At the 2010 Winter Executive Committee meeting, the BPW/NC officers were united in their recommendation to affiliate with the BPW Foundation. We find no reason to cease our journey as the Business and Professional Women of North Carolina. It’s our identity in Washington, Raleigh and in our local club communities. I’m proud of who we are, and excited about what we can transform ourselves to become. It’s our bright new day in that we can move forward on many fronts to rejuvenate our operations and expand our horizons. I am asking you to personally commit to continuing this journey of advocacy for workingwomen in North Carolina.

Soon you will receive information regarding our revised bylaws and have the opportunity to vote in person or by mail. In this issue, you will find an invitation to attend the 50th Anniversary celebration at our Headquarters in Carrboro on April 24th.

This is going to be a special WEE event FREE for all members to come together to usher in our new decade as BPW/NC. Please spread the word to all of your members. I would like each local club to pose for a picture in front of our BPW HQ building on this special day. Let’s rock the state with our public declaration of this milestone and our plans to remain a leader in the arena of equality for women in the work place.

Please take note of the announcements of upcoming club events and plan to support each other so that we can grow our Sisterhood. Now is the time to come together and increase our numbers. Happy Valentine’s Day from the BPW/NC Executive Committee.

Joanna Moses-Elliott, President
Many of the newer members to our organization do not maintain their membership more than a couple of years. Ever wonder why? One reason many give is that BPW wasn’t what they thought it would be. When asked to explain, many reply that they were looking for a mentoring type relationship with other BPW members. Someone to take them under their wing, so to speak, be a resource and guide to them, as they navigate this “world of womanhood”. Unfortunately it isn’t easy to balance a career and family. (Ah, work/life balance – one of our issues.) Forming relationships with those who have been there, done that, can be a great resource.

Others indicate the organization has no passion. BPW has an impressive platform and mission statement, yet we fail to show our new members how to become im-passioned over women’s issues. Point them to BPW Foundation at www.bpwfoundation.org and the Young Women Misbehavin’ section. There they may read blogs about today’s issues. They can also find out about research for women’s issues. Many will read about how to contact their legislators regarding issues of great importance to them, such as family medical leave and retirement security. They can even choose to be part of the lobbying efforts on Capitol Hill. Also refer them to www.bpw-nc.org to learn about happenings and issues around the state. There they will find a membership directory and the Tar Heel Woman along with other useful information.

Do we dwell too much on the past? It is great that we once had almost 5000 members in North Carolina. Those members laid the groundwork for many of the benefits we take for granted today, such as the right to vote. Our past is important but we must not let it prevent us from going forward. It is the very reason we exist today. Generation X and Y have grown up in a fast paced technological society. They form an idea, usually based on need, plan it, implement it and move on to the next issue. They are not interested in, nor do they have the time, to tune in next year and have the same issues rehashed.

So how do we retain members? How do we provide a mentoring type atmosphere? Pretend you are a new member attending a club meeting for the first time. No friends or past relationships. Would you come back to the next meeting? Chances are your answer is no. Think about the list of women in your local club. Do you have something unique in common with one of them? Maybe you are a business owner with many years experience and a young entrepreneur is amongst your members. Take the time to get to know her. Invite her to lunch and talk “shop” with her. Let her know that you are there for her. Share the history of BPW with her and watch as she takes possession of her organization with pride. That member will be there for a long time to come and will one day take someone under her wing to promote the issues of BPW. Our organization will thrive once again if we change with the current needs of our members.
As Vice President and your board liaison for the WEE Events, the Executive Committee is excited to announce the Spring WEE “Women Empowered and Enlightened”. Discovering that this is the 50th Anniversary of the groundbreaking of our State Headquarters we knew we needed to mark this milestone in a very special way. We have decided to celebrate both as a combined event and the BPW/NC Executive Committee will be the official host.

As a key way to get the most clubs involved in this milestone the Executive Committee approved an event that was free to all members. This should allow any member to participate with no cost involved. By starting the event at 11:00 a.m. and ending by 4:00 p.m. this should allow any club across the state to make this a day trip. By carpooling, the only expense should be gas to and from headquarters and can be split by the riders; the driver would be providing the vehicle as their part of the carpool.

The registration form is in this issue of the Tar Heel Woman and can be used to register your entire club at one time, or individual members can register themselves. Registration is needed to make sure that there is enough food for lunch but not an excess that would be a wasted expense. Remember to be courteous in responding quickly and as accurately as you can by April 14, 2010.

Planning is underway and a very exciting day is being planned just for you. We only need your commitment to arrive safely, have a great time, leave feeling you have been empowered and enlightened and marked the milestone with memories.

NC Women United Membership Showcase
Michelle Evans, Immediate Past President

SAVE THE DATE!!
As you may have heard, NCWU is planning a new program --

**Membership Showcase**
Thursday, March 11, 2010
6:00 – 8:00 pm
Radisson Hotel, RTP (just off I-40)
Hosted by Triangle BPW

The goal of the inaugural membership showcase are to offer members an opportunity to learn more about organizations in North Carolina working on women’s issues, provide a fantastic networking opportunity, and increase the visibility of BPW and other membership organizations. Triangle BPW is very excited to serve as the hosting organization. For questions or registration, please email showcase@ncwu.org or call Michelle Evans at (919) 684-6739. We hope to see you in RTP in March!
BPW EVENTS AROUND NORTH CAROLINA
Virginia Adamson, Secretary

Please send your clubs events to Rhonda Hunter, Webmistress at administrator@bpw-nc.org and Carol Ambrose, Tar Heel Woman Editor at tarheelwomaneditor@bpw-nc.org or Virginia Adamson, Secretary at secretary@bpw-nc.org for inclusion in the Tar Heel Woman. See submission deadlines below. Let’s share the good work our clubs are doing!

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>For more info contact:</th>
</tr>
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<tbody>
<tr>
<td>02/24</td>
<td>BPW of the Triad – Go Red for Women – American Heart Assoc.</td>
<td><a href="mailto:info@bpwofthetriad.org">info@bpwofthetriad.org</a></td>
</tr>
<tr>
<td>02/27</td>
<td>Winter Federation Board Meeting</td>
<td><a href="mailto:president@bpw-nc.org">president@bpw-nc.org</a></td>
</tr>
<tr>
<td>02/27</td>
<td>Metropolitan BPW – New Year, New You! – Individual Development Program (postponed from 01/30)</td>
<td><a href="mailto:info@mbpw.org">info@mbpw.org</a></td>
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<td>03/02</td>
<td>BPW Foundation (USA) Policy &amp; Action Conference</td>
<td><a href="mailto:policy@bpwfoundation.org">policy@bpwfoundation.org</a></td>
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<tr>
<td>03/11</td>
<td>NC Women United Member Showcase</td>
<td><a href="mailto:michelle.evans@duke.edu">michelle.evans@duke.edu</a></td>
</tr>
<tr>
<td>03/23</td>
<td>THW – March issue submissions deadline</td>
<td><a href="mailto:tarheelwomaneditor@bpw-nc.org">tarheelwomaneditor@bpw-nc.org</a></td>
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<td>03/26</td>
<td>Virginia Dare BPW – Empowering Women in Business: Nourishment for the Mind Body and Spirit</td>
<td><a href="mailto:paisleybpw@charter.net">paisleybpw@charter.net</a></td>
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<td>03/31</td>
<td>THW – March issue publication</td>
<td><a href="mailto:tarheelwomaneditor@bpw-nc.org">tarheelwomaneditor@bpw-nc.org</a></td>
</tr>
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<td>04/14</td>
<td>Registration deadline for Spring WEE Event</td>
<td><a href="mailto:vice-president@bpw-nc.org">vice-president@bpw-nc.org</a></td>
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<tr>
<td>04/15</td>
<td>BPW/NC Foundation Scholarship application deadline</td>
<td><a href="mailto:michelle.evans@duke.edu">michelle.evans@duke.edu</a></td>
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<td>04/24</td>
<td>Spring WEE Event – BPW/NC Headquarters</td>
<td><a href="mailto:vice-president@bpw-nc.org">vice-president@bpw-nc.org</a></td>
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<tr>
<td>04/30</td>
<td>State Awards application deadline</td>
<td><a href="mailto:awardschair@bpw-nc.org">awardschair@bpw-nc.org</a></td>
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<tr>
<td>05/01</td>
<td>State Career Woman of the Year applications</td>
<td><a href="mailto:vice-president@bpw-nc.org">vice-president@bpw-nc.org</a></td>
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<tr>
<td>05/01</td>
<td>Golden Key Award application deadline</td>
<td><a href="mailto:cbwpbw@carolina.rr.com">cbwpbw@carolina.rr.com</a></td>
</tr>
<tr>
<td>05/23</td>
<td>THW – May issue submissions deadline</td>
<td><a href="mailto:tarheelwomaneditor@bpw-nc.org">tarheelwomaneditor@bpw-nc.org</a></td>
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<tr>
<td>05/31</td>
<td>THW – May issue publication</td>
<td><a href="mailto:tarheelwomaneditor@bpw-nc.org">tarheelwomaneditor@bpw-nc.org</a></td>
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<tr>
<td>06/01</td>
<td>Starbright Award application deadline</td>
<td><a href="mailto:awardschair@bpw-nc.org">awardschair@bpw-nc.org</a></td>
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<tr>
<td>06/25-27</td>
<td>2010 State Conference – Salisbury</td>
<td><a href="mailto:president@bpw-nc.org">president@bpw-nc.org</a></td>
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</table>

Pay It Forward
Random Acts of Kindness Week begins February 15th. Make a powerful gesture to a stranger: Pick up a tab for the car behind you in a drive-through or the person behind you at the coffee shop. Sometimes the best ideas are free. Offer to babysit for new parents, help an elderly neighbor by shoveling snow, or smile at every person you meet for one day.
13. How has the ERA been related to women in the military?

Women have participated in every war our country has ever fought, and they now hold top-level positions in all branches of the military, as well as in government defense and national security institutions. They are fighting and dying in combat, and the armed services could not operate effectively without their participation. However, without an ERA, their equal access to military career ladders and their protection against sex discrimination are not guaranteed. The issue of the draft is often raised as an argument against the ERA. In fact, the lack of an ERA in the Constitution does not protect women against involuntary military service. Congress already has the power to draft women as well as men, and the Senate debated the possibility of drafting nurses in preparation for a possible invasion of Japan in World War II. Traditionally, and currently, only males are required to register for the draft. After removing its troops from Vietnam in 1973, the United States shifted to an all-volunteer military and has not since that time conscripted registered men into service. In 1981, in Rostker v. Goldberg, the Supreme Court upheld the constitutionality of a male-only draft registration. In recent years, however, Department of Defense planning memos and Congressional bills dealing with the draft or national service have included both men and women in the system. With or without an ERA in the Constitution, it is virtually certain that a reactivated male-only draft would be legally challenged as a form of sex discrimination, and would likely be found unconstitutional. Congress could respond by developing a system of national service that would balance equality on the basis of sex with the functional status of individuals. The system could include both military and civilian placements, and exemptions could be granted as always to those unqualified to serve for reasons of physical inability, parental status, or other relevant characteristics. Since there is presently no imminent prospect of reactivating the draft and no way to know what its requirements would be if it were reactivated, a discussion about the ERA’s relation to it is primarily theoretical. However, the immediate practical value of putting the ERA into the Constitution would be to guarantee equal treatment for the women who voluntarily serve in the military and to provide them with the “equal justice under law” that they are risking and sometimes sacrificing their lives to defend.

Continued on page 7
The Future of North Carolina Task Force chair is pleased to be able to tell you that work on bringing our BPW/NC bylaws into compliance with necessary changes dictated by the merger with BPW Foundation (USA) is completed. At the Winter Executive Committee meeting during a retreat January 15-19, the Executive Committee dissected, discussed, reviewed, and agreed to send recommended changes to the Board of Directors of BPW/NC for their review and approval. Once approved, these recommendations will come to you, the members, for approval. With the approval of the State bylaws, model local club bylaws will then be completed.

Three hundred thirty eight days ago, this journey began with the realization that North Carolina would have to make a hard decision about our legacy with Business and Professional Women USA and where our hearts and our heads were to lead us. At times, it seemed as if the hurdles would be too high to jump, and that the bridges that were to be crossed had barriers at both ends. Thankfully, there have been women in this State Federation who never allowed the history and vision of BPW/NC to fade in the distance. We may have been unsure of the answers, but never undecided that this organization was worth preserving!

You voted at our State Conference to approve changes in our bylaws to allow every member voting privileges even if they couldn't be at the conference, and in the days to come, that procedure of full participation will become a reality.

With our legacy to sustain us, our future looks bright and we can work to address the issues that impact our lives and that of our sisters. Exciting things are happening in North Carolina and you have the opportunity to be a part of a new BPW/NC.

Our mission remains as relevant today as it was the day it was written. **The mission of BPW/NC is to provide personal and professional growth opportunities and to promote equity for North Carolina women in the workplace.**
14. Would the ERA adversely affect existing benefits and protections that women now receive (e.g., alimony, child custody, Social Security payments, etc.)?  
Most family law is written, administered, and adjudicated at the state level, and court decisions in states with ERAs show that the benefits opponents claim women would lose are not in fact unconstitutional if they are provided in a sex-neutral manner based on function rather than on stereotyped sex roles. That same principle would apply to laws and benefits (e.g., Social Security) at the federal level. Legislators would have two years after the federal ERA is ratified to amend sex-based classifications in any laws that might be vulnerable to challenge as unconstitutional. Those laws can be brought into conformity with the ERA by substituting sex-neutral categories (e.g., "primary caregiver" instead of "mother") to achieve their objectives. Courts have for many years been moving in the direction of sex-neutral standards in family court decisions, and legislatures have been writing laws with more attention to sex-neutral language and intent. It is unlikely that the ERA would cause a noticeable acceleration of those trends.

15. Does the ERA shift power from the states to the federal government?  
Opponents have called Section 2 of the ERA ("The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article") a "federal power grab." In fact, that clause, with some variation in wording, appears in eight other amendments, beginning with the 13th Amendment in 1865. The ERA would not transfer jurisdiction of any laws from the states to the federal government. It would simply be one more legal principle among many others in the U.S. Constitution by which the courts evaluate the constitutionality of governmental actions.

16. What level of public support exists for a constitutional guarantee of equal rights for women and men?  
An Opinion Research Corporation poll commissioned in 2001 by the ERA Campaign Network of Princeton, NJ shows that nearly all U.S. adults - 96% - believe that male and female citizens should have equal rights. The vast majority - 88% - also believe that the U.S. Constitution should make it clear that these rights are supposed to be equal. However, nearly three-quarters of the respondents - 72% - mistakenly assume that the Constitution already includes such a guarantee.  
By presenting these three questions without specifically mentioning the Equal Rights Amendment, the survey filtered out the negative effect of misrepresentations of the ERA by its opponents. It is clear that the citizens of the United States overwhelmingly support a constitutional guarantee of equal rights on the basis of sex, and ratification of the Equal Rights Amendment will achieve that goal.

This completes the series of FAQ's about the ERA featured in the last two issues of the Tar Heel Woman.
**INTERIM ACTIONS**

North Carolina Federation of Business and Professional Women  
Federation Executive Committee Meetings  
October 4, 2009 and January 19, 2010  
Virginia Adamson, Secretary

<table>
<thead>
<tr>
<th>October 4, 2009</th>
<th>January 19, 2010</th>
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<tr>
<td>• Approved that the Federation secure two new domain names, <a href="http://www.bpwnorthcarolina.org">www.bpwnorthcarolina.org</a> and <a href="http://www.bpw-nc.org">www.bpw-nc.org</a>, to move forward with our new website.</td>
<td>• Approved that the 2009-10 Federation Budget be amended to state that funds previously designed for the National Interim Board Meeting be used to fund members of the Executive Committee and Legislative Chair attending the 2010 Policy &amp; Action Conference.</td>
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<td>• Approved that the Winter Board meeting be moved to February 27, 2010 from the previously announced March 20, 2010.</td>
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<td>• Approved that the proposed bylaws amendments be submitted to the Board of Directors for review/consideration to determine amendments to be presented to eligible voters.</td>
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<td>• Approved that the 2010 State Conference budget be accepted as presented and that adjustments within the budget may be made by the President and State Conference Chair, not to exceed total expenses of $15,000.</td>
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<td>• Approved that the BPW/NC Federation affiliate with BPW Foundation (USA) and incur the licensee fee as provided in the license agreement.</td>
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<td>• Approved that the current budget be amended to provide that fees (postage/copy/handling) incurred for the alternative voting process be funded from the State Conference reserved fund.</td>
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<td>• Approved that the Spring WEE Event having received no club bids, be hosted by the State Executive Committee members to allow a themed 50th Anniversary celebration of the groundbreaking date to be held at the State Headquarters on April 24, 2010.</td>
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<tr>
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<td>• Approved that a new Post Office Box in Carrboro, N.C. be secured for use by BPW/NC.</td>
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FREE WEE SAVE THE DATE

Spring “Women Empowered & Enlightened”

April 24, 2010  11:00 a.m. – 4:00 p.m.

50th Anniversary Celebration of the State Headquarters

Please put the date on your calendars and clubs make plans to travel together and share in this important milestone of BPW North Carolina. We plan to have a photographer who will take individual club group shots in front of the State Headquarters to memorialize this important occasion of the 50th Anniversary of the Groundbreaking of our State Headquarters facility as a highlight and combined with the Spring WEE Event.

The event will be free; but you must register; as lunch will be provided. As a club you can decide who will be going and do your registration as a group or you may register individually. Deadline April 14th.

Club/Individual Registration

Club Name_________________________ Number Attending______________

Names and emails of Attendee: (for additional email updates on Spring WEE).

1. __________________________ Email: ____________________________

2. __________________________ Email: ____________________________

3. __________________________ Email: ____________________________

4. __________________________ Email: ____________________________

5. __________________________ Email: ____________________________

6. __________________________ Email: ____________________________

7. __________________________ Email: ____________________________

8. __________________________ Email: ____________________________

9. __________________________ Email: ____________________________

10. __________________________ Email: ____________________________

If you have more than ten; copy and send a second sheet with names and emails.

Mail Registration form to: BPW-NC State Secretary, PO Box 185, Colfax, NC 27235

or email to secretary@bpw-nc.org.

For additional information please keep a check on the website www.bpw-nc.org
February is “Heart” Month; the American Heart Association’s National Wear Red Day is February 5th. Wear Red Day (goredforwomen.org) brilliantly raises awareness of heart disease; awareness that heart disease is the No. 1 threat to women. Awareness that it affects us differently than men. And, awareness that we can greatly lower our risks by the way we live. Join BPW/NC in Wearing Red February 5th and in making choices that add up to a healthier life.
You know I am all about traditions. Well, how many of us have any idea about the beginnings of the Tar Heel Woman? I just knew it as a great newsletter that I received online from the BPW/NC Officers and Board Chairs. Last year as the State Conference Chair, I spent some time at our headquarters in Carrboro where there are copies of all the issues of the Tar Heel Woman. (We will learn more about our headquarters in the March THW issue and at the Spring WEE Event). I had no idea that our current publication had such interesting beginnings. Here is an excerpt from our BPW/NC Handbook:

“Established in 1930, the Tar Heel Woman is the official publication of the North Carolina Federation of Business and Professional Women’s Clubs, Inc. Every member receives the Tar Heel Woman as one of the benefits of membership. The Executive Committee serves as the governing body and, with the assistance of the Editor, establishes policies to be observed in its publication.”

Each issue contains a message from the State President as well as information from State Officers and Board Committee Chairs. The Tar Heel Woman is used as a means of communicating with BPW/NC members and informing them of what is happening in the Federation. Local clubs are encouraged to send accounts of interesting meetings, activities, projects, and honors received by their members to the editor.

The publication was a full size magazine for many years with the printing and distribution handled by a printing company under an advertising contract. The Federation adopted a tabloid newspaper format in 1981 and began publishing and printing the Tar Heel Woman and the [Membership] Directory for distribution to the general membership. The format was changed again in 1991 to speed delivery of information and reduce cost. The Tar Heel Woman became available online in 2005.

You would not believe the fabulous history that is stored in these many volumes of Tar Heel Woman issues. In those that were produced by the printing company there are ads sold by our local clubs to support the publication. Some of these are quite unique. The April 1939 issue has a full page ad urging women to “Drink Pepsi-Cola. The Nickel drink, Worth a Dime.” An ad from the May 1959 issue read, “For Smart Women Only – Half of LIFE is IF. Our sole purpose is to take the IF out of life by providing guarantee plans for FUTURE SECURITY and PEACE OF MIND. Carolina Home Life is proud of its tailor-made policies especially designed for career and married women…..” Be sure to take time during the Spring WEE Event to look at some of our history captured in the Tar Heel Woman.
You're invited to join

BPW of the Triad

at

The Moose Café at
The Piedmont Triad Farmers Market
Sandy Ridge Road & I-40, Colfax

Wed. February 24th 6 PM-8:30PM

For a special program from the
American Heart Association
And Marci Williams

who will present a program on Heart Disease prevention and how the choices and even little changes we make today can change our lives.

This program is one you should not miss for yourself and for the people you love!

At our event you will be able to join ♥“Go Red for Women”;
♥Participate in our fun progressive auction for a basket filled with goodies (with proceeds donated to the American Heart Association)
♥Network with women from the Triad.

Come and enjoy the home cooking of the family style restaurant, featuring farm-fresh vegetables right from the market. Meals from $7.00 to $10.00.

The mission of BPW of the Triad local organization shall be to achieve equity for all women in the workplace through advocacy, education and information. and to be the leading advocate for women in the Triad area.

Directions:

From Winston-Salem – Merge onto I-40 E. Take exit 209 for Sandy Ridge Rd. Turn right at NC-1850/Sandy Ridge Rd. Turn left into Piedmont Triad Farmers Market From Greensboro – I-40 W toward Winston-Salem. Take exit 208 for Sandy Ridge Rd. Turn left at NC-1850/Sandy Ridge Rd Turn left into Piedmont Triad Farmers Market Restaurant is located in Building H

For more information, contact Darlene @ 336-508-8694; Pat @ (336) 752-2527 or e-mail: info@bpwofthetriad.org or the person who sent this flyer to you.

Advance Reservations Not Required, but would be helpful for planning purposes.
While on vacation in Turkey last fall, we made a visit to the best-preserved classical city in the eastern Mediterranean, Ephesus where I shot this photo. As you might guess this bas relief of Nike caught my eye! I thought you other BPW members might enjoy seeing it!

Carol Ambrose, Editor, Tar Heel Woman