 50s: The national executive office relocated from New York to Washington, as BPW/USA became more active in legislative issues. Business and Professional Women’s (BPW) Foundation was incorporated in February 1956, creating a branch to provide research, information, career development programs and scholarships to disadvantaged women, as well as workshops and other training opportunities. The Marguerite Rawalt Resource Center opened, becoming a major library and resource on the history of women and women in the workplace.

The 60s: President John F. Kennedy signs the 1963 Equal Pay Act into law as 1962-63 BPW/USA president Dr. Minnie Miles watches. Dr. Miles received the first pen from the signing.

The establishment of “Status of Women” commissions in the U.S. in 1963 was due largely to BPW/USA efforts. President Kennedy recognized BPW/USA’s leading role in securing passage of the Equal Pay Act by giving BPW/USA’s National President the first pen he used when signing the Act into law.

The 70s: BPW/USA intensified efforts to eliminate discrimination based on sex and marital status in credit, capital, and insurance practices. A legislative strategy was developed to achieve the Congressional votes needed and the BPW Political Action Committee (BPW/PAC) was formed in 1979 to endorse federal candidates.

The 80s: BPW/USA tackled “comparable worth” by calling for newspapers to stop the occupational segregation in classified ads (clustering of women in a few restricted occupations of low-paying, dead-end jobs). Numerous state and municipal governments revamped their pay scales, recognizing...
dissimilar jobs may not be identical, but may be comprised of tasks, educational requirements, experience and other characteristics that are equivalent or comparable. In 1986, San Francisco became the first in the nation to approve a pay equity referendum, implementing $34 million in increases for employees in female and minority-dominated jobs. The “Red Purse Campaign” of 1988 drew national attention to wage disparity. Using the “BPW” letters to represent Better Pay for Women, BPW/USA capitalized on the national media attention focused on the red purse. At the Hartford, Connecticut Convention in 1985, BPW/USA’s Legislative Platform expanded to include the Equal Rights Amendment Preamble. Also at this Convention, BPW/USA initiated the $2.65 million campaign to renovate the national headquarters at 2012 Massachusetts Avenue (“Project 2012”).

**The 90s:** Workplace equity issues including sexual harassment, the glass ceiling, health care reform, dependent care, tort reform, increasing the minimum wage, lifetime economic security and pay equity continued to be BPW/USA’s targeted issues. Then-Secretary of Labor, Elizabeth Dole, and First Lady Barbara Bush addressed BPW/USA’s members at the White House Briefing during the 1990 “Lobby Day” event. At the Minneapolis, Minnesota 1992 Convention, BPW/PAC announced the first-ever endorsement of a presidential ticket by endorsing Clinton-Gore. BPW/USA’s grassroots membership worked as never before in GOTV (Get Out The Vote!) campaigns. From voter education forums, working in candidate campaigns, fundraising for candidates and registering women to vote, 1992 proved to be the “Year of the Woman,” electing a record 4 women to the U.S. Senate and an unprecedented 24 women to the House. This political activism continued to the 1996 elections where BPW/USA joined other women’s groups endorsing the Women’s Vote Project. Continuing with a focus on workplace issues, BPW/USA lobbied Congress for passage of the Family and Medical Leave Act. After nearly a decade, the FMLA passes in 1993. Discussions on “comparable worth” are expanded to include enforcement and strengthening of existing Equal Pay legislation. The Pay Equity Employment Act of 1994, followed by the Equal Pay Act (introduced in 1994) and the Paycheck Fairness Act (introduced in 1997) became BPW/USA’s focus legislation through the ’90s.

**1994:** Business and Professional Women/USA’s (BPW/USA) members lobbied their Members of Congress successfully convincing them to pass the groundbreaking Violence Against Women Act (VAWA), which included millions of dollars in state grants to combat violence against women. The programs created by VAWA have also been successful at providing victims with emergency shelter, hotlines, and supportive services. VAWA also created, for the first time, a civil rights remedy for gender-motivated crimes. BPW/USA celebrated its 75th anniversary at the 1994 St. Louis, Missouri Convention with Gloria Steinem as the keynote speaker. Also in October 1994, the syndicated cartoon, “Cathy,” celebrated National Business Women’s Week, one of BPW/USA’s Signature Events.

**1996-1999:** BPW/USA battles attacks on affirmation action throughout the nation: 1996 in California, 1998 in Washington, and 1999 in Florida. Social Security Reform became a front-burner issue for BPW/USA in 1999 and continues to be an issue BPW/USA follows closely. The wage gap contributes to a $200,000 loss in social security benefits to the average woman.

**The 2000s:** BPW/USA expanded its ’90s “Making Workplaces Work” initiative to the “Working Family Values” Program, and more recently, the theme of “Workplace Equity & Work-life Effectiveness,” with education and awareness focusing on pay equity, dependent care, workplace flexibility, and social security reform. BPW/USA initiated “The Women & Social Security Summit” in February 2001 and coalesced with the National Council of Women’s Organizations, OWL, National Council of Negro Women and American Association of University Women, to focus on one specific issue during our annual “Lobby Day”- keeping social security a guaranteed part of retirement.

**2002:** BPW/USA continues to be branded as the premiere grassroots organization addressing the wage gap, with most of our Local Organizations participating in events to
focus on Equal Pay Day, usually the 2nd Tuesday of April. In 2002, the “Take the Pay Equity Pledge” Campaign asked candidates for Congress to sign a pledge to support the Paycheck Fairness Act. As pledge cards came in, BPW/USA’s Local Organizations held press conferences and distributed press releases on those candidates friendly to BPW/USA’s focus issue—Pay Equity.

2003: The 75th Anniversary of National Business Women’s Week® (NBWW) was recognized in 2003. To celebrate of the vital role of women in business, leaders of Business and Professional Women/USA (BPW/USA®) and BPW Foundation rang the closing bell at the New York Stock Exchange (NYSE) on Tuesday, October 21, 2003. The ringing of the bell at the NYSE launched a six month focus on women’s issues that saluted the 75th Anniversary of National Business Women’s Week® and acknowledged the accomplishments of workingwomen and their important role in the business community. BPW/USA received a special welcome to the NYSE by Catherine R. Kinney, President, Co-Chief Operating officer and Executive Vice Chairman. The celebration included a six month national discussion with workingwomen and business leaders on “WOMENomics: The Economics of Work-life Balance” and the distribution of a nationwide survey on workplace equity and work-life effectiveness issues.

2005: BPW/USA successfully urged the Bureau of Labor Statistics to continue collecting data on women workers in the CES (Current Employment Statistics Survey) after they announced they would cease collecting it after July 2005. VAWA (Violence Against Women Act) was set to expire in September 2005 and BPW/USA made the VAWA reauthorization a top legislative priority. VAWA 2005 focused on expanding several of the key provisions contained within the previous VAWA authorizations. In October 2005, BPW/USA launched Women Joining Forces: Closing Ranks, Opening Doors (WJF), a program to support women veterans as they transition from military to civilian life. This commitment made BPW/USA the first and only non-governmental agency to offer programming that supports women veterans. Because BPW/USA has a national network that can offer leadership training, professional skill development and mentoring, it is uniquely positioned to support and assist women veterans. Take time to thank a veteran for their service and visit http://www.womenjoiningforces.org today.

2006: BPW Foundation celebrated its 50th Anniversary throughout the year with Lighting the Way: Exploring Our Past, Discovering Our Future. February 27th was declared BPW Foundation Day by Washington, DC Mayor Anthony Williams. Through its strong grassroots efforts, 2006 BPW/USA members were instrumental in getting Johanna’s Law signed into law. This law authorizes a national gynecologic cancer early detection and awareness campaign targeted for women and their healthcare providers. BPW/USA Career Center launched as the only online job service created specifically for women and veterans. It is customized to allow employers to showcase their women- and veteran-friendly programs and policies. BPW/USA and American Heart Association’s Go Red for Women partner to create a nationwide, grassroots initiative to teach and encourage working women to advocate for a healthy heart through their personal, professional and political actions. BW Magazine publishes When Women Go To War, a timeline of women soldiers’ milestones in Iraq and Afghanistan.

2007: U.S. House of Representatives and Senate held hearings on Equal Pay, where BPW/USA and BPW Foundation submitted joint testimony highlighting the economic impact of the wage gap on women and families. The hearings discussed how and why legislation such as the Paycheck Fairness Act is needed to address remaining systemic barriers to women being paid fairly. BPW Foundation published ground-breaking research providing a unique snapshot of women veterans as they return to the civilian workplace. Women Veterans in Transition provides recommendations for employers, social organizations and policy makers to assist this talented group of working women transition successfully into their lives.

2008: BPW/USA attends Equal Pay Day press conference, also attended by Senators Edward Kennedy (D-MA) and Tom Harkin (D-IA) and Representatives Rosa DeLauro (D-CT) and
George Miller (D-CA). BPW/USA expressed its disappointment that the Senate was unable to bring the Lilly Ledbetter Fair Pay Act (HR 2831) to a vote. BPW Foundation released Successful Workplaces Digest, an innovative how-to guide for employers to improve workplaces through policies and programs that support employees. The Digest features best practices from companies such as The New York Times Co. and Deloitte. Request your copy of a blueprint for an innovative workplace. A BPW/USA poll released at its National Conference, provides insight to presidential campaigns gauging women’s voting preference and patterns. With 2,000 BPW/USA member respondents, the poll found that 47 percent planned to vote for Sen. Obama for President of the United States. Thirty-three percent for Sen. McCain, 15 percent remained undecided, and 2 percent were not voting this election cycle. The poll results were later published on Barack Obama’s web site. On November 14, BPW/USA and BPW Foundation co-sponsored a congressional briefing about the challenges facing women veterans transitioning from active military to the civilian workforce. Subjects discussed included BPW/USA’s historical interest in supporting women veterans and the groundbreaking research conducted by BPW Foundation. BPW/USA and BPW Foundation launch the BPW Foundation Features to read about current events, opinions and information for, by and about working women, families and successful workplaces. This launch is part of BPW’s use of social media and BPW Foundation’s Young Careerist research project.

2009: Business and Professional Women/USA (BPW/USA) merged with Business and Professional Women’s (BPW) Foundation effective July 1, 2009. BPW/USA members approved a friendly merger with its sister organization, BPW Foundation, ensuring that their advocacy and support for working women and families would continue. This merged organization represents over 143 years of combined experience and will offer membership opportunities. (Visit http://bpwfoundation.org/about/timeline-historical-docs/ to see the BPW Foundation Historic Timeline.) BPW Foundation is dedicated to promoting and advocating for successful workplaces for women, families and their employers. BPW Foundation defines successful workplaces as work environments that embrace and practice diversity, equity and work life balance. BPW Foundation will continue to focus on public policy and on grassroots activism to ensure that key issues impacting women and families are addressed at all levels. On January 29, 2009 BPW/USA joined women’s, civil rights and human rights organizations at the White House to witness the historic signing of the Lilly Ledbetter Fair Pay Act. BPW/USA was present at that historic 1963 White House signing as well. This year, a BPW/USA Member was nominated as Secretary of Labor, Representative Hilda Solis, (D-CA), was confirmed to be Secretary of Labor on February 24. During her first week on the job, Secretary of Labor Solis was thinking of working women. She asked, “what about green jobs for women—how can we be sure women can get these jobs?” This demonstrates how important it is to use green jobs as a way to reinforce gender equity – especially in sectors with past historical bias. This is good news for working women and a new area of focus for BPW Foundation. On March 11, President Obama signed an executive order creating a White House Council on Women and Girls. The Council’s day-to-day operations will be run by Christina (Tina) Tchen, who is currently director of the White House Office of Public Liaison. Tina Tchen was a featured speaker at BPW Policy and Action Day 2009 held on March 31. BPW/USA also attended the unveiling of the new Small Business Initiative by President Obama in March. BPW/USA celebrated Equal Pay Day in April by co-sponsoring a Congressional Briefing on the Paycheck Fairness Act (S. 182). BPW Foundation data was used in support of the Paycheck Fairness Act by U.S. Representative Steny Hoyer (D-MD) who quoted BPW Foundation in his press release in support of the Paycheck Fairness Act. June 11, 2009 BPW Foundation testified before the House Workforce Protections Subcommittee on two work-life bills – the FIRST Act and the Healthy Families. Impact the lives of working women and their families nationwide. Consider a donation to Business and Professional Women’s Foundation. BPW Foundation is a 501(c)(3) research and education charitable organization. Your individual philanthropic donations are welcome. Combined Federal Campaign (CFC) number 10506. www.bpwfoundation.org • 202-293-1100 foundation@bpwfoundation.org