

Ohio

# Business Woman



Official Publication of Ohio Business & Professional Women

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**WE ARE  
WOMEN  
HELPING  
WOMEN**



## How Do You ADVOCATE?

Verb: Publicly recommend or support; to plead the cause of another;

to defend - speak - write in favor of or on behalf of another; offering support



## FROM THE PRESIDENT'S PEN

I challenge you this year to be innovative.

Leap out of your comfort

zone. Take inventory of your abilities and reach out to other women to become involved. What a wonderful opportunity for women who are at the beginning or mid-point of their careers to get involved with BPW/OH. To have the opportunity to become officers and chairs adding to their resume the skills and accomplishments that they received by carrying out the responsibilities of the office they are duly elected or appointed chair.

Our theme in this issue of the OBW is Advocate. The dictionary tells us the who and what an advocate does. An advocate is one who pleads for or on behalf of another; who defends or maintains a cause or proposal; who supports or promotes the interests of a cause or group i.e. advocate for women's health; advocating for the equality and civil rights of all people.

What the dictionary does not tell us is the why. Our beliefs? Do we feel empathy? Do we see injustice? Do we see solutions that if implemented would solve a problem? The reasons can be many for different people. For that we need to look into ourselves to find what motivates us. Nor does the dictionary tell us about the cost. Advocating can accrue a monetary expense of postage, toll

calls, supplies to distribute educational materials, advertising, donating directly or indirectly to a cause etc. Advocating takes a steady time commitment and sacrifice. Depending on your level of commitment the sacrifice can be anywhere from a few minutes of your time writing to your local/state/federal legislators, a few hours giving testimony at a

congressional hearing or court room, marching in a peaceful protest, and the possibility of being arrested. Again, we need to look into ourselves to determine the extent of the sacrifice we are willing to commit.

As we move forward, we need to take stock of our personal commitment to our Legislative Platform and to each other and ask ourselves why, how, and at what cost are we willing to advocate for our Legislative Platform, ourselves, and each other. Are we acknowledging all women's worth, dignity, and value as human beings in our efforts to secure the Equal Rights Amendment, equity and equality in the workplace, etc.? Can we look others in the eye and reflect their value back to them? Do we guide and encourage and not judge or criticize? Do we make others feel like they have been heard that they are valued, and understood? Supporting them in working through their challenges. Do we have belief in our potential and that of others? Do we have reachable expectations for others and ourselves? What is our personal commitment?

I ask you to read "Being ready for change on racism in the U.S.", by Dr. Anita Jackson. Dr. Jackson gives you another perspective and incite of four generations encountering some of the same issues the generation prior had to address.

*Paulette Knazek*

**BPW/OH 2020-2021 President**

**Zanesville BPW Local Member**



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

**BPW is the leading advocate for millions of working**

**women** on work-life balance and workplace equity issues. Membership is open to men and women, employed and unemployed.

There are BPW local organizations in numerous US states. We are BPW/Ohio. Join us! There is strength in numbers!

## 2020-2021 BPW/OHIO Legislative Platform

### Preamble

The Alice Paul Equal Rights Amendment shall stand first, foremost and above all other items which may appear on the Legislative Platform of this Federation until equal rights for women and men become guaranteed in the United States Constitution.

### The Alice Paul Equal Rights Amendment

Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

### Civil Rights

Actively work to pass legislation, which will ensure equal rights and remedies for women in all phases of their lives, including support of affirmative action programs; and eliminate all forms of harassment against individuals.

### Economic Equity

Actively work to support equal educational opportunities; equal treatment for women in all areas of employment, including adequate retirement benefits, improved programs for women re-entering the workforce, and implementation of equal pay for work of comparable worth.

### Dependent Care

Actively work to strengthen and improve enrichment programs, physical facilities and funding for affordable, quality dependent care of all ages.

### Victim Rights

Actively work to strengthen and enforce legal protection for all individuals who are victims of violent acts including domestic and/or sexual violence; promote violence prevention programs; support services and facilities for survivors of this violence and the funding thereof; and support legislation, which provides compensatory and punitive damage awards to victims.

### Health

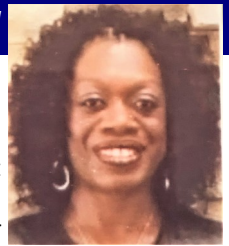
Actively work to strengthen and enforce legal protection for full access to all health care services including reproductive choice, funding for research into and protection of women's health care and educational programs concerning women's health issues.

### Policy Items

Actively work for the election of and appointment to policy-making positions those who support the BPW Legislative Platform.

*Adopted May 2020*





## THERE IS NO EQUAL PAY WITHOUT THE ERA

By Kathy Telban,  
CPT, SPHR, MEd.

BPW/OH Legislation Consultant  
Region 2 President  
Berea BPW Local

***Equal Rights Amendment: Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.***

July 17 was the 83<sup>rd</sup> Anniversary of BPW endorsing the ERA.

The House voted on February 13<sup>th</sup> to remove the deadline for the ratification of the ERA. **This vote came 100 years after women won the right to vote** and when the amendment was first introduced. It has been 48 years since Congress first approved the E.R.A. in 1972, setting a deadline of 1979 for ratification and then to 1982. But that deadline, too, passed with just 35 states — three short of the required 38.

Ohio ratified the amendment in 1974 making it the 33<sup>rd</sup> state to ratify. Nevada voted to ratify the amendment in 2017, followed by Illinois in 2018 and last month, Virginia became the 38th state, which prompted the move to eliminate the deadline extension.

The House Joint Resolution 79 passed by a vote of 232-183, *almost* entirely along party lines.

The Bill does have bipartisan backing in the Senate, where it is sponsored by Senators Lisa Murkowski, Republican of Alaska, and Ben Cardin, Democrat of Maryland. Senator Sherrod Brown is a co-sponsor, but Senator Rob Portman is not.

**What you can do: Call the Capital Switchboard at (202) 224-3121**

**Contact your House Representative** to voice your appreciation for their vote along with Senator Brown (all Democratic Ohio house members voted yes) or voice your disappointment (all Republican Ohio house members voted no). Contact Senator Portman and ask him to co-sponsor and vote for removing the deadline for the ratification of the ERA. The companion bill is Senate Joint Resolution 6. Also, a lawsuit was filed in Massachusetts arguing that the US Archivist failed to perform his job to record the 38<sup>th</sup> state ratification. The court date was late June. Interesting, both attorneys and the judge were female. The judge has yet to rule on the case.

**In regard to EQUAL PAY** — A federal

players less than the men, Judge Klausner wrote, it had convinced him that “the WNT (Women’s National Team) has been paid more on both a cumulative and an average per-game basis than the MNT (Men’s National Team)” **over the years covered in the case.** The evidence the players’ lawyers presented to counter the federation’s math, he concluded, “is insufficient to create a genuine issue of material fact for trial. In effect, he said, they could never win. A trial for the remaining portions of the lawsuit, which include allegations of differences in men’s and women’s travel and hotel accommodations, is set to begin in June. Team co-captain Megan Rapinoe tweeted: **“We will never stop fighting for EQUALITY.”**

## YOU CAN REQUEST YOUR NOVEMBER BALLOT NOW!

To request an absentee ballot, go to the following website and complete the information.

<https://www.ohiosos.gov/elections/voters/absentee-ballot/>

You will need to print off the generated form and add any additional information required (like the last 4 digits of your SSN or Ohio driver’s license number) and then mail it in. You will then be sent the appropriate ballot to complete and return before November 3<sup>rd</sup>.

**August 26<sup>th</sup> will be the 100<sup>th</sup> anniversary of women getting the right to vote.**

Make sure you exercise your right to vote along with all the women you know. Consider working with the Board of Elections in your area. With absentee voting, they will need extra help.



judge dismissed the equal pay claims of the World Cup-winning women’s national team on May 1<sup>st</sup>. This four year lawsuit had affected the federation’s reputation, embarrassed its leaders, angered its sponsors and threatened its financial future, the judge’s ruling granting summary judgment in its favor in relation to equal pay arguments. For years, the players have argued that they are paid less than their counterparts on the men’s national team. Over and over, they made the case that they deserved equal pay. The judge told them they were wrong. Not only had U.S. Soccer not paid the



**BPW/OH RECORD-  
ING SECRETARY  
LEONA PHILLIPS**

Hello BPW Sisters!  
As your Recording  
Secretary it is my re-

sponsibility to make sure the important  
information conveyed at the meetings  
is documented.

Sometimes events influence us, chang-  
ing our way of thinking. It might be  
immediate, or it might take time but as  
with all things, change is inevitable.

With the new environment of COVID 19  
we have all had to change the way we  
do things. BPW has had to transform  
sooner than later.

I am encouraging everyone to embrace  
this change. Yes, at times this can be  
frustrating, but we have learned that all  
things are possible when we march  
forward.

I am working hard for you, our mem-  
bers. Thank you for your support and  
positivity!

We will be meeting via Zoom — I look  
forward to seeing you there!



**WOMEN'S RETIREMENT  
FOUNDATION  
2019-2020  
MARY ANN  
DUTRO**

**WOMEN HELPING WOMEN—**

The Women's Retirement Foundati-on is  
a separate entity from BPW/Ohio. It is a  
501(c)(3) and your donations are TAX  
DEDUCTIBLE! If you would like to make  
a tax deductible donation, please call me  
at (740) 455-9400 or email to madu-  
trocpa@gmail.com.

We would like to congratulate the win-  
ner of the \$1000 nursing scholarship for  
2019-2020. Amber Barton, sponsored by  
the Vermillion BPW, is pursuing her  
Bachelor of Science in Nursing.

We had several very competitive appli-  
cations and wish much success to those  
ladies.

Members and Locals, please reach out to  
those in your area to raise awareness—  
let those working on any form of nursing  
program know they could be eligible.

This year we awarded two \$500 grants  
to Non-Profit / Low Income Subsidized  
Senior Housing Facilities. The first went  
to **Quarrytown, sponsored by Berea  
BPW**, who is planning on purchasing  
chairs for the community area of their  
building. The second went to **Treaty City  
Manor, sponsored by Greenville BPW**,  
and they are planning on using the funds  
to replace a chair in the common area.

Each of the BPW/Ohio 5 Regions are  
eligible to have a grant winner.

Mary Ann Dutro  
BPW Ohio Women's Retirement Founda-  
tion  
Treasurer 2020-2021  
President 2019-2020  
BPW Ohio PSP



**BPW/OH TREASURER  
KATHALEEN  
KELLUMS  
Berea BPW**

Having been a  
member of Berea  
BPW for 28 years,  
serving in almost

all offices at the local, region and state  
levels, I understand how it all works. I  
served as BPW/OHIO state treasurer in  
2001-2002. I have been Treasurer of  
other organizations and handled the  
financials for my employers in my work  
career.

In my current position as Administrator  
for the Cleveland Southwest Safety  
Council, sponsored by the Middleburg  
Hts Chamber of Commerce and the Bu-  
reau of Workers' Comp, I am responsi-  
ble for handling their finances, a  
\$60,000+ budget.

Executive Director for 10 years for the  
Berea Chamber of Commerce, responsi-  
ble for their finances, \$50,000 budget.

Office Manager for 10 years for the Flats  
Oxbow Association, (a non-profit in the  
Flats of Cleveland), handled their finan-  
cials, \$250,000 budget.

My responsibilities included writing  
checks, making deposits, reconciling  
accounts and preparing spreadsheets  
for their boards of directors.

Most of my experience has been with  
non-profit, member organizations. Over  
the years, the one thing I have learned is  
that is to keep it simple, so that mem-  
bers do not have to be an accountant to  
understand their finances.

Kathy Kellums, PSP, 2020-2021 BPW/  
OHIO State Treasurer



*Save  
the  
Date*

**BPW Ohio Conference**  
**May 21-23, 2021**

*Leading With Aloha*

*Thank You*

Karen Prelipp, PSP, Ashland  
Roberta Weiler, Ashland  
Linda Miller, Vermillion

for accepting appointments to review  
the 2019-2020 BPW Ohio Financials.





The past three months have been truly trying for everyone. Fear, uncertainty, frustration, new

ways of functioning with one another, challenges in obtaining the necessities are now all a different reality for us.

If that is not stressful enough, the pandemic is a reminder of the numerous economic, health and educational disparities in our society that result in Black people being more vulnerable to this virus. Now with the death of George Floyd, comes an additional level of emotions and concerns. Some moments, my eyes are filled with tears. Sometimes I swell with anger. Sometimes I ponder what action for change should I take. Then sometimes I feel like I'm falling off a cliff, unsure of what to do next. I am saddened and feel so much pain right now. I have spoken to so many others who feel the same way.

I remember and worked with others during the 1960s Civil Rights Movement trying to make our voice loud and clear. Twenty years later when my children entered college, I went to a meeting that one of them attended on campus and was hit with the reality that students of color were struggling on campus with the same issues my generation addressed. The same old racism. The same old police brutality. The same disgusting attitudes and policies of oppression that were evident.

That really hurt and driving home I cried

while thinking that not much had changed. It hurts even more now as I watch my grandchildren facing some of the same oppressive attitudes and policies. It hurts even more as I think of what my parents had to contend with. Four generations just in my life time. It hurts when white people avoid, ignore, are clueless and do not want to deal with the issues of racism that are at play each and every day. It hurts. I'm tired. Black folks are tired.

Some may remember my article on the U.S. paradox. The declaration of freedom for all and the establishment of institutional slavery during the nation's beginnings. A foundation in the development of the United States was racist. Until all people recognize, in a country that professes freedom and equality, that the underlying core of U.S. policy has



been racist, we will never bring an end to racism. In such a society, one is either an active anti-racist or a racist. The status quo is not an option.

Where does one go from this point?

Looting and destroying does absolutely nothing to bring healing to our nation and peace within ourselves. We are all hurting now. Why enact more hurt? Tweeting words of divisiveness and insult does nothing to bring healing to our nation and peace within ourselves. We are all hurting now. Why enact more hurt?

Sending in troops to stop protests, which is the citizens right to do, causes more anger and frustration and does nothing to resolve the long-standing issues. We are all hurting now. Why enact more hurt?

Closing off and avoiding does nothing to bring healing to our nation and peace within ourselves. We are all hurting now. Why enact more hurt?

We must begin with compassion and love for our fellow human. We must begin with meaningful and open discussions. We must begin with truly listening to others of a different perspective. We must focus on systemic change and strategize for social and spiritual change that identifies injustice and considers policies that will be healthy for all. Most importantly, we must begin with knowledge that enables all to become socially and politically astute. This requires discussion and challenges for self-reflection within those discussions. Let this be the time of significant change for a 400-year futile oppressive system that was built on a racist ideology. It is way past time to discuss it and implement training in attitudes, knowledge, and skills to bring an end to it.

I've been ready. Many black folks have been ready. Are you ready?



**BPW/OH MEMBERSHIP  
CHAIR  
PEGGY FOUTZ  
Greenville BPW**

One of the biggest benefits of BPW is the ability to make connections or network with other women. We are often frightened by the term “networking” as sometimes we feel it forces us out of our “comfort zone”. However, the definition of networking is “the exchange of information and ideas among people with a common profession or special interest, usually in an informal social setting”. What better way to do this than with our BPW “Sisters”?!

BPW members need to make connections both within the club as well as externally. Here are ways you can “Connect” with others this meeting year.

- Make a list now of 5 people you know (or would like to know) and invite them to the monthly meetings.
- Send a birthday card, get well card or thinking of you card to another BPW member.
- Do a “Random” act of kindness (take dinner to someone who is sick or donate in memory of a lost loved one etc).
- Be a part of other charitable events (i.e. board member, donate funds).
- Publish an article, or reach out to local Radio and TV stations about something you or your club is doing.
- Participate in a 5K walk for a charity, help sponsor a local fundraiser (outside of BPW).

**MEMBERSHIP GRANTS ARE OFFERED TWICE A YEAR DURING THE MONTHS OF OCTOBER AND APRIL.** New members who join during those months will receive a \$10.00 reduction in state BPW membership dues for their first year of membership. October’s discount coincides with National Business Women’s Week (10/18 – 10/24) and April’s with Equal Pay Day – TBD for 2021.

Questions? Email [pafoutz@gmail.com](mailto:pafoutz@gmail.com) or call or text at 937-670-6511.

We look forward to making connections in the upcoming year and hopefully turning those connections into more members.

Thank you in advance for helping to make this an awesome year and for all you do to make this a special organization to be a part of.

**Congratulations Mary Ann Dutro,  
BPW/Ohio Distinguished Member 2019-2020**  
Dutro is a Zanesville BPW member,  
Past State President and current  
BPW/Ohio Finance Chair



**BPW/OH PRESIDENT ELECT  
KAREN MCCREADY  
Ashland BPW**



I don’t need to tell you that this year is like no other. We’ve been thrown into phone and virtual conferences. We have landed on our feet. I may be a little wobbly sometimes, but never-the-less standing.

President Diana’s “BPW/OHIO 100 Years Strong” ended in a much different way than expected. She has the distinction of having the first ever VIRTUAL BPW/OH CONFERENCE! She handled it well.

Paulette, this year’s president, went “virtual” for her Leadership Training in April and for her first board meeting. Her tech savvy is a great asset to move us forward.

I hope all of us, individually and as locals, will be participating in Paulette’s activities for the year: a book club, completing the surveys and volunteering or suggesting someone for the speaker’s bureau.

Reach out to BPW members. If in person, be sure to wear a mask and remember social distancing, of course. This will be more rewarding and exciting than getting out of the house to go to the grocery, salon, or to pick-up a food order!

**BPW/OH VICE PRESIDENT  
ELIZABETH HERRELL  
Coshocton BPW**



I joined Coshocton BPW in 1994 and Zanesville BPW in 2009 (dual member). I have served on the Local and Region levels in most offices (NOT Treasurer material!) and most Chairs, and endless committees, and I have served as various State Chairs, my most challenging was State Conference Chair. I took my first ID course in 1996 (Tomma Bordenkircher would NOT shut-up about it until I did!), and I participated in the State ID Competition in 1998, 1999 and 2000. I recently participated in the LO ID Competition in 2019. I received certified ID Facilitator training in 2004, have helped with many classes, and have served as the LO, Region and State ID Chair.

I received the 2005 BPW/OH Distinguished Member, 2007 Coshocton BPW Woman of the Year, and 2011 Zanesville BPW Woman of the Year, and I graduated from Leadership Coshocton County Class of 1997. In 1991 after serving for 20 years I retired from the USAF as a Master Sergeant. My favorite civilian position was Executive Director of the Coshocton YWCA for seven years, and my least liked job was a telemarketer for around 18 months.

My reasons for being a BPW member, and for serving on the State Board are many, but I support the mission of Women Helping Women, especially through mentoring, scholarships, Buckeye Girls State and Domestic Violence Shelters.



## WHERE HAVE ALL THE MEMBERS GONE?

### Editorial by Linda Miller, Region 1 President, Vermillion BPW

As we are in our BPW/OH 100<sup>th</sup> anniversary year, I suppose I've taken on an introspective mood, along with numerous strolls down memory lane. The truth is, I can't imagine the person I'd be without BPW. So when someone says, "yelp, BPW is definitely dying; membership numbers just keep dwindling; it's so hard to find people to serve in leadership positions and to get decent attendance at meetings...who wants to speak to four or five people?" I confess similar words have left my mouth. My heart aches. Maybe it's just the cycle of life; all living things die. But the soul, the spirit doesn't die. OK, how do we do better? How do we fix this?

Oh, memories coming again...the young woman (Sue) I was working with professionally in 1984...she wined, dined, and befriended me, along with significantly helping me solve my work challenges. She took me to a BPW meeting. What is this group? Never heard of them! Did I want to join?

Well, I had some concerns. Enter another woman (Bette) who always came to our Sandusky meetings even though she belonged to the Mansfield group. We three would stay after meetings and talk and talk and talk. Finally Bette said, "you join, become a leader, and change those things." About three months later I was installed as local V.P.

Back in those days if you missed a meeting you'd better be sick or dead. In fact, I was told by some of the tenured (not old, Bette said we don't say that) members that you had to be specifically invited to attend, and if you wanted to join, you had to be voted on, and some women were black-balled.

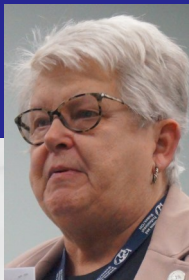
Can you imagine turning away people who want to join? Now...in 2020? There may be a lesson in there somewhere---if something is too easy or free, maybe it has no value.

Fast forward almost thirty-six years. Many of these people have passed on but I've got to tell you, I remember them

as if they were sitting here with me. What they did, or said, still sticks with me. I think it's called being part of history.

Certainly we want more members, more diversity, and more inclusion. But for right now, let's pause and celebrate 100 years of life. I'm recalling a passage from the Stacey Abrams book: "If you see a turtle sitting on a fence post, you know" she "didn't get there alone. Someone had to pick" her "up and put" her "there."

I can really relate that passage to my BPW experience...that...and overall I've learned again and again that **there is nothing more glorious than being heard, understood, and validated---except---helping someone else be heard, understood, and validated!**



## CONFERENCE CHAIR

### LIZ HERRELL

### Coshocton BPW



Due to the corona virus the 100<sup>th</sup> BPW Ohio Conference was NOT held at Deer Creek State Park, Mt. Sterling, OH, May 15-17, 2020, and a short Zoom Meeting was held instead on May 16, 2020.

The Conference Committee had planned a jam-packed weekend to celebrate BPW Ohio's 100<sup>th</sup> anniversary, and I would like to thank the 2020 Conference Committee for ALL their hard work!

Thank you, 2019-2020 BPW/OH President Diana Gibbens, for asking me to serve as the Conference Chair. The Conference Committee members were: Secretary Brenda Anders, Treasurer Jeanne Young, Registration Chair Linda Wiegand, committee members Andrea Patterson, Carol LaGore, Christina Hall, Debbie Sullivan, Erline Trsek, Gail Snyder, Karen McCready, Kathy Kellums, Lynnette Dawson, Mary Ann Dutro, Nancy Young, Penny Pelikan-Dehner, Raine Hammond, Ruth Ann Beaverson and Sherry Martin.

Thank YOU ladies for volunteering to serve and for your time and talents in planning an AWESOME Conference! It was a pleasure to work with such talented women.

**Pink Zebra Independent Consultant**  
A home Fragrance Company

**Laura Barr**

[Pinkzebrahome.com/sprinklebarr](http://Pinkzebrahome.com/sprinklebarr)

740-586-1302

[Sprinklebarr@gmail.com](mailto:Sprinklebarr@gmail.com)



*Join my team! Changing lives one fragrance at a time!*

## BPW/Ohio

## 2020-2021 BOARD OF DIRECTORS

Executive	Name	Email	Local-Region
President	<b>Paulette Knazek</b>	pknazekbpw@gmail.com	Zanesville - 3
President Elect	<b>Karen McCready</b>	mccready@bright.net	Ashland - 1
Vice President	<b>Elizabeth Herrell</b>	lizywca@columbus.rr.com	Coshocton-3
Recording Secretary	<b>Leona Phillips</b>	leona.phillips@aol.com	Vermillion-1
Treasurer	<b>Kathaleen Kellums</b>	kpkell@sbcglobal.net	Berea - 2
*Parliamentarian	<b>Kathaleen Kellums</b>	kpkell@sbcglobal.net	*Berea - 2
*Corresponding Secretary	<b>Gail Snyder</b>	gails669@embarQmail.com	*Greenville-5
<b>State Board</b>			
Immediate Past State President	<b>Diana Gibbens</b>	dkgibens@hotmail.com	Lancaster - 4
Finance Chair	<b>Mary Ann Dutro</b>	madutrobpw@gmail.com	Zanesville - 3
Legislation Chair	<b>Ursula Bess</b>	ursulabess@yahoo.com	Cincinnati-5
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Individual Development Chair	<b>Nuha Nawash</b>	Nanawash5@gmail.com	NASA Glenn-2
Young Careerist Chair	<b>Charisse Kellums</b>	bpwsponsor@gmail.com	Berea - 2
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Region Two President	<b>Kathy Telban</b>	ktelban@isolvit.org	Berea-2
Region Three President	<b>Stephanie Bridwell</b>	sbridwell@columbus.rr.com	Zanesville-3
Region Four President	<b>Mandy Kalb</b>	mventrescabpw@yahoo.com	Lancaster - 4
Region Five President	<b>Linda Wiegand</b>	bisbestrate@gmail.com	Lebanon-5
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*2020/2021 Conference Chair	<b>Roberta Weiler</b>	berti55@hotmail.com	*Ashland-1
*2021/2022 Conference Site Chair	<b>Roberta Weiler</b>	berti55@hotmail.com	*Ashland-1
*Foundation Chair	<b>Linda Wiegand</b>	bisbestrate@gmail.com	Lebanon-5
*Non-Dues Income Chair	<b>Gail Snyder</b>	gails669@embarQmail.com	*Greenville-5
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*Ohio Webmaster Co-Chair	<b>Daneene Monroe Rusnak</b>	daneene1124@gmail.com	*Berea-2
*Ohio Webmaster Co-Chair	<b>Leona Phillips</b>	leona.phillips@aol.com	*Vermillion-1
*Nominating Chair	<b>Roberta Weiler</b>	berti55@hotmail.com	*Ashland-1
*PAC Chair	<b>Daneene Monroe Rusnak</b>	daneene1124@gmail.com	*Berea-2
*Social Media	<b>Daneene Monroe Rusnak</b>	daneene1124@gmail.com	*Berea-2
*Ecumenical Chair	<b>Elizabeth Herrell</b>	lizywca@columbus.rr.com	*Coshocton-3
*OH/BPW Retirement Foundation	<b>Lora Manon</b>	lora.manon1@gmail.com	*Lancaster-4
<b>**Temporary Appointment until a new Database Manager is found.</b> <b>*Non voting positions</b>			
= Can Text (no groups please) or L = LaParline E = Email Only			



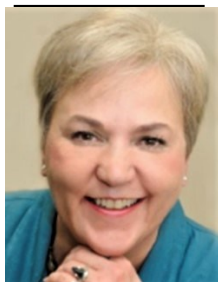
**BPW/OHIO**  
**1920 - 2021**

*Leading With Aloha*





<b>INCOME</b>	
Member Dues (420 @ \$30)	\$12,600
Member @ Large (5 @ \$50)	\$250
Student Dues (10 @ \$20)	\$200
Local Dues Received	\$4,500
Meeting Income (Aug & Nov - \$35 per mbr)	\$2,450
Leadership/Leg Plat/YC/ID	\$1,500
Non Dues Income	\$1,000
2020 Ecumenical (Oct - \$40 per mbr)	\$1,600
OBW Ads/Candidate Ads	\$200
OBW Business Ads	\$1,000
<b>Total Income</b>	<b>\$25,300</b>
<b>Expenses</b>	
Meeting Speakers	\$300
Donation to BPWWRF	\$1,000
<b>Standing Chair Expenses</b>	
Finance Chair	\$25
ID Chair	\$200
Program Chair	\$200
Legislation Chair	\$200
Membership Chair	\$200
YC Chair	\$200
<b>Total Standing Chair Expenses</b>	<b>\$2,325</b>
<b>Other Chair Expenses</b>	
ByLaws Chair	\$25
Distinguished Member Chair	\$100
Foundation Chair	\$0
Nominating Chair	\$25
OBW Editor Stipend	\$200
Database Manager Stipend	\$200
Webmaster Stipend	\$200
Social Media Stipend	\$200
<b>Total Other Chair Expenses</b>	<b>\$950</b>
<b>Mileage Expense</b>	
Board Mileage (based on 5,000 miles @ .40)	\$2,000
Board Training Mileage (1,000 miles @ .40)	\$400
Region Mileage (375 miles @ .40)	\$150
Region Leadership Mileage (1,000 miles @ .40)	\$400
Legislative Platform (based on 500 miles @ \$.40)	\$200
<b>Total Mileage Expense</b>	<b>\$3,150</b>
<b>Meeting Expenses</b>	
Meeting Expenses	\$2,450
Leadership/YC/ID/Leg Platform 2020	\$1,500
<b>Total Meeting Expenses</b>	<b>\$3,950</b>
<b>Other Expense</b>	
BPW Foundation Annual Fee	\$0
Annual Financial Review	\$225
Bond Insurance	\$250
Conference Site Chair	\$75
Executive Committee Expense	\$2,500
Local Dues Reimbursed	\$4,500
Misc Expense	\$0
Non Dues Expense	\$250
OBW Production	\$3,200
Dues Collection	\$750
Supplies	\$750
Postage	\$250
President Expense	\$2,000
State Directory	\$300
Web Hosting	\$450
Web Site Maintenance	\$300
Virtual Meetings	\$150
2020 Ecumenical	\$1,600
<b>Total Other Expenses</b>	<b>\$17,550</b>
<b>Total Expenses</b>	<b>\$27,925</b>
<b>Profit/Loss</b>	<b>(\$2,625)</b>



## 100 YEARS — VOTE!

By Kathy Telban  
CPT, SPHR, MEd.  
BPW/OH Legisla-  
tion Consultant  
Region 2 Presi-  
dent  
Berea BPW Local

**We've been working on legislation since BPW's inception in 1919. That's 100 years!** Much as happened in these last 100 years and there is still much to accomplish.

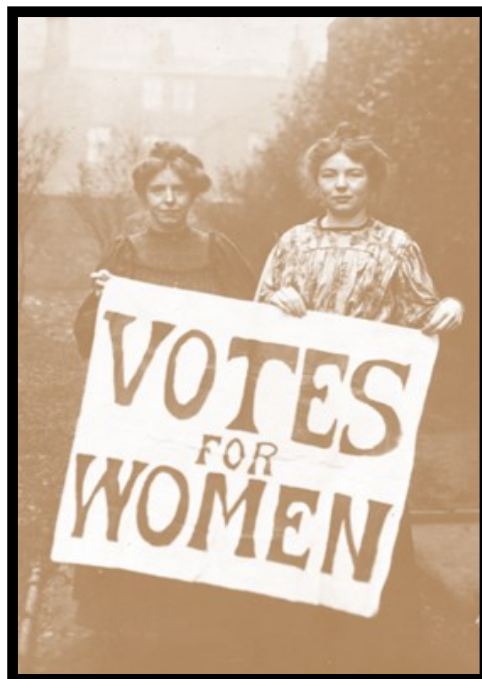
On August 26<sup>th</sup> we celebrate Women's Equality Day in the United States that commemorates the 1920 adoption of the Nineteenth Amendment (Amendment XIX) to the United States Constitution, which prohibits the states and the federal government from denying the right to vote to citizens of the United States on the basis of sex.

The 19th Amendment gave women the right to vote nationally on August 18, 1920, but it was not official until it was certified by the U.S. Secretary of State on August 26<sup>th</sup>. The proclamation was signed behind closed doors at 8 a.m. by the Secretary at his own house in Washington, D.C, ending a struggle for the vote that

started a century earlier.

In 1971, Representative Bella Abzug championed a bill in the U.S. Congress to designate August 26 as "Women's Equality Day." The bill says that "the President is authorized and requested to issue a proclamation annually in commemoration of that day in 1920, on which the women of America were first given the right to vote."

Our foremothers worked tirelessly to get us the right to vote. Now we need to make sure all women exercise this right.



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	<p style="text-align: center;"><b>BPW/OH 2020/2021 State Calendar</b></p>	 <p style="text-align: right;"><b>Business and Professional Women/OH</b></p>
Date	Event	Comment/Location
08/13/20	Black Women's Equal Pay Day	Our voice should be heard more than once a year!
08/20/20	Executive Committee Meeting	Zoom Meeting
08/22/20	State Board Meeting	Frontier Power Community Rm, Coshocton (backup Virtual)
08/26/20	100 <sup>th</sup> Anniversary of the 19 <sup>th</sup> Amendment – Women's Right to Vote Day!	Wear White & a Yellow Rose
09/04/20	Fall OBW Article Submission Deadline	Email articles to President & OBW Editor
TBD	Women In Action	TBD
9/15/20	Book Club Discussion	Zoom Meeting
10/01/20	Indigenous Women's Equal Pay Day	Our voice should be heard more than once a year!
10/18/20	Ecumenical BPW/OH & BPW/PA – OH Hosts, Liz Herrell, Chair	Steubenville Country Club
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!
11/13/20	Executive Committee Meeting	Hampton Inn Heath (back up Virtual on 11/12/20)
11/14/20	State Board Meeting	Davis Shai House, Newark (back up Virtual)
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





## August Board Meeting Saturday, August 22, 2020 via Zoom

9:15 AM Candidates & Judges check-in	10:00 am Welcome
9:30-10:00 AM Interviews conducted	10:15 am ID/YC Competition
9:45-10:00 AM Board and Guests check-in	10:45 am Health Break/Judges Tally Scores
11:00 am Winners Announced/Board Meeting Begins	

### 2019-2020 ID & YC Competition

*Every voice deserves to be heard – And a virus is not going to silence them!*  
**Innovative Women Moving Forward!**

**Individual Development (ID):** Participants will compete by delivering a 5 minute prepared speech, 2 minute impromptu speech, and a personal interview.



**Region 1  
ID Winner  
Linda  
Miller**



**Region 2  
ID Winner  
Charisse  
Kellums**



**Region 3  
ID Winner  
Tomma  
Bordenkircher**



**Region 5  
YC Winner  
Chelsea  
Kerr**

**Young Careerist:** Participants will deliver a 4 minute prepared speech on one of the planks of the BPW Platform.

Name \_\_\_\_\_ Phone \_\_\_\_\_ Email \_\_\_\_\_  
 \_\_\_PSP \_\_\_Judge \_\_\_ID Candidate \_\_\_YC Candidate \_\_\_Board Mbr \_\_\_Guest

Email Your Registration to: [pknazekbpw@gmail.com](mailto:pknazekbpw@gmail.com) By August 15, 2020

Call-in Number will be available for those who do not have internet. Toll charges may apply depending on your phone plan.

## OHIO-PENNSYLVANIA 41<sup>ST</sup> ANNUAL ECUMENICAL

Sponsored by BPW/OH

**Help kick off National Business Women's Week**

Sunday, October 18, 2020 ~ 10:00 a.m. – 2:00 p.m.

\*Steubenville Country Club, 413 Lovers Lane, Steubenville, OH 43953

Cost: \$40.00 (Checks payable to BPW/Ohio)

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

10:00-10:30	Registration & Continental Breakfast
10:30-11:30	Ecumenical Service
11:30-12:30	Luncheon
12:30-1:30	Remarks and Photos

Mail reservations/checks to: Liz Herrell, 3365 Sugartyme Drive, Zanesville, OH 43701-6887

Make your reservation by calling: 740-294-1353 - A Reservation Made Is A Reservation Paid - RSVP By: October 12, 2020

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Local/State: \_\_\_\_\_

\* In case of COVID-19 Restrictions we will switch to a Zoom meeting and refunds will be given.



Business and  
Professional  
Women/OH



John Glenn College of Public Affairs, Ohio State University. Contact Shadia Jallaq, [Jallaq.6@osu.edu](mailto:Jallaq.6@osu.edu) for more information.

understanding of American traditions and stimulate a desire to maintain our government process

**Please visit the CAWP website for details:**

[https://www.cawp.rutgers.edu/education\\_training/ready\\_to\\_run/overview](https://www.cawp.rutgers.edu/education_training/ready_to_run/overview)

A typical session includes: Citizens are divided into two mythical political "parties". The parties do not reflect the two major political parties in today's system, but allow Citizens to gain a special knowledge of how the system works. Elections are held to fill city, county and

# ADVOCATE

**FOR MORE WOMEN IN PUBLIC OFFICE!**

**By Andrea Patterson, OBW Editor**

We could donate to a campaign, put up signs, canvas geographic areas, make phone calls—help women candidates running for office. But, how do we get YOUNG WOMEN interested in, knowledgeable about and motivated to move forward with a career in public office?

Here are two ideas, places to start.

**RUTGERS EAGLETON INSTITUTE OF POLITICS "CENTER FOR AMERICAN WOMEN AND POLITICS" (CAWP) - Ready to Run® program**

Introduce young women to CAWP and Ready to Run®, a national network of non-partisan campaign training programs committed to electing more women to public office.

Per the CAWP website, "research shows that women make government more transparent, inclusive and accessible. Women bring different priorities and experiences to public life, including perspectives that have been largely absent in public policymaking. Women change the way government works, and their voices are needed around the country. Ready to Run® is a non-partisan campaign training program to encourage women to run for elective office, position themselves for appointive office, work on a campaign, or get involved in public life in other ways. CAWP's model curriculum covers fundraising, positioning oneself for elected office, navigating the political party structure, media training, the nuts and bolts of organizing a campaign, mobilizing voters, and crafting a message".

The Ready to RUN partner for OHIO is The



**BUCKEYE GIRLS STATE PROGRAM**

Many BPW locals across the state of Ohio provide donations to Buckeye Girls State and help to promote this worthy program.

BUCKEYE GIRLS STATE is Ohio's Girls State program, which was designed to educate Ohio's young women in the duties, privileges, rights and responsibilities of good citizenship. By getting involved in the process, Delegates can learn about City, County and State Government in one week.

The Ohio American Legion Auxiliary has sponsored this program for over 74 years.

American Legion Auxiliary Units, assisted by high school principals and guidance counselors, evaluate potential leadership qualities of young women to be interviewed for selection as Delegates or Alternates. Candidate criteria includes completion of their Junior year of high school.

Goals of the program include: Developing leadership and pride, educate about our system of government, instill a greater

state positions. Activities include government workshops, legislative sessions, campaigning, party rallies, debating and voting. The Citizens also receive instruction in Parliamentary Procedure. This "hands on" method is unique and extremely effective. Girls State affords participants an opportunity to live together

as self-governing citizens by informing them about the duties, privileges, rights and responsibilities of American citizenship and hopefully encourages their participation in the democratic process as they progress into adulthood. Additional activities include: journalism, law enforcement, music, field trips, group devotions, and patriotic ceremonies.

What are the benefits of attending Girls State? Through hands-on experience young women learn the mechanics of local and state government along with citizenship and patriotism; gain self-confidence, poise and character. Attendance also makes participants eligible to apply or be selected for awards, honors and scholarships.

**For more information, to donate or volunteer please contact:**

**American Legion Auxiliary  
Buckeye Girls State  
PO Box 2760  
Zanesville, Ohio 43702-2760  
(740) 452-8245**





## BPW/OH PROGRAMING CHAIR MARY REVELEY, NASA-Glenn BPW

### Advocate, Challenge, Empower and Support!

This applies to all of us! Whether you are a member of a BPW/Ohio local organization or just a woman that wants to help other women succeed.

When it comes to BPW/Ohio Locals, we think they know their members and community well so we want each local group to have the flexibility to design their own programing—but also have some good spirited, fun competition, with 1st, 2nd and 3rd place prizes awarded at the May 2021 Conference!

**The below are a few great ideas of how to help women, and for our BPW/Ohio area local groups, the format for this fun competition. LOCALS: Select one activity from each category to add to your Local's yearly programming. Be creative if you have an idea for a better activity add to the list! Get one point for each member who participates in the activities your Local selects.**

#### Personal - Choose One

- Donate to BPW/OH Women's Retirement Foundation
- National Day of Service is in September – organize or participate in a service project to help members of your community
- October is Domestic Violence Awareness Month- host a fundraiser or participate in community event
- October is Breast Cancer Awareness Month – host a fundraiser or participate in community event
- World AIDS Day-December 1, 2020 – encourage women to be tested for HIV as part of their routine screenings <https://www.worldaidsday.org/>
- Make holidays New Member Outreach days
- In December harness your holiday spirit - organize a community support or service event!
- February is American Heart Month – Educate women on the importance of heart health visit [www.goredforwomen.org](http://www.goredforwomen.org) for tips and tools
- March is National Osteoporosis Awareness and Prevention Month – Promote the importance of bone density for women at all ages
- Green your office/home by instituting simple policies to recycle and cut waste
- June is Home Safety Month – Partner with the American Red Cross or Fire Department to discuss family safety tips (first aid, disaster, poison)

#### Professional - Choose One

- Donate to BPW/OH Women's Retirement Foundation
- Labor Day – celebrate the American woman worker by promoting BPW members, local women community leaders and Young Careerists.
- Host a program on helping employers create successful workplaces
- 3rd full week of October is National Business Women's Week (NBWW) plan an activity
- Host an Individual Development Workshop or create a CBT or video training of one of the modules
- Celebrate Martin Luther King Day with an assessment of diversity in your local and workplace – reach out to new groups!
- February is Black History Month – highlight the women of color who are making a difference today and honor those who have made history
- March is Women's History Month – Celebrate Misbehavin' Women in your life and/or community who are impacting the future.
- Celebrate spring by becoming a mentor! Internally to other BPW members or externally in your community.
- Participate in your State Conference May 21 – 23, 2021
- Review your Employee policy manual to see if there are ways to improve work-life balance and/or flexibility.

#### Political - Choose One

- Donate to the BPW/OH PAC
- Call or Write to your Local, State and Federal representatives regarding current bills that affect our BPW/OH Legislative Platform
- Submit relevant articles to OBW
- Independence Day – celebrate women's independence – host a pay equity event!
- Host program to honor Women Vets for Veterans' Day
- Election Day –importance of voting at ALL levels and being registered to vote
- Encourage women to participate in local and state politics
- Visit your local, state and federal representatives
- Women's Equality Day – August 26th - Celebrate equity for women in the workplace and appreciate diversity in the workplace
- Lobby Day in March go to D.C., have your voice heard!
- Equal Pay Day – Host an Unhappy Hour!
- Memorial Day & Armed Forces Day – organize a special event to honor women veterans!

# REGIONAL & LOCAL NEWS



## REGION 2 VIRTUAL LEADERSHIP TRAINING

Kathy Telban  
BPW/OH Legislation  
Consultant  
Region 2 President  
Berea BPW Local

**Saturday, August 8, 2020 9:30 – 12:30**

Join Region 2 for our annual leadership training. Our BPW/OH President will share how to lead with Aloha and orient us to the structure of our own organization and its various leadership roles (10:15 – 11:00). You will also learn about BPW's Individual Development course that Region 2 will be providing this Fall. Finally, you will learn about disinformation from an expert in the field and know what you can do about it. Hope to see you there and bring a friend!

**DISINFORMATION::Destroying Democracies  
11:30 – 12:15**

Disinformation, what is it and what you can do about it? In this webinar you'll learn the steps in an effective disinformation campaign process and how social media provides a multiplier effect. Real-life examples both past and present will be highlighted. You'll also learn what is vital in a democracy and how to spot "real" fake news and what you can do. If you are only coming for this workshop, plan to join between 11:15 – 11:30.

### HOW TO JOIN

#### THE VIRTUAL WORKSHOPS:

Use the below link to join:

<https://us02web.zoom.us/j/82414897941?pwd=UkdhWWVxTzh4N2UybmNwUHImsGZCQOT09>

Password: Region2

Meeting ID: 824 1489 7941

Or call 1 929 205

Meeting ID: 824 1489 7941

Password: 2269335

## Region 2 Virtual Individual Development (ID) Class

Six - 90 minute sessions via ZOOM

7:00 – 8:30pm

September 22, 2020

October 13, 2020

October 27, 2020

November 10, 2020

December 1, 2020

January 12, 2021

Deadline to register is August 25, 2020.

Maximum 12 participants. Members from other regions are welcome. Cost \$15/ members and \$25/non-members. . For more information, contact Cyndi McCabe, Region 2 ID Chair; [cynmccabe@aol.com](mailto:cynmccabe@aol.com) or (440) 258-9840



### COSHOCTON BPW

PHOTO (L to R, Front): President Pat Talbot and Vice President Rachel Courtney. (L to R, Back): Recording Secretary Raine Hammond, Treasurer Aimee Neighbor and Corresponding Secretary Doris Parkhill.

Coshocton Business and Professional Women (BPW) installed the 2020-2021 officers (pictured above). Thank you to the installing Officer, BPW Ohio Vice President Liz Herrell, who used a chocolate theme for the installation. Also, many thanks to our outgoing President, Raine Hammond, for her leadership the past two years.

The Coshocton BPW, Joan McNeely Working Woman Scholarship, accepts applications annually to be awarded before the next school year. You can learn more about these scholarships and the many other activities in our community by emailing us at [CoshoctonBPW@gmail.com](mailto:CoshoctonBPW@gmail.com). Our local organization is also a proud supporter of the First Step Family Violence program.

BPW, founded in 1919, promotes equity for all women in the workplace through advocacy, education and information. Membership is open to men and women, employed or unemployed, who support the Legislative Platform.

### BPW/Ohio MEMBERS:

Please send address, phone, email or other updates to  
Kathaleen Kellums at [Database@Ohiobpw.org](mailto:Database@Ohiobpw.org)  
or phone (440) 235-6871



## REGIONAL & LOCAL NEWS



### GREENVILLE BPW 2020-2021 OFFICERS INSTALLED

The Greenville Business & Professional Women's Club (BPW) held their last meeting of the 2019 – 2020 meeting year on June 11<sup>th</sup> at the shelter at the VFW Post 7252. The 2020-2021 slate of officers were voted on and installed by Deb Smith, current President. The 2020-2021 officers are President Kasey Christian; Vice President Peggy Foutz; Secretary Karen Sink; Treasurer Tammy Dietrich; and Assistant Treasurer Maria Moore.

Photo: 2020 – 2021 BPW Officers (left to

right) President, Kasey Christian; Vice President, Peggy Foutz; Secretary, Karen Sink; Treasurer, Tammy Dietrich; and Assistant Treasurer, Maria Moore

### ZANESVILLE BPW



PHOTO (L to R): Vicky Buck, Ohio American Legion Auxiliary Buckeye Girls State Coordinator and Liz Herrell, Ohio Business and Professional Women (BPW) Vice President and Zanesville BPW member.

Vicky Buck, Ohio American Legion Auxiliary Buckeye Girls State (BGS) Coordinator received a \$300 donation from the Zanesville Business and Professional Women (ZBPW) local, presented by member and BPW Ohio Vice President Liz Herrell.

The BGS program was designed to educate Ohio's young women in the duties, privileges, rights and responsibilities of good citizenship. Delegates can learn more about City, County and State Government in one week than they will learn in an entire semester of High School.

ZBPW also awards scholarships (pictured right) to women who desire to further their education. Scholarship

money can be used for college, certificates, additional training or licensures and more. Contact Jennifer Reiter at [jenlmt@gmail.com](mailto:jenlmt@gmail.com)

ZBPW meets the first Thursday monthly at 6 p.m. Please contact President Stephanie Bridwell at [sbridwell@columbus.rr.com](mailto:sbridwell@columbus.rr.com) or [zanesvillebpw@gmail.com](mailto:zanesvillebpw@gmail.com) to find locations.



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Contact us for a meeting to discuss your vision!



OHIO BUSINESS WOMAN  
57 Periwinkle Dr.  
Olmsted TWP, OH 44138

## Official Publication of Ohio Business & Professional Women

### BPW/OH 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](mailto:President@ohiobpw.org) for more information—come join us!

*Go Change  
the  
World*

**August 26, 2020**

**American Women Celebrate  
100 Years  
With the RIGHT TO VOTE**