Greetings Members and Friends:

This newsletter is coming out a bit early because your president will be out of place when it should come out the first part of October. It is so hard to be in two places at once, but if I could do it, I would because there are so many exciting things going on in so many places at once.

Please remember to mark your calendars for October 19th when we will join the Nashville BPW in celebrating National Business Women’s Week with a banquet at RibEyes Steak House in Nashville. Please call Mary Tanner at 977-1090 so we can get a count of how many will be in attendance. We are also inviting our Past Presidents to this event.

Our next regular meeting will be November 23rd, 6:00 PM, at Braswell Library. For the program, I am currently trying to find someone to explain the pros and cons of splitting the Nash-Rocky Mount School System along county lines. It would certainly be nice to hear both sides of this most complicated issue.

If you open this newsletter the minute it arrives, I will remind you that we are having a meeting tonight (September 21st) Braswell Library, 6:00 PM. Varnell will be presiding and our state president, Marsha Ribner-Cady will be in attendance. It should be an enjoyable meeting and I hope you can attend.

Best Personal Wishes,

Linda
Mark your Calendars

The National Business Women’s Week Banquet is scheduled for Monday, October 19, 2015, 6:00 PM. Hosted by the Nashville BPW, it will be held at Rib Eye Restaurant in Nashville. Cost $20 each, includes meal (chicken or pork entrée), salad bar and gratuity. Please call Mary Tanner at 977-1090 before October 15th so we can get a count of who will attend.

What is National Business Women's Week?

October 19-23, 2015 -- National Business Women’s Week® provides an opportunity to recognize and highlight the progress women have made as professionals, business owners and entrepreneurs. During this week BPW facilitates discussions on the needs of working women, shares information about successful workplace policies, and raises awareness of the resources available for working women.

To honor the contributions of working women and employers who support working women and their families, BPW celebrates National Business Women’s Week (NBWW) during the third week of October.

Traditionally the President of the United States begins the week with an official proclamation that is followed by similar messages from governors and mayors throughout the country. BPW clubs use this week to publicize their activities, attract new members, and underline the BPW’s goal of elevating the standards for all working women.

The celebration of National Business Women’s Week has helped to promote leadership roles for women and to increase opportunities for our advancement professionally and personally.

NBWW is a great opportunity to recognize and highlight the progress women have made as business owners and entrepreneurs. NBWW also provides an opportunity facilitate discussions on the needs of working women, share information about successful workplace policies, and raise awareness of the resources available for working women in their communities.
History of National Business Women's Week
The concept of National Business Women's Week 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 workingwomen.

In 1932 U.S. President Herbert Hoover was the first president to issue a letter recognizing NBWW and the contributions and achievements of workingwomen. And, in 1938, NBWW was moved to the third full week of October.

The program for the first observance of NBWW in 1928 included: Legislative Day devoted to national, state and local legislation of interest to women:
• Education Day devoted to emphasizing the need for equitable educational opportunities;
• Club Rally Day for prospective new members;
• Community Day honoring leaders in the community;
• Goodwill Day devoted to working with other women’s organizations.

BPW Continues Its Legacy of Working Women Helping Women Work™
Business and Professional Women are joining forces for women veterans. We are working to provide support and resources to women veterans and their families as they return to their civilian lives, including providing funding and mentorships to women vets.

Women Fight to Belong in War Zone, Struggle When They Get Home
The day’s work was in full swing, the men in the platoon needed a break, and one of them began imitating his leader’s style of walking. Head down, elbows flapping, legs flying forward, he soon had the other soldiers laughing. The “rhino walk,” they called it, and it was a way to ease the tension of
long days in southern Kandahar province. The platoon leader loved it, too, at first. “I thought the rhino walk was funny, and totally true; they got me,” Lt. Courtney Wilson, who served in Afghanistan in 2010 and 2011, said in a recent interview.

But by the time she was in her bunk, she wondered. “Was it just being funny, or were they getting exasperated with me? That was the hard part,” she said. I started feeling a little like it was me versus them. I was worried the men didn’t like me. I wasn’t sure if they were making me one of the guys, or completely disrespecting and making fun of me.”

In the months to come, that sense of exclusion would deepen into depression. One of the biggest adjustments the U.S. military attempted during the Iraq and Afghanistan wars was cultural: the integration of women into an intensely male world. Women made up about 15 percent of the force during these two wars, compared with 7 percent in the Persian Gulf War of 1991, and they saw more combat in greater numbers than ever.

Yet even though women distinguished themselves as leaders and enlisted soldiers, many of them describe struggling with feeling they do not quite belong. For men, the bonds of unconditional love among fellow combatants – that lifeblood of male military culture – are sustaining. But in dozens of interviews with women who served, the often said such deep emotional sustenance eluded them.

The psychic distress is measurable. More than 38 percent of women report depressive symptoms after deployment, compared with about 32 percent of men, according to a study published by the Journal of General Internal Medicine. Women are 10 times more likely than men to have reported serious sexual harassment. Suicide has been an enormous issue across the military, particularly for white men. But Army data show that the suicide rate for female soldiers tripled during deployment, to 14 per 100,000 from 4 per 100,000 back home – unlike the rate for men, which rose more modestly.

“Clearly these data beg us to account for why there’s this apparent surge in felt hopelessness and alienation among so many women service members during deployment,” said Dr. Loree K Sutton, a retired brigadier general, a psychiatrist and commissioned of the New York City Mayor’s office of
Veterans’ Affairs. “This is a critical endeavor, and it’s got to go beyond individual factors and look at group dynamics.”

As social scientists have sought to understand the increased rates of depression and suicide among enlisted women, they have looked a research on other groups at the margins of culture, whether blacks in the Ivy League, whites attending nonwhite high school – or women in male professions. And they have found that the mental cost borne by those in the minority are similar. Every bad thing that happens, they interpret it a sign that they don’t belong,” said Gregory M. Walton, an assistant professor psychology at Stanford University. That uncertainty is likely to become especially predictive of mental trouble during deployment, he added, “when the unit becomes all-encompassing, the social network contracts.” (By Benedict Carey of the New York Times, Raleigh News & Observer, May 26 2015, p 13A)

Dress for Success Turns Focus to Women Veterans

Women veterans who come to the Raleigh or Durham offices of Dress for success Triangle for help with their job searches tell the volunteers there that the military gave them four uniforms, straighter posture and the training to do at least one task very well. It did not necessarily equip them for life after active duty.

In a job search, “There are challenges that all women face,” said Beth Briggs, executive director of Dress for Success, which helps women land jobs by providing resume assistance; networking programs, image, career and interview coaching; and interview attire. But female veterans, who have a higher rate of unemployment than their male counterparts (6 percent to 5.2 percent last year according to U.S. Bureau of Labor Statistics) begin their foray into the civilian workforce with issues most other job applicants don’t have, Briggs says.

While they have years of training and experience, they often don’t know how to describe their skills and abilities in a way that makes those sound useful outside the Army, Navy, Air Force or Marines. Their military training – to be assertive and aggressive – may be off-putting to potential civilian supervisors. Conversely, if they were victims of sexual assault while in the military, they may lack self-confidence and appear too timid in interviews. A 2014 RAND Military Workplace Study reported that 4.3 percent of active-duty women had been victims or unwelcome sexual contact in the previous year.
Women who enlisted in the service right out of high school may have never even have had a previous job interview. Some suffer from post-traumatic stress disorder, which might make them seem depressed or on edge; or they may show the effects of a traumatic brain injury, which can affect memory and attentiveness. Some are single mothers distracted by the legal effort to regain custody of children lost during deployments.

Since it was launched in 2008, Dress for Success has worked with 8,000 women, Briggs says, and last year began examining how well it was serving the growing number of clients whose last – or longest-lasting – job came with a military rank. “Talking with these women has made us realize that if we were going to serve veterans, we had to be laser focused on their needs,” Briggs said.  

From the BPW/NC Legislative Platform

**Economic Equity**

Actively work to assure workplace equality through support of pay equity; Support continuing affirmative action for equal educational and economic opportunities at all stages of life; eliminate all forms of discrimination including sexual harassment and promote affordable quality dependent care to help ensure economic self-sufficiency for women. Support continuing affirmative action.

**Resume Gaps Pose Challenges for Women Resuming Careers**

Beverly de Souza, who interrupted her career to raise three sons, is anxious about how a 15-year gap in her resume will look to prospective employers now that she wants to resume her profession. “The field of biological research just changes so rapidly that the skills I had 1 years ago are not quite applicable today,” said de Souza, 40, a Cary resident who has a biology degree from MIT and held research positions at Harvard Medical School and the UNC Lineberger Comprehensive Cancer Center. “I’m very confident that I can learn new things now,” added deSouza, “but the tricky part is convincing someone who’s hiring that I can do that.”
The upcoming Back to Business Women’s Conference being held Oct 8 and 9 in Morrisville, believed to be a first-of-its-kind event locally, is geared to helping women like deSouza who want to rejoin the corporate world after taking time off for personal reasons. Among other things, the conference will offer: workshops and panel discussions on digital and business skills needed by today’s job seekers; a talk on “New Rules of the Job Search”, and the opportunity to network with local recruiters. The conference addresses a widespread phenomenon.

A 2009 study by what is now the Center for Talent Innovation found that 31 percent of “highly qualified” professional women voluntarily took extended time off from their careers. The average length of their career break: 2.7 years, The No. 1 reason was wanting or needing to spend more time with their children.

Resuming their careers isn’t a given. The study noted that 73 percent of women who wanted to resume their careers succeeded in finding a job – meaning one in four failed to do so. And only 40 percent were able to find full-time jobs.

For many women looking to return to the corporate world, figuring out what they want to do is a crucial issue. “It sounds obvious, but you have to assess whether your interest...have changed,” said Carol Fishman Cohen, CEO of iRelaunch, a Boston company focused on career reentry that works with returning professionals – of both genders – and employers. Fishman is the keynote speaker at the Back to Business conference.

Going on a career break actually can be “a gift” for some women because it given them a chance to reflect on their original career choice and decide whether it was a good fit for them, said Cohen, co-author of “Back on the Career Track.”

In addition, even if it was the right career for them prior to the break, women need to assess whether the career par they embarked on is compatible with their current lifestyle, Cohen said. For example, a mom with kids at home may have loved that her job involved lots of traveling before having a family but may not want to be on the road so much today.

Women re-entering the corporate world also should assess whether they need to update their skills. “If you’re in a technical field,” Cohen said, “you may need to go back to school or get some sort of certification to be a viable candidate.” A good way to take stock of the skills you need today, Cohen suggested, is to meet with former colleagues and ask them to discuss industry developments and explain new products. “It’s a great way to get back in touch with people,” she added,
Women looking to resume their careers after an extended absence confront a two-fold problem, and Katie Dunn, founder of the company that organized the Back to Business conference. On the one hand, some employers may view a gap on a woman’s resume as “a disqualifier.” Dunn continued, “Then there is a confidence gap” among the women themselves. Once you have been out of the paid workforce for a while, you sort of lose the mojo that you had when you were in that mode. I think some women struggle with that a little when they think of re-entering the paid workforce.”

(by David Rani, printed in the Raleigh News and Observer, Sunday, August 30, 2015, p1-3E)

From the BPW/NC Legislative Platform

**Health**

Actively support legislation that promotes ALL women’s health issues and access to care. Promote reproductive freedom of choice and full access to family planning and all reproductive health services and education. Promote research funding and protections for women’s health care needs and encourage the development of more educational programs focused on the special health care needs of women.

What Every Woman Deserves

Amid the dishonest smear campaign against Planned Parenthood that has led to calls to defund this institution that helps millions of people stay healthy every year, I’ve seen a lot of people repeating the myth that tax dollars are used to pay for abortions. This is untrue – for decades he Hyde Amendment has denied coverage of abortion care to anyone who has federally funded health insurance.

I speak for many doctors who believe it is time to change that. If a woman currently is insured thought he federal government, she can be denied insurance coverage for abortion – a common, safe and legal medical procedure. This affects millions of women across the country, including women insured through Medicaid or the Indian Health Service and military personnel and their dependents.

This is why as a doctor who lives and practices in North Carolina, I am thrilled about legislation introduced in Congress in July that would fix our country’s - and this state’s – policies when it comes to abortion coverage: Cosponsored by over 70 members of Congress including Reps Alma Adams and David Price, the EACH
Women Act would end these restrictions and ensure that a woman’s ability to have an abortion does not depend on her insurance status or how much money she earns.

I still think about a service woman I cared for who had been sent home from deployment because she was pregnant. Her pregnancy was unplanned, just as over half of all pregnancies in the United States are unplanned. As I took care of her, I thought about how unjust her situation was. Instead of being taken care of on base, she had to leave deployment, fly back to the United States, find an abortion clinic, coordinate with her command when she could go to an appointment, drive hours to see us and then pay out-of-pocket for the procedure. I kept wondering how his is considered acceptable treatment of the women serving our country.

Over the years, I have met countless women who struggled to afford abortion care. And all too often, while a women who does not have coverage works to come up with the resources to pay for her procedure, the cost of her abortion goes up as these delays force her to seek care later in pregnancy. For many women, a restriction on abortion coverage quite simply becomes a ban on abortion altogether. Today, as more women than ever serve in our military, it is well past time that their health insurance cover the full range of reproductive health services, including abortion.

However we feel about abortion, we should be able to agree that it is bad policy when politicians are allowed to deny a woman health coverage for a safe and legal medical procedure. Every woman deserves to be able to make her own decisions about pregnancy and get the medical care she needs without emptying her bank account or going into debt.

(By Elizabeth Deans, M.D., MPH, is an obstetrician/gynecologist in Durham, printed on the Opinion page of the Tuesday, September 1, 2015, Raleigh News & Observer)

Mark Your Calendar

October 19th – NBWW Banquet – RibEyes Steak House, Nashville – 6:00 PM
November 23rd – Rocky Mount BPW Meeting – Braswell Library – 6:00 PM
February 27th (2016) – Rocky Mount Bridge Benefit – 9:00-12 noon
Peoples Choice: Eleanor Roosevelt for the $10 Bill

If the American people had a vote in picking a woman to put on the redesigned $10 bill, they would choose Eleanor Roosevelt, the nation’s longest-serving first lady who pushed for greater rights for women, blacks and Asians. Nearly one in three registered voters chose Roosevelt, who has been called one of the most admired people of the 20th century, over a host of other women who played significant roles in United States history, according to a new McClatchy-Marist poll.

Abolitionist Harriet Tubman was second with 20 percent of voters, followed by Native American guide Sacagawea, pilot Amelia Earhart and suffragette Susan B. Anthony, who each received 11 percent. Just 4 percent chose Sandra day O’Connor, the first female justice of the Supreme Court.

“They had a lot to do with building this country, as much as the men did. And still do,” said David Tedder, 62, of Douglasville, Ga.

The Obama administration announced in June that a woman will appear on the new $10 bill, marking the first time in more than a century that a female face will grace paper currency in the United States. Former First Lady Martha Washington and Native American Pocahontas both had a place on bills in the 1800s, while Anthony and Sacagawea briefly adorned the $1 coin.

The Treasury Department launched a public campaign to seek suggestions with a requirement that the woman be deceased. Treasury Secretary Jack Lew is expected to make a decision later this year. The redesigned bill will be unveiled in 2020 to celebrate the 100th anniversary of women’s right to vote.

Fifteen percent of those polled did not like the six choices provided, preferred another woman or were unsure who they would pick. Lee Miringoff, director of the Marist Institute for Public Opinion in New York, which conducts the poll, said men are more undecided than women on the issue. Fourteen percent of male respondents are unsure of whose image should appear, while only 9 percent of women were. “Men were less decided, suggesting there is an interest and knowledge gap,” he said.

The decision to add a woman to the $10 bill came after a campaign, “Women on 20s,” called for overhauling the $20 bill by replacing President Andrew Jackson with a female face. Tubman came out on top of a list of 15 women after more than 600,000 people voted in an online poll. The 20 bill is not being changed. (By Anita Kumar printed in the Raleigh News & Observer, August 6, 2015)
Editor’s Note: Our own Marie Braswell actually met Eleanor Roosevelt during World War II when she attended a reception for female war workers held at the White House.

DO ONE THING EVERY DAY THAT SCARES YOU

-ELEANOR ROOSEVELT-