

Ohio

# **Business Woman**



Official Publication of Ohio Business & Professional Women

VOL. 59 NO. 2 Fall 2020



**WE ARE ALL RBG**



## FROM THE PRESIDENT'S PEN

At the time of this publication we were shocked and sadden to hear the news of Supreme Court Justice Ruth Bader Ginsburg's passing. She was and still is a role model for all of us to follow. She challenged herself, the status quo, championed the underdog and fought for equality for all. Always directing her arguments to challenging ideas and never personally attacking people. Her legacy and example challenge us all to carry-on the path she has forged as We Are All RBG.

Challenge. A simply complicated word. One can be the challenge, we can challenge others, we can face and overcome a challenge, or we can ignore a challenge. The first step is to take stock of ourselves. Am I complacent? Am I ignoring the challenges around me? Do I talk a great talk, but never move out of my safe zone?

As BPW members we look to our platform and state this is what we believe in and it is worth fighting for with words and deeds.

What then have we done? Have we used our words? Have we educated those who are in the dark? Do we call out those who demean others merely because they look or speak differently from

what we are accustomed? Are we supporting others when it is discovered they are being paid less just because they are not male, or white? What about our deeds? Have we used our tools to help others?

I have taken stock, reviewed my weaknesses and strengths. I've decided to challenge myself this year to dig deeper and learn more of the systemic practices that are putting others at an unfair advantage.

**100 Years of the**

**VOTE**

*In recognition of the 100th anniversary of the passage of the 19th amendment giving women the right to vote,*

*BPW/Ohio will be furnishing each local with 10 - 11x17 color posters to be displayed in your communities, empathizing how important it is to vote.*

*You should receive them around the first of October.*

*This is at no cost to your local.*

Take for example, Equal Pay Day (EPD). This is the symbolic day dedicated to raising awareness of the gender pay gap. In the U.S. this date symbolizes how far into the year the average woman must work in order to earn what the average man earns in the previous year, regardless of experience or job type. The exact day differs year by year. There is a reason why equal pay dates hardly budge from year to year, someone is being paid way

less than others.

For mothers, "Mom's" EPD was June 4th. Black women recognized August 13<sup>th</sup> as EPD, making even less than other moms. Native American women recognize EPD on October 1<sup>st</sup> and on October 29<sup>th</sup> for Latinx.

This is an opportunity change, that women of all races would be equally recognized for their contributions. If we focus on challenging others for change regarding the least of us - at the end of the day, we all will be better.

We all need tools for challenging others for positive change. Here are mine: Join community conversations on civil rights, race, and poverty, then listen to learn. Following up with the support that is needed. Writing and calling local, state, and federal government leaders. Learn about candidates running for government office using critical thinking. Encouraging others to do the same and then VOTE.

In this edition you will read the voices of brave women who challenged themselves and chose topics personal to them to share with us to educate, encourage, and challenge. Take heart and find your voice.

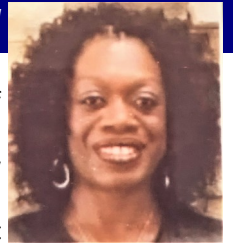
***Paulette Knazek***

**BPW/OH 2020-2021 President  
Zanesville BPW Local Member  
[President@Ohiobpw.org](mailto:President@Ohiobpw.org)**



**BPW/OHIO  
1920 - 2021**

***Leading With Aloha***



## CHALLENGE- STEP OUT OF YOUR COMFORT ZONE

The theme for this issue is Challenge. The previous issue talked about women being leading advocates regarding issues of health, equality and civil rights for all people, not to mention workplace equity issues. All of these long-standing challenges have required all of us to step out of our comfort zone, march to the beat of our own drum and speak truth to power.

This is not to say that women have not utilized their voices to “speak truth to power”, we accomplished that through our rigorous fight for our “right to vote”. On August 26th we celebrated the 100th Anniversary of the 1920 adoption of the 19th Amendment which won us this right. Without the tenacity and perseverance of America’s suffrage leaders laying the groundwork for the future rights of women, we would not have the forthright confidence to confront the ensuing challenges that we are still fighting today. There would be no reform.

Everyday we are challenged with workplace issues, caring for our families, particularly children and elderly parents, issues of healthcare and economic equity. However, BPW Ohio is thankful as well as proud to have a representative Legislative Platform that supports and advocates as a blueprint to ensure that our fight for equal rights for all are protected and guaranteed via the US Constitution.

So “Innovative Women” standing together to “Advocate, Challenge, Empower, Support” (A. C. E. S.) - how do we anchor ourselves for the challenges of stepping

out of our comfort zones and continuing the legacy that the women suffragists so diligently set before us?! We exercise our right to vote and we exercise the “power of the pen”, by staying connected to the legislators who represent us through voicing our concerns and holding them accountable for their actions.

Ladies of BPW/OH, let’s step out of our comfort zones and let’s make “Good Trouble”!

### Use the power of the pen

Using not only your voice but the power of the pen will personalize your issue of concern and will get the best chance of getting circulated within the halls of government.

However there has been great concern on how to construct a letter to write to our legislators/ senators/ representatives who represent us. In the video “One Hour Activist” Christopher Kush advised

in their district of representation. Least likely that your letter will be read if you don’t live in the district your government official represents.

2. Always address where you live in the upper right hand corner of the letter and who you are writing to on the left side four spaces down. Address your representatives as Honorable and address their location.

3. In the first paragraph, let your representative know that you are writing him/her as a constituent meaning that you live in their district and they have to listen to you because it is you that had the power to put them in office.

4. Also in the first paragraph urge him/her to take action in support or co-sponsor (for example SB ()). Do not indent paragraphs.

5. In the second paragraph, explain to them what makes this issue important to you. Make it personal! Use pros and cons if necessary.

6. In the third paragraph, reiterate your request. Example “Your support of SB ( ) is an important step .....” and “I would appreciate if you let me know your action on this matter”.

7. End by saying Thank you or Sincerely—Four spaces down and your name.

### Sample letter to Congress in support of The Kinship Caregiver Support Act, S. 661 / H.R. 2188

The Honorable \_\_\_\_\_  
U.S. Senate  
Washington, D.C. 20510

OR  
The Honorable \_\_\_\_\_  
U.S. House of Representatives  
Washington, D.C. 20515

Dear Senator / Representative \_\_\_\_\_,

I am writing to urge you to co-sponsor the bipartisan Kinship Caregiver Support Act, **S. 661 / H.R. 2188**, a bill that provides critical help to children being raised by grandparents or other relatives.

This bill is important to me because..... (Add something personal like: I have been raising my 3 grandchildren for the last 5 years and found it very difficult to access the support I needed OR I am a foster parent to my grandchild and want to have guardianship of him, but if the state gives me guardianship, I lose the monthly payment I need to provide for him.)

to keep these things in mind:

1. Find out who your representatives are. In order for your issue of concern to be taken into consideration you must live





## BPW/OH MEMBERSHIP CHAIR, PEGGY FOUTZ Greenville BPW

By now, I hope we have connected with each of the

BPW Local Presidents about our membership program for this year. If we have somehow missed you, please let me know right away.

Each club has designated someone to provide a report monthly (it may be the club president, membership chair, or another officer or member). Make sure you know who that person is for your club. Reports are due the 20<sup>th</sup> of the month (and a point is awarded simply for sending the report on or before the 20<sup>th</sup>!)

By the Winter edition of the OBW, I hope to share some of the results. I am excited to hear of all the good things going on with our members. The idea is not to create more work, but to acknowledge all the wonderful things our members are already doing for each other and for their communities.

If you send a card (either as a member or as a club), do a random "Act of Kindness", participate in a charitable event (5K or other fund raiser) donate to an organization, serve on a community board, or publish an

article in a local publication, please let the individual know who is reporting that for your club. Also, points are awarded for bringing guests to the meeting. There are also points awarded for the highest percentage of club members participating.

Let's reach out and support each other as well as those in our communities. Let's face it – WE ALL NEED TO BE THERE FOR ONE OTHER! It is our hope that by reaching out to others, we will grow as both individuals as well as an organization.

A quote that has popped up several times recently is from Zig Zigler -

"You can have everything in life you want, if you will just help enough other people get what they want."

Let's help others get what they want, and see what rewards will come. While we don't do things for the rewards, experience teaches us that you always receive more than you give.

Please feel free to reach out to me – please email [pafoutz@gmail.com](mailto:pafoutz@gmail.com)

call or text 937-670-6511.

## BPW/OH PRESIDENT ELECT, KAREN McCREADY Ashland BPW



We have always experienced challenges in our lives. But, I don't think anything prepared us for COVID. I met the challenge of staying home by sorting photographs, looking at my BPW "collection" and of course, cleaning.

BPW officers have met the challenge head on. I used to think that "zoom" was what an airplane did on take-off. How our vocabulary has changed! Technology is definitely here to stay. We continue to be or have become lifelong learners. I am glad we have these expert ladies in our group.

I don't think we know how COVID has affected others or even ourselves. I believe it is important to treat everyone with kindness. Conveying a smile is difficult while wearing a mask, but maybe our eyes can convey a smile. A thumbs up can signal gratitude or a job well done. A friend brought a vase of cut flowers from her garden to me. Secretly paying for a stranger's lunch is a welcome gesture. Acts of kindness benefit the one who gives as much or more than the person who receives.

When we see a friend or a stranger, we don't know what is happening in her life. She may be facing a challenge we can't imagine. The best we can do is practice the words in our Collect, "let us forget not to be kind."

As I am thinking about next year's challenges, one of my themes is about recycling and the related topic of our earth. I read an article in a local weekly newspaper and definitely agreed with the writer's last point. "Save the earth... It's the only planet with chocolate!"

Seriously, I think taking care of the environment, specifically recycling, reduce, and reuse, will be a challenge to get everyone on board. I think it is an important issue.

On another note! On August 26th I participated in a car procession through downtown Wooster. The decorated cars and honking horns drew attention to the 100<sup>th</sup> anniversary of the 19<sup>th</sup> Amendment--the day women were granted the right to vote. A few ladies were dressed in 1920 attire. Most shoppers smiled and waved as the group made several passes through the heart of Wooster. After the procession, ladies had a group photo taken in front of an appropriately decorated store window. The event was sponsored by the League of Women Voters of Wayne County.

### November 14, 2020 BPW/OH STATE BOARD MEETING

Registration is available on Eventbrite: <https://www.eventbrite.com/e/bpwoh-november-board-mtg-tickets-120425737623>

RSVP by 11/08/20



### May 21, 2021 Conference Keynote

Amy Ku'uleialoha Stillman is Professor of American Culture and Music at the University of Michigan, and Director of Great Lakes Hula Academy based in Ann Arbor. Born and raised in Honolulu, Hawai'i, she and her brother were the first generation in both maternal and paternal families to attend college at the University of Hawai'i. Her passion for research carried her into post-graduate studies that culminated in a Ph.D. degree from Harvard University in 1991. In the hula tradition, Dr. Stillman received training from her kumu (master instructor), Ho'oulu Cambra, whose own training was in the lineage of Kumu Maiki Aiu Lake. Professor Stillman's practice manifests a deep commitment to responsibility for stewarding Hawaiian culture and continuing the traditions she was taught.

BPW/OH Conference May 21 - 23, 2021 Save The Date  
Cherry Valley Hotel, Newark, Ohio



## WE ARE ALL RBG

*Dear Ruth,*

*It's been a few days since your passing and the sense of loss is still very palpable. I doubt it would come as a surprise to you to know that there has been quite a kerfuffle since you've left this planet. I personally believe that to be reflective of the magnitude and impact of your legacy as well as the size of the void many still feel in your absence. Not to mention the gravity of the question on the minds of many..."What happens next?"*

*I know it may be easy for us to fall into despair at this point. Those of us who share your zest for equity and justice have legitimate concerns. I also know that we can look to the example you provided us with for inspiration and we can look to each other for support. You have more than earned your rest. Thank you for blazing the trail and for dedicating your life to the betterment of humanity. **We'll take it from here.***

*May your memory be a blessing. With utmost appreciation,*

*Daneene* 

Pictured top right and on the cover of this publication, is Daneene Monroe Rusnak, author of this letter. She is a member of the BPW Berea Local and the Vice President of Advocacy for the National Federation of Business & Professional Women, USA

Pictured middle is Nuha Nawash, member of the NASA Glenn BPW and BPW/OH Individual Development Program Chair

## BPW/OH DISTINGUISHED MEMBER CHAIR, CAROL ATER, Chillicothe BPW

Did you know that BPW/OH honors one member each year with the

### ***Joyce M. Davis Distinguished Member Award?***

This award was created by BPW/OH as a way to show appreciation to members who work countless hours to advocate for equality for women and families.

Do you know such a member who believes in the mission of BPW/OH, mentors and is passionate about promoting the rights of women?

If you do please let us know!

Eligibility requirements are as follows:

- Must be a member of BPW/OH for a minimum of five (5) years
- Must be endorsed by a Local BPW/OH President
- Has held an office at the Local or Region level, and an office or chairmanship at the State Organization level.

Qualifications: (Must meet at least two (2) of the following)

- Has competed in either the Young Careerist or Individual Development Program
- Has taken an active role in membership growth on the Local level
- Has taken an active role in the education and/or passage of legis-

lative issues directly related to the BPW/OH Legislative Platform. This includes but is not limited to, publishing articles, conducting seminars or presentations to outside organizations.

Deadline for Nominations is April 15, 2021 – postmarked by April 10, 2021.

You can also scan and email the completed forms to [carollater@gmail.com](mailto:carollater@gmail.com).

No nominations will be accepted postmarked after 4/15/2021.

If you wish to mail via post office:

Carol Ater  
Distinguished Member Chair  
43 Mallow Rd.  
Frankfort, OH 45628

If I can answer any questions please feel free to call me at (740) 703-1033.

The information sheet and nomination form are available online at <https://www.bpwohio.org/>



Special message from Tomma Bordenkircher, Coshocton BPW

While attempting to clean out a bookcase, I pulled out what looked like a book but said SIMPLE WISDOM on the cover. On the inside was a signed daily inspirational verse for each day of the month. This was followed by several blank floral printed note cards and envelopes. but to top it all off was the best find of all. There was a thank you note dated 4/21/2001 from Joyce M. Davis. She and Joan McNeely were my installing officers when I served as Region 10 President and she was thanking me for the gift I got her and my kind words about her. She was going to serve as my ID Chair. What a surprise to find this personal note from Joyce who is now deceased and in 2017 I was the winner of the award that is named after her. I put the "book" back on the shelf to be discovered another day giving me the opportunity to reminisce about my friend and mentor, Joyce M. Davis.

### **DIGITAL LEADERSHIP FORMS & BOOK**

You can access BPW/OH forms and the Leadership Training Book including Membership, Programming, Individual Development, and Young Careerist files - on OneDrive.

Files are updated as changes are made.

If the file you are looking for is not there it is in the process of being updated.

You may need to open a free OneDrive account where you will get 5GB of storage in order to download the files.

OneDrive: Folder – BPW Ohio Leadership

<https://1drv.ms/u/s!AnpS-F0f4VCciNp4vX1k5rLKnFDEyw?e=o14zPO>







**BPW/OH LEGISLATION CHAIR,  
URSULA BESS, Cincinnati BPW**

**VOTE!**

Many states have changed

their voting rules and deadlines because of the pandemic and it is especially pertinent that we don't wait until the last minute to plan. We know that our contributions matter and that when we exercise our right to vote, it has the power to make a difference. As "Innovative Women Moving Forward", we must continue this exemplary conduct going for generations to come.

According to the Ohio Secretary of State's, Frank LaRose's website, [olvr.ohiosos.gov](http://olvr.ohiosos.gov) - you can either register to vote or update your voter registration information.

resident of Ohio for at least 30 days immediately before the election in which you want to vote.

You are not incarcerated (in jail or in prison) for a felony conviction.

You have not been declared incompetent for voting purposes by a probate court.

You have not been permanently disenfranchised for violations of election law.

Some of you already registered voters may have received an absentee ballot in the mail. The only caveat is that postal delays are expected. However this **form has to be mailed by October 27th, 2020**. After you have mailed in your request you can track it at [voteohio.gov/track](http://voteohio.gov/track)



I. You must register or update your voter registration no later than 30 days prior to an election. **The deadline is October 5th, 2020 for the November 3, 2020 election.**

II. What will you need to register online?

Ohio Driver's license or State ID Name, Date of Birth, Current Address, Last four digits of your Social Security Number.

III. Eligibility

You must be eligible to vote in Ohio. In order to qualify you must meet the following requirements; you must be a U.S. Citizen, you will be 18 years old on or before the day of the general election, you will be a

Lastly, there is a great need in Ohio for poll workers. The enlightened benefits of working the polls are the fact you get paid on time, you share in the contribution in defending democracy as well as help OHIO have an honest and accessible election. You can sign up at

[voteohio.gov/defend democracy](http://voteohio.gov/defend-democracy)

**Innovative Women "Take Charge"!**

**BPW/OH OBW EDITOR,  
ANDREA PATTERSON  
Zanesville BPW**



**National Business Women's Week® (NBWW)**

**October 18th -24th**

In this week we recognize and honor the achievements and leadership of working women along with the businesses that support them.

Our goal is to promote discussions regarding the relevant needs of women in the workforce, share information about successful workplace policies and raise awareness of resources available for women to succeed.

NBWW occurs annually, the third week in October. The concept originated with Emma Dot Partridge, Executive Secretary of the National Federation of Business and Professional Women's Clubs from 1924 to 1927.

The first annual observance of NBWW was held April 15-22, 1928, when National President Lena Madesin Phillips opened the week with a nationally broadcast speech. She stated that the purpose of the week was "to focus public attention upon a better business woman for a better business world."

From this early effort, NBWW has grown into a nationwide salute to all working women. The program for the first observance of NBWW included:

- 1. Legislative Day devoted to national, state and local legislation of interest to women**
- 2. Education Day devoted to emphasizing the need for equitable educational opportunities**
- 3. Club Rally Day for prospective new members**
- 4. Community Day honoring leaders in the community**
- 5. Goodwill Day devoted to working with other women's organizations**

In 1938, NBWW was moved to the third full week of October. U.S. President Herbert Hoover was the first president to issue a letter recognizing NBWW and the contributions and achievements of working women. The celebration of National Business Women's Week® has helped to promote leadership roles for women and to increase opportunities for their advancement professionally and personally.

**HOW WILL YOU SUPPORT, HONOR AND PROMOTE WORKING WOMEN THIS NBWW?**

***BE  
the  
Change***



### ENCOURAGE AND CHALLENGE...

FOR MORE YOUNG CAREERIST PARTICIPANTS

*"The question isn't who is going to let me; it's who is going to stop me."*

- Ayn Rand

First things first; the History of the Young Careerist program.

*The Virginia Allen Young Careerist program is a specialty program developed to help young professional women polish their skills for leadership and presentations.*

*The purpose of the program is to recognize the achievements of young working women, between the ages of 21 and 35, and to introduce them to the many diverse opportunities available with a membership in Business and Professional Women.*

*Participation in this program will enhance written and oral communication skills, both of which are critical to any profession. In addition, it is an opportunity to meet and network with other young women in the same stage of their careers.*

I've often wondered why someone would choose to participate in the YC program. I sat down and had an old fashioned (non zoom or skype meeting) phone call with a prior YC participant. Sherri Lippus (pictured right) answered my questions and also provided additional insight.

Sherri Lippus is employed at NASA as an IT Security Specialist in Cleveland and is an Independent Consultant.

Q: How did you hear about the YC program?

A: Through my membership in the Berea local. Announcements were made at monthly meetings and in the "Aileron" our monthly newsletter.

Q: Since you mention being a Berea BPW member, how did you hear about BPW?

A: I read a flier/announcement about a Berea BPW meeting sent to my work place from the Berea Chamber of Commerce. I saw an interest in the meeting topic, speaker and the organization. Plain and simple, I attended that meeting, felt this was a right fit with my interests and joined immediately after that meeting back in 2007.

Q: When did you participate in YC?

A: I participated in 2009. Wow that was

Q: Inquiring minds want to know, why did you decide to participate at that time?

A: Berea BPW members encouraged me. I was nearing the age when I would no longer be eligible to participate and felt it was "Now or Never". I needed encouragement to participate at that stage in my career. Encouragement from women outside of my career field; predominantly a man's role, was another meaningful push.

Q: What levels did you compete at?

A: Competed at Region 2 and then onto the State Competition as the Region 2 YC Winner. I earned the title of BPW Ohio YC State Runner-Up

Q: We all know there is a four-minute speech involved. What did you learn from preparing and delivering the speech?

A: A multitude of things. I benefited from taking the Individual Development course immensely too. The speech needed to get my point across in a limited amount of time. It brought home the saying I'd heard "Be brief, be topical, and be seated." Writing the speech was one thing but delivering it to an audience was totally different. Eye contact with your audience throughout the speech is essential to have them believe in what you are speaking about. Practice, practice and practice again. Practicing not only to give that speech but it helped in my day to day work life to become a more polished speaker. What a good way to stop using those filler words; like, um, so, and; that come so naturally.



11 years ago.

(Continued on next page)



Q: What benefits do you feel you gained by participating in YC in general?

A: Confidence for sure, confidence in writing a speech, and confidence in delivering a speech effectively. The process helped to make me the best I can be. I felt the Berea local was invested in me. I made the investment in BPW and felt the investment back. I was introduced to like-minded women. Found mentoring and support outside of work that I had been looking for since I'm in a predominantly male IT world.

I gained much through YC and by being a BPW member. Over the next few years, I pursued my passion for public service. When I ran for Olmsted Township Trustee BPW members backed me in word and deed.

Q: Can you discuss how you would encourage young women to participate?

A: I would ask them "What do you have to lose?" Reiterate all the benefits I gained and how easy and fun it was to participate. Encourage getting outside of your comfort zone because I feel I did and don't regret it. Tell her, no matter what, every person who has participated has taken something away from the experience as will she. I had lofty goals to achieve and so can she.

Q: Have you maintained your membership in BPW?

A: Yes, even when I was an Olmsted Township Trustee and couldn't attend meetings in person due to conflicting meetings. I still felt connected through the monthly newsletter and continued mentorship.

Q: Why have you maintained your membership in BPW?

A: That's easy. Connections to members and to be able to use that for guidance and support. I believe in public service

and BPW advocates and educates women to know what is happening in the world around them.

Q: Have you held any BPW offices or chairmanships?

A: All within Berea local. I have served as President, 1<sup>st</sup> Vice President, Secretary, and Berea Woman of the Year Chair. I was honored as the 2009 Berea BPW Woman of the Year.

Q: Is there anything else you would like to share?

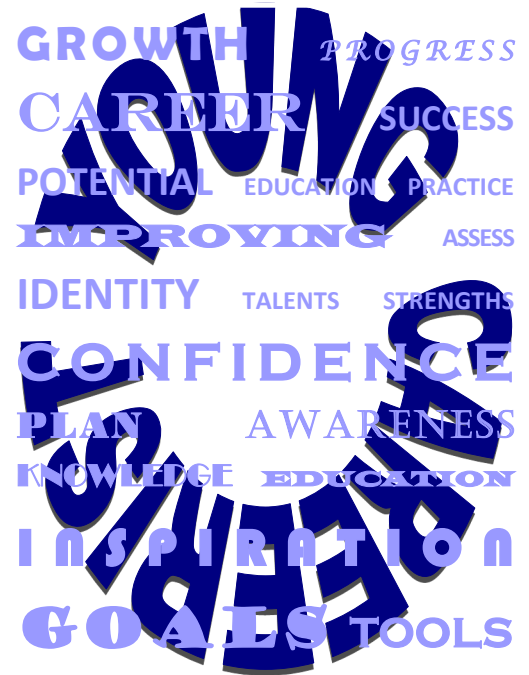
A: Yes. I thought writing the letter to a legislator was a good idea. It prepared me to write letters in the future. As a Trustee I received letters and could understand the importance to the writer, to express their views.

To this day I remember things from YC & ID. Writing speeches down and being prepared come to mind. At work, when I moderated center events, my podium and stage composure was professional. When I made introductions, I remain standing at the podium until the next person took their place at the podium, a lesson learned from BPW training. Maybe I learned that at ID, but it has been a part of work presentations for me since. Always make the effort to make eye contact with the audience.

Practicing talking points has helped me to gain confidence and poise whether giving a speech or speaking on an issue (impromptu) to a colleague in my daily work life.

Mostly there has been mentoring that has continued for all the years since.

- End of Interview



UPDATE FROM CHARISSE—

Each Region President has been emailed the YC brochure. They are being asked to cascade the information to their Local Presidents and YC chairs. If anyone would like a copy please email me at [bpwsponsor@gmail.com](mailto:bpwsponsor@gmail.com) to make the request.

There will be a meeting (date TBD) with the Region YC chairs or Region representatives to discuss best practices to communicate the program and then to encourage participation. A compiled list will be sent to Region YC chairs or Region representatives to cascade the information to their locals.





## BPW RETIREMENT LIVING FOUNDATION PRESIDENT, LORA MANON, Lancaster BPW

**“Getting old ain’t for sissies...”** goes the oft-repeated saying. That is especially true in this crazy year of COVID- 19, where the residents of Ohio’s retirement living facilities have been quarantined far longer than many of the rest of us. Those residents, of which nearly two-thirds are women, have had little to relieve the feelings of isolation and depression that have escalated during this pandemic. Research shows that as a result, there is a 26 % greater chance that individuals will pass away earlier than expected.

While we cannot alleviate all the stress and physical impact of the novel coronavirus, we can help improve the quality of life for many of the residents of such facilities. Your **BPW Retirement Living Foundation** offers our local organizations the opportunity to apply for and receive grants for projects that will benefit the residents of a nursing home or retirement living facility in their area. Donations from individuals, locals and regions fund these grants; your donations also help fund scholarships for STNAs and other individuals who are beginning their health care careers. Please consider making a generous donation today. You can do that by mailing your check to Mary Ann Dutro, Treasurer, BPW Retirement Living Foundation, at 501 main Street, Zanesville, Ohio 43701.

 <b>Business and Professional Women/OH</b>		<b>BPW/OH</b> <b>2020/2021 State Calendar</b>	
DATE	EVENT	COMMENT/LOCATION	
10/18/20	Ecumenical BPW/OH & BPW/PA – OH Hosts, Liz Herrell, Chair	Zoom Meeting	
10/18 – 10/24/20	National Business Women’s Week	Plan your membership drive!	
10/15/20	Local Presidents Mid-Year Reports Due to Region President	Email your Region President	
10/30/20	EC, State Chairs, Region Presidents Mid-Year Reports Due	Email to State President	
10/29/20	Latinx Women’s Equal Pay Day	Our voice should be heard more than once a year!	
11/12/20	Executive Committee Meeting	Zoom Meeting	
11/14/20	State Board Meeting	Zoom Meeting	
12/11/20	Winter OBW Article Submission Deadline	Email articles to President & OBW Editor	
12/17/20	Book Club Discussion	Zoom Meeting	
01/29/21	State Candidate data forms due to the Nominating Chair	Email forms to the 2020/2021 Nominating Chair	
02/05/21	Executive Committee Meeting	Cherry Valley Hotel & Spa	
02/06/21	Conference Committee Meeting	Cherry Valley Hotel & Spa	
02/17/21	Spring OBW Article Submission Deadline	Email articles to President & OBW Editor	
03/08/21	International Women’s Day		
03/19/21	YC/ID Candidates’ Information Due	Email to ID/YC Chair(s)	
	Asian American/Pacific Islander Women’s Equal Pay Day Early to mid February (In 2020 was 2/11/20)	Our voice should be heard more than once a year!	
	Average of ALL Women’s Equal Pay Day Should be late March or Early April (In 2020 was 3/31/20)	Plan your membership drives!	
	White Women’s Equal Pay Day Should be early April		
04/09/21	Local Presidents Year End Reports Due to Region President	Email to your Region President	
04/13/21	Book Club Discussion	Zoom	
04/15/21	Distinguish Member Nominations Due	Email to Distinguished Member Chair	
04/16/21	Executive Committee Meeting	TBD	
04/17/21	Leadership/ID/YC/Legislative Platform Meeting	TBD	
04/20/21	Membership & Programming Entries Due	Email to Membership & Programming Chairs	
04/23/21	EC, State Chairs & Region Presidents Year End Reports Due	Email to State President	
05/20/21	Executive Committee Meeting/Conference Committee Dinner	Cherry Valley Hotel, Newark	
05/21/21	Pre Conference Board Meeting	Cherry Valley Hotel, Newark	
05/21-05/23/21	101 <sup>st</sup> Conference	Cherry Valley Hotel, Newark	



## November Board Meeting Saturday, November 14, 2020



Continuing to be Innovative Women Moving Forward  
As the pandemic continues to rise and ebb the November meeting will be on Zoom

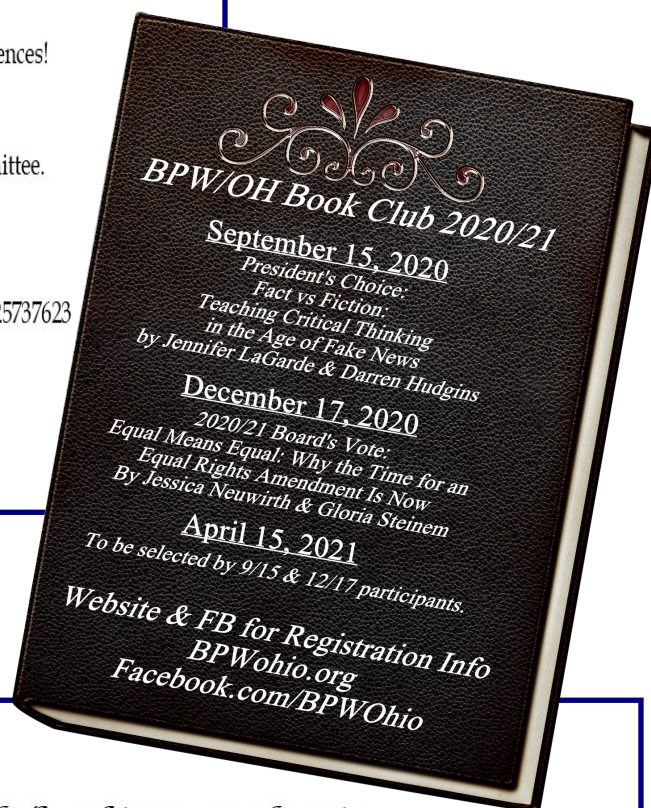
- ♦ 9:30 am Check-In Pre Networking:
- ♦ 10:00 am Guest Speaker
- ♦ 10:30 Health break/Networking
- ♦ 10:40 am Board Meeting – additional health breaks as needed.

Plan to attend the Fall BPW/OH Board Meeting.  
All BPW/Ohio Members are encouraged to attend for networking experiences!

All voting members of the board are required to attend.  
Region Presidents, Standing Committee Chairs, and the Executive Committee.  
All Special Chairs are encouraged to attend and participate.

Registration is available on Eventbrite:  
<https://www.eventbrite.com/e/bpwoh-november-board-mtg-tickets-120425737623>

Questions: Email Paulette Knazek, President, [President@Ohiobpw.org](mailto:President@Ohiobpw.org)  
R.S.V.P. by: 11/08/20



***You are cordially invited to attend The Ohio-Pennsylvania  
41<sup>st</sup> Annual Ecumenical  
Sponsored by BPW/OH***

***Sunday, October 18, 2020 ~ 3:00 p.m. on Zoom***

***Theme:***

***"She is clothed with strength and dignity and she laughs without fear of the future".  
Proverbs 31:25***

***Keynote: Rev. Karen M. Cook***

Registration on Eventbrite:  
<https://www.eventbrite.com/e/41st-annual-ecumenical-service-tickets-119955850177>

Or mail reservations: Liz Herrell, Ecumenical Chair, 3365 Sugartyme Drive, Zanesville, OH 43701-6887

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Email: \_\_\_\_\_  
State/Local: \_\_\_\_\_

Questions: Contact Liz at 740-294-1353 **RSVP By: October 12, 2020**  
***Help kick off National Business Women's Week***





Linda Miller is a member of Vermillion BPW. As a participant of the Individual Development state competition 2019-2020, her speech resounded with many and we wanted to share it with you.

Let's talk about the thing the Bible calls "the root of all evil"... and the subject of the Cabaret song "that makes the world go round"...MONEY! I'm not promoting the lottery or Publishers Clearing House, although it's fun to dream about hitting it big and being rich. I'm talking about the way most all of us get money---we work for it--- we earn a paycheck!

I'd like to share my own paycheck story with you. In the early 70's, I was working for Combined Insurance Co. of America in Worthington, Ohio. My husband, Bob, and I had been married about a year, and he was working toward his Masters degree at OSU; he earned a small stipend as a teaching assistant and had a part time job. Like more than half of Americans, we were living paycheck to paycheck. I liked my job, the people I worked with, and felt my work was valued and meaningful.

After about a year and a half, the Regional Sales Promotion Manager announced he was leaving to take a position in another division of the company. I had been working with him when the duties of my position allowed. And then it happened! I was offered his position, and, yes it was a promotion. Strange as it may sound, I didn't think too much about money then, since I was new to a fulltime adult job. Plus all through college, I never had any money so, actually both of us were used to shoe string budgets. Besides, it was a promotion, which meant more money. Great.

Right?

I was smiling from ear to ear when the big boss, Stan Cooper, called me into his office. Stan seemed to have no filter or fore thought about what came out of his mouth. After some congratulations, he stood up, grinned, and said "I'm not going to pay you what I paid Larry because you're not a man with a family."



I don't remember what happened after that. I must have nodded and walked out of his office. Why the hell would he disclose that? Knowing what I know, today, in 2020...he knew there would be no consequences.

It's the way the world was-- is; men are worth more, and women are a bargain--- always on sale.

Bob and I discussed the situation. Considering our circumstances, we would take no action then, but doing something about it would come. In June of 1975, at the recommendation of the ACLU, I hired a private attorney; my only expense was the \$35 filing fee. It was chilling to see the suit papers---Linda Miller vs. Combined Insurance Co. of America, a multi-million dollar, international company. In the end, my suit was dismissed because it was beyond the 180 day statute of limitations.

Several months after that, I ran into John, a Combined employee, during a visit to Columbus. "Boy, " John said, "did you create havoc. The company demoted Stan, and the woman that replaced you... she's filed a lawsuit."

There is no excuse, no reason, no rationale for cheating women out of money they earn doing the same work as men. Speak up; stay in the fight; there must be consequences!

The amount of money spent thus far on presidential campaigns is mind Blowing! One man could have given a million dollars to each person in the country, and have money left over. The rich keep getting richer and the poor keep getting poorer.

I realize the Bible was referring to greed and the love of money over all else, but lack of money, or not enough money is a survival issue.

Solving pay equity is simply a first step. I want to think about this line from the book THE JOY MODEL:

**"IF TIME, MONEY, AND FAILURE WEREN'T OBSTACLES, WHAT WOULD YOU DO WITH YOUR LIFE?"**



Tomma Bordenkircher of Coshoc-ton BPW was a participant in the Individual Development

competition 2019-2020 BPW/OH year. Her words are so powerful we wanted to share them with you.

#### MY EDUCATION WITH BPW

I was naive when I returned to work after having my children. My first rude awakening came after a job review by my manager. My review was excellent, but my manager had to go over it with the District Manager, who wanted her to add that I favored unions. Of course our company was non-union but my

husband worked in a union shop. How he related these two on my review saying I favored unions infuriated me. I took my opportunity to reply and REALLY made my point. I ended up working there 18 years and believe me, that union question never appeared again. It was after this experience that I really became a champion of ECONOMIC EQUITY. I learned to request a copy of my reviews and maintain my own personnel file, something I highly recommend to others, women and men.

DEPENDENT CARE became important to me when I went back to work and my youngest child was two and a half years old. At that time we did not have public

child care facilities like we do now. So like other women, in the summer I found a dependable teenage girl, but finding someone for the rest of the year was a problem. I was lucky in those early years, I only had one bad experience. I had checked this woman's references. She went to church with my Aunt and my cousins had used her for short term babysitting. She had two girls, one the same age as my daughter. It sounded like a good fit. *I later found out she also had an abusive husband and her rules for discipline were not in line with mine. I quickly found another sitter. The last day I left them there was the only time that I cried as I drove away. I am sure this is what prompted me to quit my job and do*

*child care when my first grandchild was born. Five grandchildren later, I was busy but I had a great time and I would love to turn back the clock and do it all over again!* DEPENDENT CARE covers all ages. I am now in the middle of caring for my 93 year old Mother. Those of you who know my Mother understands when I say that she thinks she is still taking care of me.

I think the biggest lesson I learned was concerning VICTIM RIGHTS. In my younger years, I am ashamed to say, I was one of those women who said, "Why doesn't she just leave him, or better yet kick his A S S out the door!". When I joined the board of our local domestic violence

shelter, I learned that women go back three to seven times for several reasons before leaving for good. To leave successfully women must have a plan and choose just the right time to put her plan in motion. LADIES, WHAT I LEARNED IS THAT DOMESTIC VIOLENCE TAKES PLACE AT ALL INCOME LEVELS.

There are so many arms to the HEALTH CARE ISSUE. But the one that upsets me the most is the continuing political drive to reverse Roe versus Wade. How are we losing the right to control what happens to our own bodies? I have read a lot about women's history. Over 400 years ago women in villages always knew who they could go to, to receive some

herbal concoction that sometimes worked to end an unwanted pregnancy. But sometimes they died. Today we refer to those as back alley abortions. Without Roe versus Wade women will be forced to use back alley abortions again - and women will die again. Reversing Roe versus Wade will not prevent unwanted pregnancies and it will not stop abortions. We have been fighting for equality for over

100 years. I am appalled that in 2020 we are not able to offer women better health care. Reversing Roe versus Wade will take away our freedom to choose.

We have a legislative platform for a reason, USE YOUR RIGHT TO VOTE. Many women marched and suffered to give you that right.

You have let them all down if you don't EXERCISE YOUR RIGHT TO VOTE!



# REGIONAL & LOCAL NEWS

**VERMILLION BPW** celebrates National Business Women's Week with a presentation—

**"COVID 19 UPDATE:  
Where We Stand & What the Future Holds"**  
By Dr. Yolanda P. Cruz, Oberlin College  
Wednesday, Oct. 7, at 6:30 p.m.

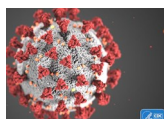
The online Zoom presentation will offer time for Q&A  
Zoom Meeting

[https://zoom.us/j/3799420558?  
pwd=VkphdIFxOXMzbUFjU09aaEI3SjRJdz09](https://zoom.us/j/3799420558?pwd=VkphdIFxOXMzbUFjU09aaEI3SjRJdz09)

Meeting ID: 379 942 0558

Passcode: 968218

By Phone +1-929-205-609



**YOUNGSTOWN BPW** celebrates their 100th anniversary with their "Woman of the Year" event to celebrate past honorees, scholarship recipients and create awareness of how YBPW impacts our community by empowering women.

Join us at The Lake Club on Tuesday, October 20th at 5:30 pm.

Cost of event tickets is \$55. To make reservations, contact Dee McFarland, YBPW Treasurer, at [YBPWboard4@gmail.com](mailto:YBPWboard4@gmail.com)

Proceeds support YBPW and our scholarship fund.



## REGION 5

**Fall Zoom Meeting 12 NOON**

**October 24, 2020**

**Regular meeting will be after the Webinar**

**Guest Speaker Pattie S. Grimm!**

**We will be discussing her book**

**"Quiet Women Never Changed History – Be Strong, Stand Up and Stand Out – Let's Go Kick Some Glass!"**



**Ignite Your Purpose with Passion—Five Ways  
To be an Empowered Woman Leader**

All BPW members in the state are welcome to participate on the Zoom call.

You must RSVP to Linda Wiegand by October 20th,  
740- 975-5581 or [bisbestrate@gmail.com](mailto:bisbestrate@gmail.com)

You will be sent the zoom invitation before that Saturday.

We have a link to purchase her book at a significant discount.

To get your copy go to

<https://www.womenkickingglass.com/book>

Cost is only \$10 for the book including free S&H and \$200 in free bonuses until 11/30/2020.

Cost for the webinar is donations only please, made out to Region 5 BPW!

## COSHOCTON BPW

Two \$1,000 Joan McNeely Working Woman Scholarships were recently awarded to Audrey F. Phillips and Brittleigh Smith.

Audrey, of Warsaw, is pursuing a Master of Science in Nursing Degree Executive Track at Chamberlain University. She is working at Ohio Health Riverside as a Charge Triage Nurse, Preceptor.

Brittleigh, of Coshocton, is pursuing her MBA at Mount Vernon Nazarene University with a concentration in Human and Social Services Leadership. She's currently volunteering in the Law Office of Kevin C. Cox.



PHOTO (L to R front) Scholarship Chair Tomma Bordenkircher; Committee Member Joan McNeely; Scholarship Winner Audrey F. Phillips;

and Corresponding Secretary and Committee Member Doris Parkhill.

(L to R back) Committee Member and VP Rachel Courtney; President Pat Talbot and accepting for Brittleigh Smith, Attorney Kevin Cox. Scholarship Committee Member Karen Fry was unable to attend.

Vicki Casey, First Step Executive Director thanks Carey McMas- ters, Coshocton Business and Professional Women member for donations from members for the Shelter.





# REGIONAL & LOCAL NEWS

**GREENVILLE BPW** held their first meeting of the 2020-2021 meeting year outdoors at the VFW Shelter on Thursday Sept 10th. The meeting was hosted by the Legislation Committee with Gail Snyder, Chair and committee members Kasey Christian, Diane Delaplane and Kim Fisher. The featured speaker was Dr. Alisha D Reiss, MD, a Staff General Surgeon at Wayne HealthCare in Greenville, Ohio. "Quality Cancer Care Close to Home" was the focus of the presentation which included an overview of breast cancer management and was followed by a question and answer session.

The BPW Guest Night committee with Deb Niekamp, Chair; and Committee members, Deb Smith, Melissa Barhorst, Hallie Foureman, Kim Fisher, Deb Shiverdecker, Leigh Fletcher, Susan Fowble, and Susan Shields are working on plans for the **October 8<sup>th</sup>** meeting which will be a scaled back version of the Annual Guest Night event due to the current social restrictions. We are planning an evening of fun events including food, raffle, and auction. Other surprises are in the works. This is the club's annual scholarship fund raiser.

Be sure to check out our Facebook page at Greenville BPW Club for more information coming soon. You can email us at [greenvillebpwclub@yahoo.com](mailto:greenvillebpwclub@yahoo.com). The Greenville BPW Club's mission is to achieve equity for all women in the workplace through advocacy, education, and information.



**Left to right are:** Legislation Chair - Gail Snyder  
Speaker: Dr. Alisha Reiss MD, Wayne HealthCare  
Cancer Care Medical Director  
Committee Member: Kasey Christian  
Committee Member: Kim Fisher  
Speaker - Jill Brown - Wayne HealthCare, Cancer Care  
Coordinator



## STATE ID WINNER 2019-2020

Charisse Kellums (pictured left) won the 2019-2020 Ohio Business and Professional Women (BPW) Individual Development (ID) Competition on August 22, 2020 by Zoom. She has opted to give her speech at the 2020-2021 BPW/OH Conference (instead of printing in the OBW) so if you were not able to attend the competition you can still hear this motivating oration in person!

Kellums competed against two Region ID Winners, Linda Miller, Vermilion BPW, Region 2, and Tomma Bordenkircher, Coshocton BPW, Region 3 (speeches printed on pages 12 & 13 respectively).

Charisse is a member of Berea BPW, Region 1. She is employed at PNC Bank as Digital Product Manager SR, VP. She is active in BPW on the Local, Region and State levels and has been honored as the Berea BPW Woman of the year twice, in

2006 and in 2015.

ID judges were Peggy Foutz, Greenville BPW, Region 5; Sherry Martin, Lancaster BPW, Region 4 and Gail Gallwitz, an educator from Coshocton County.

Participants were judged on a five minute prepared speech, two minute impromptu along with a ten minute interview. All participants had to complete the Individual Development Program course and compete in the Local and Region Competitions.

The Individual Development Program is a signature BPW Program offered to members and the community. It is a BPW leadership development seminar series. The program assists participants to succeed in meeting their personal and professional goals.

Thank you to Raine Hammond, 2019-2020 BPW/OH Individual Development Chair.

## STATE YC WINNER 2019-2020



The Ohio Business and Professional Women Young Careerist (YC) winner is Chelsea Ker from the Cincinnati Local of Region 5!

Chelsea, pictured above (center) is a

fourth year Engineering Co-Op student at the University of Cincinnati! She gave an excellent speech perfectly timed on when will there be a woman President and will it be in her lifetime!

Ker has a background in Math and Chemistry and has excelled in the STEM Program in her scholastic career. Watch out for Glass Ceilings because Chelsea is going places!

Thank you Linda Wiegand, 2019-2020 YC Chair

# Official Publication of Ohio Business & Professional Women

## Celebrating 100 Years of WOMEN HELPING WOMEN



BPW/OHIO was founded in 1920, promotes equity for all women in the workplace through advocacy, education and information

President@ohiobpw.org or visit us at BPWOHIO.ORG for more information—come join us!

## BPW/OH is working to improve lives for women

Business & Professional Women of Ohio was established in 1920 and was part of the Business & Professional Women/USA. We have a proud history of working for women's rights and issues including a woman's right to vote, allowing women to serve on juries, pay equity, health issues, discrimination in the job market, etc.

*Go  
Change  
the  
World*

BPW is an organization dedicated to women helping women.