



# The NEWSCASTER

A PUBLICATION OF THE BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION OF MARYLAND, INC.

Annual Conference Issue

2021-2022



Business and Professional Women  
of Maryland

## BPW/MD 2022 Annual Women's Leadership Conference

Saturday, June 25, 2022

9:00 a.m. - 3:30 p.m.

**VIRTUAL!!! ON ZOOM**



BPW/MD is excited to announce its 2022 Annual Conference, scheduled for June 25, 9:00 a.m. to 3:30 p.m., with the theme **"EMPOWER WOMEN/Women IN Power."** The conference will be held virtually on Zoom out of an abundance of caution for public health, but we are delighted to welcome members and guests to a dynamic discussion on experiences women have in the workplace, the gender and racial biases that can constrain and impact women, and how we can become strong women and achieve success. We want to help equip women with tools to navigate the complexities of male-dominated and/or high-conflict work environments so that women are not alone and gain strength in solidarity.

The BPW/MD conference, FREE for members, and \$10 for non-members, is open to the public. Our keynote speaker will be Maryland Legislator and women's rights advocate **Delegate Ariana Kelly**, who will share her perspective on how women can navigate the complexities of a challenging workplace, become strong women and achieve success in the workplace and effectuate political change.

Another conference highlight will be a **Panel Discussion on "Working with Strength: Success Despite Bias."** A cross-industry panel of successful female leaders will examine the experiences of strong women in the workplace, discuss the gender and racial biases that impact strong women in the workplace, and discuss their personal stories of finding success and communicating their expertise in spite of the negative stereotypes that so often hold strong women back.



Delegate Ariana Kelly

### Conference Registration

due by **June 11** to receive **printed** conference materials by USPS, and by **June 18** to receive **digital** materials via email. See page 4 for details. For more information, contact Registration Chair **Margie Kotzalas** at [marjareen@aol.com](mailto:marjareen@aol.com) or 240-463-2725.

### OTHER HIGHLIGHTS OF THE CONFERENCE

- Memorial service
- Election of 2022-2023 Officers
- Business session
- Legislative Updates

See page 5 for full schedule.

For more information, contact Conference Chair **Susan Horst** at [susanhorst@yahoo.com](mailto:susanhorst@yahoo.com) or 240-498-8434. All members are encouraged to attend! Invite colleagues, family, and friends to join us. We hope to see you on June 25 as we renew friendships, meet new members, and *become strong women!*

*"For there is  
always light,  
if only we're brave  
enough to see it.  
If only we're brave  
enough to be it."*

Amanda Gorman

BPW/MD stands in solidarity with all those working to end systemic racism,  
racial terror, violence, and police brutality.



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**ADVERTISING INFORMATION**

*The Newscaster* is published two times a year with a circulation of approximately 300 copies. News/articles may be submitted by mail, fax, or E-mail to *The Newscaster* Editorial Manager; photographs are encouraged. Advertising rates are based on same-size, camera-ready copy or plain text; additional charge applies for design, layout, and photographs (if required). Make checks payable to BPWF/MD and send with ad copy to *The Newscaster* Acting Business Manager.

Price per issue:

Ad size	Single issue	Multiple issues	
Full Page	\$100	\$80	Local Organizations may promote
Half Page	60	50	major events, candidates, or
Quarter Page	35	30	candidate acknowledgments in a
Eighth Page	20	16	single issue at multiple issue rates.

**The Newscaster SUBMISSION DEADLINE:**  
 2022 Spring Issue – April 15, 2022

**Send Articles, Advertising, and Address Changes to:**  
**Pat Farmer, The Newscaster Editorial Manager & Acting Business Mgr.**  
 13304 Briarwood Drive / Laurel, MD 20708  
 (E) [buttonspaf@aol.com](mailto:buttonspaf@aol.com) • (H) 301-776-4645

**BPW/MD 2021-2022 Executive Committee**

**PRESIDENT**  
*Rebecca Wise*  
 (C) 213-446-7777  
 (E) [luxvelveteen@gmail.com](mailto:luxvelveteen@gmail.com)  
 LO: Laurel BPW

**1ST VICE PRESIDENT**  
*Vacant*

**2ND VICE PRESIDENT**  
*Margie Kotzalas*  
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 (E) [marjareen@aol.com](mailto:marjareen@aol.com)  
 LO: Southern Prince George’s BPW

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 LO: Hagerstown BPW

**TREASURER**  
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 LO: Southern Prince George’s BPW

**BPWF/MD 2021-2022 Board of Trustees**

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*Sharon Jacob,* BPW/MD Treasurer  
*Sharon Jacob,* BPWF/MD Chief Financial Officer  
*Karen Evelius, PSP,*  
 BPWF/MD Secretary  
 BPWF/MD Committee Chairs

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*Jeannette Feldner*  
*The Newscaster*  
 Production Manager  
 (C) 301-254-8194  
 (E) [lj.feldner@verizon.net](mailto:lj.feldner@verizon.net)



## PRESIDENT'S MESSAGE

### Rebecca Wise

2021-2022  
BPW/MD President

#### To all Business and Professional Women of Maryland and friends,

**W**hile many of the pandemic-era challenges that began in 2020 have continued in the past year, there have also been signs of social, cultural, and economic resurgence. COVID-19 remains a threat to be taken seriously, but more and more lives are returning to a semblance of “normal.”

Unfortunately, for women in America and throughout the world, *normal* leaves a lot to be desired. The Maryland Commission for Women published research based on surveys and interviews with over 4,000 Maryland women and concluded that while the pandemic increased the challenges faced by women and brought some families “closer to the breaking point,” “All the problems uncovered in the survey and focus groups...were problems before the onset of COVID-19.”<sup>1</sup>

In 2021, research by the United States Census Bureau demonstrated that Black and Latina women were significantly more likely than White women to live in households without enough to eat.<sup>2</sup> This is heartbreakingly believable given that studies by the nonprofit National Women’s Law Center show that among racial groups *across all education levels*, unemployment tends to be highest for Blacks.<sup>3</sup> By and

**“...childcare alone costs 22%—nearly a quarter—of Marylanders’ average weekly per capita income”**

large, purchasing food requires income, and having income requires employment.

Of course, for many women, steady employment requires steady childcare. Unfortunately, World Population Review (WPR) has found that Maryland has the sixth-highest childcare costs in the nation.<sup>4</sup> Comparing WPR data with information released by the state government, childcare alone costs 22%—nearly a *quarter*—of Marylanders’ average weekly per capita income.<sup>5</sup> No wonder women and families are struggling.

The Maryland General Assembly tried to address some of these challenges during its 2022 legislative session, enacting new laws to fund paid family leave and childcare initiatives in the state. While good first steps, Maryland women may not feel these effects for several years. So how can BPW/MD step in to fill this gap?

Over the past year, BPW/MD and its local orgs have experimented with offering free or low-cost virtual public

programs on topics ranging from personal health and wellness to Harriet Tubman. Now that we have proven our ability to successfully host such events, I would challenge us to imagine how we can increase their reach and utility.

BPW/MD should work with its most active local orgs, such as Hagerstown, Frederick, Montgomery County, and Southern Prince George’s, to co-host quarterly virtual programs on wage negotiation alongside groups like state and local Commissions for Women, the American Association of University Women, or the Maryland League of Women Voters. While the information in each program can be largely the same, a predictable quarterly schedule will make event promotion easier and provide more Maryland women with more opportunities to access that information.

Women have reported experiencing significantly increased depression and anxiety throughout the pandemic. Local BPW orgs should consider making working women’s mental health an ongoing topic at every meeting, whether by offering mind-

**“...consider making working women’s mental health an ongoing topic at every [local] meeting”**

fulness tips and 5-minute guided meditations, hosting presentations by local doctors and therapists, or even reserving a few minutes for “listening sessions” at every meeting for members and the public to share and discuss any particular stressors they have been facing.

Toward the end of the BPW/MD 2022-2023 year, assuming the pandemic has continued to decline and in-person gatherings can be resumed with safety and confidence, state and local organizations might consider hosting business attire clothing drives where members, especially retired members, can provide gently-used suits, skirts, blouses, and accessories for donation to organizations like Dress for Success Greater Baltimore, Maryland New Directions, and Jails to Jobs. Such programs cannot only be deeply impactful for the ultimate recipients of the donations, but the physical act of tangible giving can also be especially satisfying for donors.

Finally, a concept exists in theatrical improvisation called “yes, and.” It essentially means that when actors are improvising a scene together, each should accept what the other says and work to expand on that line of thinking rather than deny each other’s statements or railroad a partner along a preferred or previously-utilized path. “Yes, and” thinking has been shown to foster more effective communication and encourage the free sharing of ideas. BPW/MD should strive to embrace this concept and help bolster women’s confidence in sharing ideas.

Thanks to everyone who supported and participated in BPW/MD events over the past year. Your passion is the lifeblood of our humble organization. Maintaining and strengthening that heartbeat can’t help but improve the lives of working women everywhere.

In solidarity,  
*Rebecca*

<sup>1</sup> <https://dhs.maryland.gov/documents/Initiatives/Maryland%20Womens%20Commission/FINAL%20%20%20AT%20THE%20HEART%20OF%20THE%20PANDEMIC.pdf>

<sup>2</sup> <https://www.census.gov/data/tables/2021/demo/hhp/hhp26.html>

<sup>3</sup> <https://www.inquirer.com/news/nation-world/pandemic-recovery-black-women-college-degrees-20211008.html>

<sup>4</sup> <https://worldpopulationreview.com/state-rankings/child-care-costs-by-state>

<sup>5</sup> <https://msa.maryland.gov/msa/mdmanual/01glance/economy/html/wages.html>



Business and Professional Women of Maryland

# BPW/MD 2022 Annual Women's Leadership Conference

Saturday  
June 25, 2022  
9:00 a.m. – 3:30 p.m.  
**VIRTUAL!!! ON ZOOM**



**CONFERENCE REGISTRATION  
DUE BY JUNE 18, 2022**

Register Online at [www.bpwmaryland.org](http://www.bpwmaryland.org)

Register by **June 11** to have conference materials **physically copied and mailed**  FREE  
Register by **June 18** to have conference materials **emailed**  FREE

<b>COST</b>	<b>Student and BPW Member</b>	<b>Non-Member</b>	<b>TOTAL</b>
<b>Memorial Service and Business Session</b>	<input type="checkbox"/> FREE	<input type="checkbox"/> FREE	
<b>Keynote Speaker Delegate Ariana Kelly and Panel Discussion</b> Experiences of women in the workplace, gender and racial biases and ways for women to achieve success.	<input type="checkbox"/> FREE	<input type="checkbox"/> \$10	\$ _____
<b>YES! I WOULD LIKE TO BE A SPONSOR OF THE BPW/MD ANNUAL CONFERENCE.</b>			
<input type="checkbox"/> Platinum Friend - \$100	<input type="checkbox"/> Gold Friend - \$75	<input type="checkbox"/> Silver Friend - \$50	<input type="checkbox"/> BPW Friend - \$25
<input type="checkbox"/> I cannot attend, but would like to make a donation of \$ _____			\$ _____
<b>CHECK TOTAL</b>			\$ _____

**Please print:**

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE (H) \_\_\_\_\_ (O) \_\_\_\_\_

(CELL) \_\_\_\_\_ EMAIL: \_\_\_\_\_

EMAIL REQUIRED FOR ZOOM CONNECTION  
ZOOM LINK WILL BE EMAILED PRIOR TO CONFERENCE

LOCAL BPW or OTHER ORGANIZATION \_\_\_\_\_

**Check all that apply:**

- State Officer
- State Chair
- Past State President
- LO President
- Member
- Presenter
- Sponsor
- Non-Member
- Non-Member/Student
- First Time Attending Annual Conference
- Veteran

To register by mail, complete this form for each attendee and send check made payable to **BPW/MD** to Margie Kotzalas, 9205 Spring Acres Road, Clinton, MD 20735-3032.  
For information, contact [marjareen@aol.com](mailto:marjareen@aol.com) or 240-463-2725.



Business and Professional Women  
of Maryland

## **BPW/MD 2022 ANNUAL WOMEN'S LEADERSHIP CONFERENCE**

**Saturday, June 25, 2022 • 9:30 a.m. - 3:30 p.m. • Virtual via Zoom**



### **SCHEDULE-AT-A-GLANCE**

8:30 a.m. – 9:00 a.m.	Conference Check in
9:00 a.m. – 9:15 a.m.	<b>Welcome and Review of Agenda</b>
9:15 a.m. – 9:45 a.m.	<b>Memorial Service</b>
9:45 a.m. – 10:00 a.m.	<b>Break</b>
10:00 a.m. – 12:00 p.m.	<b>BPW/MD Business Session</b>
10:00 a.m. – 10:30 a.m.	<b>Business: Introductions, Reports</b>
11:00 a.m. – 11:10 a.m.	Break
11:10 a.m. – 12:00 p.m.	<b>Business: Reports, Nominations</b>
12:00 p.m. – 12:50 p.m.	Lunch Break - (Voting)
12:50 p.m. – 1:50 p.m.	<b>Keynote Speaker – Maryland Delegate Ariana Kelly</b>
1:50 p.m. – 2:00 p.m.	<b>Move It! Posture/Stretch Break – Jeannette Feldner</b>
2:00 p.m. – 3:00 p.m.	<b>Panel Discussion “Working with Strength: Success Despite Bias”</b>
3:00 p.m. – 3:30 p.m.	<b>Business: Election Results, Wrap up and Announcements</b>

*Note:* Installation of 2022-2023 Officers will be scheduled for a later date.

#### **BPW/MD is . . .**

- A member of the **Clearinghouse on Women's Issues (CWI)** – [www.womensclearinghouse.org](http://www.womensclearinghouse.org)
- Partner of the **National Women's History Alliance (NWHHA)** – <https://nationalwomenshistoryalliance.org>
- A member of the **Maryland Legislative Agenda for Women (MLAW)** – [www.mdlegagendaforwomen.org](http://www.mdlegagendaforwomen.org)

You can find some great information about women's issues, programs, resources, legislation, and more on these websites.

KEYNOTE SPEAKER • JUNE 25, 2022 • 12:50 P.M. – 1:50 P.M.

## Maryland Delegate Ariana Kelly

**A**riana Kelly has always used her career to advocate for women, children, and families. A member of the Maryland House of Delegates since 2010, Delegate Kelly was a driving force behind Maryland's new paid family and medical leave program. She has also passed landmark legislation to safeguard reproductive health-care, prevent sexual harassment, and invest in the child care industry.

However, Delegate Kelly's background in advocacy extends far beyond politics. She began her career at the headquarters of the national nonprofit Girls, Inc. and later produced the national PBS news program *To The Contrary*, where she specialized in sharing the perspectives of under-represented groups. Later leadership roles at MomsRising and NARAL Pro-Choice Maryland solidified her expertise in women's health and family economic security issues.

Delegate Kelly now chairs the Maryland General Assembly's Joint Committee on Children, Youth, and Families and served as president of the Women Legislators of Maryland caucus in 2018. Her legislation requiring consent education be added to Maryland's sex education curriculum sparked national conversations and encouraged other states to pursue similar action.



### ANNUAL CONFERENCE CHARITY



## Working to Welcome Refugees and Immigrants to Our Community

Due to recent tragedies in Ukraine, Afghanistan and other areas of the world in which millions of families have become refugees, BPW/MD has chosen to aid families experiencing this tragedy through our support of **Solutions in Hometown Connections** as our charity this year.

Solutions in Hometown Connections operates in Maryland, the District of Columbia and Virginia, and "...provide[s] durable programs and solutions to refugee and immigrant families—especially the wives, mothers and daughters who are not accessing English programs, or the workforce, as easily as the men in their families. Through SHC, families receive

warm and welcoming English language instruction and multigenerational educational programs, learn to navigate services, and are connected to an inclusive community."

Solutions in Hometown Connections is a nonprofit 501(c)(3) organization located in Maryland. Their EIN is 82-1942936.

Donations can be made online at <https://www.shconnections.org/> or mailed to

**Solutions in Hometown Connections**  
4423 Lehigh Road, Suite 458  
College Park, MD 20740

## Working with Strength: Success Despite Bias

**P**anel summary: Men are “bosses.” Women are “bossy.” Men are “confident.” Women are “abrasive.” Men “speak up.” Women are “shrill.” Men are “assertive.” Women are “aggressive.” So, what are strong women to do? At this cross-industry panel, a group of successful female leaders will examine the experiences of strong women in the workplace, discuss the gender and racial biases that impact strong women in the workplace, and discuss their personal stories of finding success and communicating their expertise in spite of the negative stereotypes that so often hold strong women back.

### PANELISTS



#### **Dr. April Smith:**

Dr. April Smith has had the privilege of serving in leadership positions in the private, public, and nonprofit sectors. As the Director of Information Technology at Humanitas, Inc., she worked alongside officers from the National Institutes of Health and the National Cancer Institute to implement and maintain technology resources for cancer clinical trials. Earlier this year, she

won the BEYA Award for Modern Day Technology Leader in recognition of her leadership at the United States Nuclear Regulatory Commission. Dr. Smith has recently shifted her attention to nonprofits dedicated to improving life for all.



#### **Kira Ming:**

Kira Ming is author of the book *Small Business, Big Success*; a magazine owner; and a business content writer and developer. Her background in publishing, content, and communications spans over a decade and has involved managing teams of writers, photographers, and graphic designers. Her

expertise in content and leadership has allowed her to serve as a speaker for various events and panels.



#### **Dr. LaShawn C. Williams:**

Dr. LaShawn C. Williams is a Licensed Clinical Social Worker and Relational Change Strategist focusing on the interactions between people and across differences. Her anti-oppression work centers on the effects of marginalization, isolation, and disconnection in personal and professional spaces. She specializes in interpersonal and organi-

zational change from the margins to the center. Grounded in Relational Cultural Theory, Dr. Williams works with leaders at every organizational level to engage the taboo concepts of interpersonal shame and humiliation and create pathways toward mutual empathy and empowerment. She is passionate about Relational Transformation and eagerly supports individuals, couples, families, and groups through her practice, Relational Spaces.



#### **Jennifer Hill Booker:**

Jennifer Hill Booker is a chef, author, educator, and television personality of strength and character. She has combined her Southern culinary heritage, her belief in healthy, seasonal foods, and her classic French training to create a unique cuisine she calls Modern Southern Healthy

Cuisine with a French Accent. While she is known for competing on the Food Network's Cutthroat Kitchen cooking show and writing two cookbooks and a children's book, she takes special pleasure in teaching people how to cook, especially single, working moms and military families. She is an inspiration and role model for girls and modern women who are balancing life's many challenges.

# Happy 100<sup>th</sup> Birthday to Sophie Steinberg!

Longtime Montgomery County BPW member, **Sophie Steinberg**, celebrated her 100<sup>th</sup> birthday on April 8, 2022 with a party of over 100 guests. Sophie moved from Maryland to Asheville, N.C., at age 93 to live closer to her daughter, and has remained an E-Member, continuing her support of BPW/MD.

Sophie was born Josephine Kandalis on April 8, 1922, near Kyiv, Ukraine. Her mother was widowed several months before Sophie was born, so at the age of 6 months, Sophie traveled with her mother and two older brothers halfway across the world to Ellis Island, eventually settling in Baltimore. In her teens, despite her shy nature, she began acting in theatrical productions and became a featured vocalist on local radio, regularly performing with a live studio orchestra. Upon meeting Joe Steinberg in the early 1940s, she made the move to Rockville, Md., to raise a family. Sophie worked in retail as well as enjoyed a long career as a legal secretary, eventually becoming an active and respected member of many women's business and civic organizations.

Sophie joined Rockville BPW in 1975, serving in every office, and was honored as the Woman of the Year in 1979. She also served as Chaplain for BPW/MD. Sophie and her cousin, the late **Bernice Grossman**, were wonderful mentors to other members, and they attended BPW conferences throughout the state and country. They were lovingly dubbed "Thelma and Louise" as they drove to Key West for the holidays each December, well into their 80s.

As busy as she was, Sophie remained a devoted mother to her three children and is now surrounded by four grandchildren and six great-grandchildren. She remains mentally sharp, physically active, an avid reader, sports fan and painter. Most of all, she never misses an opportunity to enjoy laughter and connect with everyone she meets.

If anyone would like to send birthday wishes to Sophie, her contact info is:

Sophie Steinberg  
55 S. Market Street, Apt. 309  
Asheville, NC 28801  
E: [alinaclare@yahoo.com](mailto:alinaclare@yahoo.com)  
Mobile: 240-994-2107



## WELCOME NEW MEMBERS!!!

We are delighted to welcome new members who have joined BPW/MD since June 2021:

- **Andrea Cheatow** – Hagerstown
- **Joyce Draper\*** – Frederick
- **Karen Harris** – Hagerstown
- **Mercedes Hernandez** – Hagerstown
- **Sharan Koza\*** – Frederick
- **Beth Anne Langrell** – MAL
- **Cynthia Long** – MAL
- **Linda Macklin** – Laurel
- **Ella M. McElwee** – MAL
- **Kelsi Munson** – Hagerstown
- **Anita Powell** – E Member
- **Sarah Szanton** – E Member

\*Rejoined

## Membership Updates: Have you moved or changed your email?

Please send all changes to your contact information to **Marlene Spielman**, [lynnmar@myactv.net](mailto:lynnmar@myactv.net) or 301-733-3226.

Always have a Membership Application and Membership Brochure with you to share with your members and guests. The Membership Application and Membership Brochure are available at [www.bpwmaryland.org](http://www.bpwmaryland.org).

The BPW/MD 2021-2022 Fact Sheet also provides a summary of BPW and our initiatives. Please contact any of the Executive Committee for copies of these documents.

## Renew Your Membership – Refer a New Member Update Your Contact or LO Page Information

Please renew your membership by making your check payable to BPW/MD and mail to BPW/MD Membership, **Marlene Spielman**, P.O. Box 491, Williamsport, MD 21795. You may also pay your dues online with PayPal on the BPW/MD website [www.bpwmaryland.org](http://www.bpwmaryland.org). If you need assistance, please contact **Pat Farmer**, [buttonspaf@aol.com](mailto:buttonspaf@aol.com) or 301-776-4645.

All new members must submit dues with a completed application form.

- **Member of Local and Member at Large dues are \$100 annually.**
- **Student of Local is \$60 and E-Member is \$40 annually.**

E-Members receive only electronic communications and cannot participate in the governance of BPW/MD.

**Local Organization Page Updates on Website** – Please send updates about your LO programs and scholarship information to Pat Farmer, [buttonspaf@aol.com](mailto:buttonspaf@aol.com) or 301-776-4645.



## Your 2021-2022 BPW/MD Officers



**Rebecca Wise**  
**PRESIDENT**  
Laurel BPW



**Margie Kotzalas**  
**VICE PRESIDENT**  
Southern Prince  
George's BPW



**Ann Mazingo**  
**SECRETARY**  
Hagerstown BPW



**Sharon Jacob**  
**TREASURER**  
Southern Prince  
George's BPW

## 2021-2022 BPW/MD Chairs and Appointments

### STANDING COMMITTEE CHAIRS:

Conference	
Annual 2022	Susan Horst
Annual 2021	Rebecca Wise
Finance	Mary Veber
Legislation	Rebecca Wise
Membership	Marlene Spielman

### SPECIAL COMMITTEE CHAIRS:

Audit	Alicia Hannon
Bylaws	Karen Evelius and Marlene Spielman
History and Records	Mary Ellen Poole and Betty Abbott
Individual Development NBWW®	Nancy Werner
Nominating	Greta Davis
Public Relations	Linda Fihelly
Website Liaison	Rebecca Wise
Social Media Outreach	Pat Farmer
Graphics Support	Rebecca Wise
Young Careerist	Jeannette Feldner Nancy Werner

### APPOINTMENTS:

Chaplain	Vacant
Hospitality	Susan Horst
ERA Representative	Nancy Werner
Legal Advisor	Marilyn Pierre
MLAW Representative	Caren Williams, PSP
Parliamentarian	Karen Gessert Evelius, PSP
Resident Agent	Susan Horst, PSP

## BPW/MD 2021-2022 LEGISLATIVE PLATFORM

### PREAMBLE

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

### THE 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.

### PLATFORM

Maryland Federation of Business and Professional Women support legislation, education and funding to ensure:

**ECONOMIC EQUITY** – Ensure pay equity and equal educational opportunities at all stages of life; and promote affordable, quality dependent care to help ensure economic self-sufficiency for women.

**HEALTH** – Ensure reproductive choice and full access to all reproductive health services and education; ensure funds for research into and protections for women's health care needs; and encourage the development of a national health care plan recognizing the special health care needs of women.

**CIVIL RIGHTS** – Ensure equal rights and remedies for women in all phases of their lives; eliminate sexual harassment and violence against women.

# Step Up to Leadership

Linda Fihelly, BPW/MD Nominations Chair

**S**tep up and join the BPW/MD Executive Committee as we make plans to move forward in this new environment, working to find ways we can continue to support our mission and enable our members to succeed. More than ever, leadership is needed to guide BPW/MD through the challenges we need to meet as we reinvent our organization. **Step up** and take the challenge!

BPW/MD offers members opportunities to hold leadership positions in a supportive environment. Many members who have served BPW/MD as officers can vouch for the positive effect serving as an officer has had in the development of their leadership skills within the organization and at work. Executive Committee and Board meetings encour-



age decision making and group dynamics as well as create an occasion for camaraderie and fun. **If you have ever thought about being an officer, now is the time!**

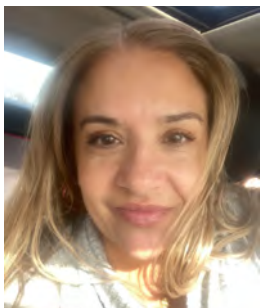
We have candidates for President, 1st Vice President, Secretary, and Treasurer who have met our requirements to be included in the slate of officers for 2022-2023. There are no candidates for President-Elect or 2nd Vice

President. Candidates for any office may be nominated from the conference floor provided they meet the criteria outlined in the BPW/MD bylaws and standing rules.

Please see the biographies of **Margie Kotzalas**, candidate for President, **Alicia Hannon**, candidate for 1st Vice President, **Ann Mazingo**, candidate for Secretary, and **Sharon Jacob**, candidate for Treasurer.

Contact **Linda Fihelly** at 301-599-1942 or [lfihelly@hotmail.com](mailto:lfihelly@hotmail.com) if you have any questions or would like to submit your name as a candidate for an office or committee position.

## 2022-2023 BPW/MD Officer Candidates



**PRESIDENT**  
**Margie Kotzalas**

Southern Prince George's BPW

Margaret Kotzalas (Margie)

is a nuclear safety enforcement officer at the U.S. Department of Energy (DOE) and has worked as a nuclear safety professional with the DOE and the U.S. Nuclear Regulatory Commission for over 30 years. Margie has served as a nuclear fuel cycle safety expert consultant to the International Atomic Energy Agency on multiple occasions. She is active in the American Nuclear Society and chairs a working group to develop a standard on integrated safety analysis of nonreactor nuclear facilities. However, technical work is only part of what drives Margie. Activism and humanitarianism are the other parts. At DOE, she is the president of the employee resource group for LGBTQ+ employees. In this role,

she advocates for policies and practices to enhance gender equity and gender identity within the Department.

Margie feels strongly about education and believes that it holds the power to improve lives, especially for young girls living in poverty. In 2019, this belief drove her to establish the charity, Les Etoiles in Haiti, which provides educational scholarships to 15 girls and five boys, micro loans to women to start small businesses, and clothing, food, and educational supplies to those in need within Haiti and the Dominican Republic. She spent a significant amount of time working with children in Haiti and the Dominican Republic and continues to work on improving her Haitian Kreyol in the hope that one day she will be fluent.

Margie grew up in Pittsburgh, Pennsylvania, and earned a B.S. in Chemical Engineering from the University of Pittsburgh and an M.S. in Chemical Engineering from West Virginia University. Based on her experiences in Haiti, she decided to study traditional medicine. So, during the pandemic, she began to work on an M.S. in Integrative

Health Sciences and an M.S. in Herbal Medicine at the American College of Healthcare Sciences and expects to graduate in April 2023.

Margie is currently the Vice President of SPG/BPW and the Vice President of BPW/MD. In 2020, she served as the Secretary of BPW/MD.



**1st VICE PRESIDENT**  
**Alicia Hannon**

Montgomery County BPW

Alicia Hannon writes policy at the U.S. Department of the Treasury, and in her spare time enjoys philanthropic work in her community. Her favorite causes to support involve women in business, cross-cultural relationships and youth mentoring.

Alicia served as Treasurer of Montgomery County BPW, as Audit Chair of Maryland BPW and as Commissioner of the Cultural Arts Commission for the

City of Rockville. Alicia is a Rotarian and serves as Director for the Rockville Rotary Club. She is also a board member for Montgomery Sister Cities, and travelled with the Montgomery County delegation led by Montgomery County Councilmember Craig Rice to Ethiopia. Alicia also serves as a board member for Make Smart Cool, a nonprofit organization in Capitol Heights, Maryland, whose mission is to revolutionize how young people think about education in addition to showing them ways to avoid dangerous pitfalls caused by a lack of education. Alicia was formally recognized by the Town of Capitol Heights for teaching essential financial management skills to middle-school and high-school children. Alicia's philanthropic achievements were inspired by an Alternative Spring Break volunteer experience while at Howard University, where she supported natural disaster recovery efforts and provided community outreach during the aftermath of Hurricane Katrina.

Alicia earned an MBA in Global Emerging Markets from American University, a BBA in International Business from Howard University, and a Master's

Certificate in Project Management from George Washington University. Alicia also studied international business within the European Union at WHU Otto Beisheim School of Management in Germany and studied corporate and governmental international relations within the United Arab Emirates (UAE), Qatar, Germany and Brazil. Alicia's hobbies include baking delicious pecan pie and playing the flute.



**SECRETARY**  
**Ann Mazingo**

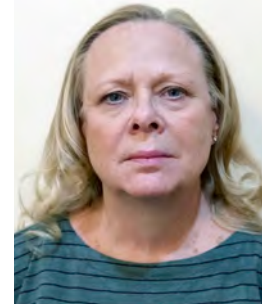
Hagerstown BPW

Ann Mazingo was originally a BPW member

from March 1974 to April 1994, during which time she served in many capacities up to and including local President. She held all offices with the exception of Treasurer, and attended many State and National BPW Conventions as well. Ann is a former honoree of the Woman of the Year pro-

gram and was Chairman of the Young Careerist Program for BPW/MD in the past. She also conducted many Individual Development classes for Hagerstown BPW. Ann rejoined BPW in 2013 after her retirement from Citicorp Credit Services. She is currently President of the Hagerstown BPW.

Ann worked in the administrative offices at Washington County Hospital for 25 years, Citicorp for 18 years, and retired last year from Hospice of Washington County after five years. Ann and her husband Dennis are avid volunteers for Hospice of Washington County, including Doey's House (the inpatient unit). Ann is also treasurer of the church she attends and is a local lay speaker in the United Methodist Church.



**TREASURER**  
**Sharon Jacob**

Southern Prince George's BPW

Currently serving as BPW/MD Treasurer, Sharon Jacob has been a member of Southern Prince George's BPW since 1993.

In addition to her State duties as Treasurer, Sharon serves SPG/BPW as its Treasurer, a position she has held since 2005, having previously served in several other positions, including Local President. She is also Chief Financial Officer of the BPW Foundation of Maryland and chairman of the Outreach Committee at her church.

Sharon has owned her business, Sharon R Jacob CPA, since 1991, when she and her husband transferred back into the area.

In addition to working, Sharon enjoys spending time with her daughter, Sarah, who is currently back in the area after several years of living in CA, WA, NJ, LA and overseas. She is hoping to be able to travel with Sarah now that COVID seems to be manageable.

She has one dog, a 9-year-old American Bulldog who lives under her desk when she is at work.

Sharon enjoys BPW and looks forward to being a member for many more years.

**BPW/MD ELECTED OFFICERS' DUTIES**  
**Bylaws ARTICLE XI**

**PRESIDENT:** The president shall serve as the principal officer of BPW/MD and preside at all meetings of the organization – the board of directors, the executive committee; assure appointments of committee chairmen and non-elective officers; is ex officio member of all committees, except the nominating committee.

**PRESIDENT-ELECT:** The president-elect shall act as representative of the president; serve as planning chairman to develop and coordinate programs of the ensuing year; select committee chairmen for the following year.

**FIRST VICE PRESIDENT:** The first vice president shall perform the duties of president in the absence of the president; become the president for the unexpired term in case of death, resignation or incapacity of the president; is administrative coordinator.

**SECOND VICE PRESIDENT:** The second vice president shall perform the duties of the president in the absence of the president and the first vice president; is program coordinator.

**SECRETARY:** The secretary shall record and transcribe the proceedings of the Annual Conference, the board of directors and the executive committee meetings; manage the BPW/MD correspondence.

**TREASURER:** The treasurer shall deposit, immediately, all monies of BPW/MD in a bank account approved by the executive committee; remit to BPW Foundation all money payable thereof; remit all appropriate money to the Local Organizations; file federal and state tax returns; prepare budget, monthly financial reports and treasurer's annual report for audit; is ex officio member of the finance committee.

All Executive Committee members are Directors/Trustees of the BPW Foundation of Maryland.

# 2021-2022 Local Org Highlights

## Southern Prince George's BPW:

SPG/BPW elected new officers and resumed monthly meetings via Zoom in September 2021. Each meeting showcased the incredible and diverse talents and expertise of SPG/BPW members. Several members even stepped up to present their own programs, including Brenda Savoy ("Reiki"), Margie Kotzalas ("Herbal Medicines and Supplements"), Sharon Jacob ("Taxes and Needed Estate Documents"), and Lenita Walker, who is scheduled to host "Maryland CFW Report on Maryland Women and the COVID-19 Crisis." SPG PROUD!

## Hagerstown BPW:

Hagerstown BPW celebrated its 85th anniversary on March 7, 2022. Both memories and memorabilia were shared from years past, with stories about previous celebrations of National Business Women's Week®, times members have appeared on local radio and TV stations to promote working women, and events like state and national conventions. Hagerstown BPW also presented a token donation of \$85.00 to Girls Inc. (formerly the Girls Club) to celebrate the organizations' long relationship. Both new and established members shared their reasons for joining BPW, forging strong bonds through similarities and new perspectives alike.



Sandy Shepherd, a former Young Careerist and past president of Hagerstown BPW, presents the check to Melanie Davis from Girls Inc.

## Montgomery County BPW:

Over the past year, MCBPW met virtually via Zoom and offered programming focused on COVID and health and wellness. Several physician and scientist members, including Diane Gubernot, DrPh, MPH; Patricia Maclay, MD; Rosa Sherafat, MD; and Mona Shing, MD, presented valuable, up-to-the minute information tailored to women on topics like the spectrum of COVID-19, vaccines, and tips on staying healthy. As mothers, caregivers, and working women themselves, they understood the pandemic's many gender-specific challenges. Members found advice concerning SNAP®, which stands for Stop Now And Plan, to be particularly impactful. This evidence-based cognitive behavioral model provides a framework for problem solving and anxiety reduction and encourages living in the moment. One member summed up her MCBPW sisters as "the MOST knowledgeable and talented group of the many women's organizations to which I belong. I remain extremely thankful to know all of you!"



Hagerstown BPW members Kelsi Munson, Melanie Davis (guest), Sandy Shepherd, and Carol Craig listen as members share their reasons for joining BPW.

## Frederick BPW:

The members of Frederick BPW had a wonderful year supporting their community. They provided sheets, blankets, and pillows to a program called "Sleep in Heavenly Peace" that builds beds for children, learned how to participate in their county composting program, and donated to the Claire McCardell Project. This project erected a statue of international women's clothing designer Claire McCardell in Downtown Frederick. Frederick BPW members also supported Elizabeth Plume Fuss, the local author of a book about her father during WWII called *A Faithful Soldier Writes Home*. The organization's largest and most important event was its fall Fashion Show and Luncheon during National Business Women's Week®. This annual fundraiser brings the community together to raise money for college scholarships for women. Frederick BPW awarded four scholarships this year, all to vibrant young women with plans to make the world a better place for women and families.



Frederick BPW members strike a pose at the Alzheimer's Walk to fund Alzheimer's research.

# Dedication of Statue of Frederick Fashion Designer

J. Lynn Stimmel, Past BPW/MD President

**O**ctober 17, 2021, was an historic day, not only for women in Frederick City and County, but also women everywhere. On that date, the Frederick Art Club struck a blow at the bronze ceiling and formally dedicated a larger-than-life statue of Frederick's own, fashion designer Claire McCardell.

As stated at the dedication ceremony, this was a woman-driven project, from the project steering committee to Sarah Hempel Irani, the sculptor, to Sharon Poole, who landscaped the area around the sculpture. Hempel Irani reminded those in attendance that of the 50,000+ historical figure statues in this country, less than seven percent represent women.

The 7.5-foot-tall, 860-lb. bronze statue is based on a photograph Hempel Irani found in the Hood College archives. McCardell is shown wearing a button-front top, side-snapped skirt, and ballet flats; one hand is in a skirt pocket and the other arm is draped over the dressmaker's mannequin behind her. Informational plaques are near the statue, the base of which states, "The Designer Who Changed the Way Women Dress."

Younger persons may not be familiar with her name or her importance to the fashions we wear today, since she died in 1958; but all women should thank Claire McCardell for the comfortable, practical sportswear we wear today.

Claire was born on Frederick's Rockwell Terrace in 1905. She was a tomboy and was frustrated with the restrictive clothing for young ladies of the era; she often deconstructed her brothers' clothing to create more comfortable attire for herself. Her father insisted she attend Hood College instead of design school; however, after two years, he allowed her to attend what is now known as the New York City's Parsons School of Design. She also studied design in Paris, France.

She was one of just a few women at the time to have her own label. Her many contributions to the "American look" include: using hook-and-eye closures; dolman-sleeved jackets; casual sportswear; ballet flats; hoodies; zippers on the side instead of the back; shirtwaist and wrap-and-tie dresses; cotton swimwear, including midriff-flashing suits; backless halters; using calico, wool jersey, and denim; and adding pockets. Her first big success was the Monastic dress, a bias-cut waistless shift. She also created mix-and-match separates she called "capsule dressing," offering four or five pieces for about \$100, allowing women to have a wardrobe they could pack in a purse when traveling. Her motto, "casual never means careless," was stated in *What Shall I Wear?: The What, Where, When and How Much of Fashion*, her 1955 book.



L-R: Then Frederick BPW President Alice Houck, FBPW Secretary Mary Ellen Poole, PSP J. Lynn Stimmel, and FBPW member Sharan Koza at the dedication of McCardell's statue.



Frederick's own fashion designer Claire McCardell's statue with dressmaker's mannequin behind her.

She died of colon cancer and is buried in the family plot at Mount Olivet Cemetery.

The Frederick Business & Professional Women's Club, and members Alice Houck and Lynn Stimmel, were among many community organizations and individuals who donated to help make this project a success. The statue is located on the south side of Carroll Creek, near the Union Mills building, east of South East Street in Frederick.

## BPW/MD Local Officers

### Frederick BPW

President - Alice Houck  
Secretary - Mary Ellen Poole  
Treasurer - Francine Heaton

### Hagerstown BPW

President - Ann Mazingo  
Vice President - Julianna Albowicz  
Secretary - Granis Dixon  
Treasurer - Marlene Spielman

### Laurel BPW

President/Treasurer - Mary Veber  
Secretary - Pat Farmer

### Montgomery County BPW

Acting President - Susan Horst  
Treasurer - Alicia Hannon

### Southern Prince George's BPW

President - Lenita Walker  
Vice President - Margie Kotzalas  
Secretary - Brenda Savoy  
Treasurer - Sharon Jacob

## BPW/MD 2021 National Business Women's Week®



Dr. Sarah Szanton

In October 2021, during National Business Women's Week®, BPW/MD presented its annual "Woman of Achievement" award to **Dr. Sarah Szanton**, PhD, RN, FAAN, and Dean of the Johns Hopkins School of Nursing, where she also serves as the Patricia M. Davidson Health Equity and Social Justice Endowed Professor. Szanton started her career as a lobbyist fighting

for reproductive health. After working with migrant workers, people experiencing homelessness, and other members of under-resourced communities, Szanton was inspired to get her PhD. She is best known for co-developing the visionary CAPABLE program after years spent providing house calls to predominantly older, low-income, African American adults in West Baltimore. The program combines handyman services with high-quality nursing and occupational therapy to improve mobility, reduce disability, and decrease healthcare costs. It is currently operating in 23 states and still expanding. Also recognized were Hagerstown Mayor **Emily Keller** and Montgomery County activist, advocate, researcher, and historian **Anita Neal Powell**, both of whom have achieved high professional success and utilized that success to advocate for equity and justice on a larger scale.

### **Ideas, Successful Programs, Exciting Events**

#### **LOCAL ORGANIZATION PRESIDENTS AND FEDERATION COMMITTEE CHAIRS: REPORTS DUE BY JUNE 1**

Please prepare a **written report** highlighting your LO or Committee activities during the year and email in MS Word format to Conference Chair **Susan Horst** by June 1.

You will also have the opportunity to present a **verbal report** during the virtual business session on June 25. You may highlight programs or activities that you found successful in helping to promote BPW and women in the workplace, support community services, or help grow your own Local. Sharing ideas will help another Local discover something new. Plan on presenting for five minutes unless you request more time in advance of the meeting. Contact President **Rebecca Wise** to request more time at [luxvelveteen@gmail.com](mailto:luxvelveteen@gmail.com).

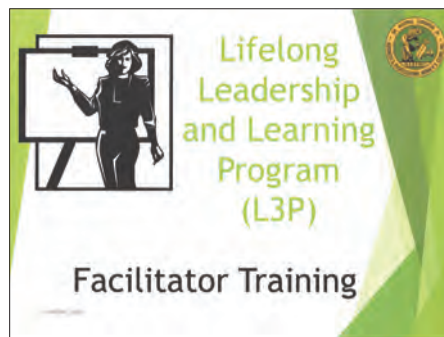
Please send all reports via email in MS Word format to Conference Chair **Susan Horst** by June 1 at [susanhorst@yahoo.com](mailto:susanhorst@yahoo.com). Contact Susan at 240-498-8434 with any questions. The LO and Committee Reports will be emailed or mailed to all conference participants prior to the virtual Annual Conference on June 25.

## Individual Development Program Becomes L3

Nancy Werner, BPW/MD IDP or L3 Chair

**Every excellent BPW product takes time to produce.** Our Lifelong Leadership and Learning Course is a prime example. As a dedicated member of the NFBPWC L3 Committee, I have been working this revision for over three years. The committee meets every other Friday morning on Zoom and takes each module individually and creates our revised information. The dedicated members who are working with me on the L3 project have all taught the IDP at some time and all have provided valuable input. Today we finished the work of the "L3 Module Descriptions." One more point – What happened to the "P" for Program? The committee dropped it.

At our last June Conference, the DISC, a personal behavior model, was presented by Dr. Trish Knight. She shared that our behavior styles impact ourselves and those around us. The behavior model was applied to our modules on net-



working, interviewing, negotiating and our leadership abilities. Not all modules need to be focused with the DISC. We revised the modules on Parliamentary Procedure, Advocacy, Goal Setting, Business Etiquette, Branding and finally building Virtual Clubs. We have completed the newest module, the Sexual Harassment Module.

I mustn't forget that we still have the training of preparing for short speeches to longer presentations that take research time. These are very important skill sets in public speaking today.

Hopefully, we will be able to share this new L3 with the BPW/MD members in the coming months. I cannot say enough about this outstanding revised personal development program. It can be presented in person or on Zoom. Again, a small fee will be asked if we are not members of the NFBPWC but I believe it is worth every penny. Just waiting for the day that I can announce the L3 is ready to share.

# Legislative Updates: 3 of 5 Isn't Enough

Rebecca Wise, BPW/MD Legislation Chair

This year, BPW/MD co-sponsored two virtual women's legislative events: the Maryland Legislative Agenda for Women's (MLAW) Fall Conference on November 13, 2021 and the 42nd Women's Legislative Briefing (WLB) on January 30, 2022. Both events encouraged women's advocacy and spotlighted a handful of the bills filed by legislators in the state's General Assembly that would be particularly impactful for Maryland's women.

BPW/MD took a public stance on five of these bills, filing written testimony in their support. Of those five bills, three have become law. Two others failed (see below). While the three successful bills will be of massive benefit to women, Marylanders deserved better, particularly in the case of HB153/SB33, which would have repealed the spousal defense for certain types of sexual assault. One legislative opponent of the bill argued that it would allow women to file a lawsuit against their husbands "just for rubbin' up against 'em the wrong way," a distressingly antiquated, 1950s-era absurdity designed to slander common sense sex crime legislation.

**GET INVOLVED!** Learn more about these organizations and find out how you can offer your individual support by visiting their websites:

<https://mdlegagendaforwomen.org/>

<https://montgomerycountymd.gov/cfw/wb.html>

BPW/MD members also voted to include HB937/SB890, the Abortion Care Access Act, as one of its legislative priorities. However, due to the bill's late filing and rushed hearing schedule, the organization did not ultimately take a public stance on the bill or submit testimony. Instead, members rallied individually to write letters to their legislators to urge a positive vote. After successfully passing both chambers, the bill was vetoed by the governor. However, legislators voted to overturn the veto and ensure the bill's enactment. The bill will now become law.

## LEGISLATION WITH BPW/MD WRITTEN TESTIMONY

BILL NO.: TITLE	SUMMARY	RESULT
<b>HB8/SB275: Time to Care Act</b>	Will establish a fund to provide partial wage replacement for employees who take leave to care for a new child, family member with a serious health condition, their own serious health condition, or military deployment.	<b>SUCCESS:</b> Passed by both chambers, but vetoed by Gov. Hogan. Veto overturned by the General Assembly. This bill will become law.
<b>HB148/SB328: Stalking</b>	Will expand the current stalking statute to include electronic communication and tracking devices, to ensure that the law keeps pace with modern technology.	<b>SUCCESS:</b> Passed by both chambers, approved by Gov. Hogan, and will become law.
<b>HB296/SB280: Interim and Temporary Protective Order - Virtual Petition and Hearing</b>	Would allow eligible people to file for an interim or temporary protective order and have their hearing conducted remotely if they are seeking treatment at a hospital or urgent care facility.	<b>SUCCESS:</b> Passed by both chambers, approved by Gov. Hogan and will become law.
<b>HB153/SB33: Love is No Defense Act</b>	Would have repealed a current Maryland law that allows marriage to be used as a defense to certain sex crimes.	<b>FAILED:</b> Filed in multiple years and once again failed to make it to the governor's desk. Keep watch for a new version in 2023.
<b>HB626/SB669: Pregnant Person's Freedom Act of 2022</b>	Would have protected and increased access to affordable reproductive care in Maryland. A lack of affordable reproductive health care particularly burdens low-income women and women of color.	<b>FAILED:</b> Never made it to a floor vote in either chamber.

# Our Equal Rights Amendment – What Has Happened?

Nancy Werner, BPW Maryland Hagerstown Member

**Advocacy – Equal Rights Amendment. “Equality of rights under the law shall not be denied or abridged by the United States or any State on account of sex.” needs to be placed into our Constitution. While most states have laws prohibiting discrimination of any kind based on sex, proponents of the ERA say laws can be reversed or eliminated. Having a Constitutional Amendment would cement those rights.**

**O**ur successful Zoom of March 2021, “Marylanders Rise Up,” was a definite path to seeing the Equal Rights Amendment pass, whether through the courts or the elimination of the time limit placed on the ERA by the Senate. But sometimes what we wish for may not turn out the way we hoped. There were many more Zooms shared by many women’s groups and we were all asked to take part. Then on January 27, 2022, we thought we would get some action as we pushed for the Justice Department to hear our voices. It was the second anniversary of Virginia becoming our 38th state to ratify the ERA. This should have made it official that the Archivist should sign the document to make ERA our 28th Amendment into our Constitution. All President Biden could say was that the Senate should pass a resolution stating that the ERA was in fact a law to our Constitution. Our President is unable to do anything since it must all be from Congressional Action.

Article 5 of the U.S. Constitution has two requirements for amendments. One is approval by two-thirds of both chambers of Congress and the other is ratification by three-fourths (38) of States. We met both requirements, but the Trump administration blocked the certification and publication of the amendment.

Along the way, we heard from Senators Romney (Utah), Johnson (Wisconsin) and Portman (Ohio), sending a letter to the U.S. Archivist demanding that he NOT publish the ERA as the 28th Amendment to the U.S. Constitution. It is in this memo that we learn that David S. Ferriero, our sitting archivist, will be retiring and that his predecessor should not publish it either.

Then we learn National Archivist David S. Ferriero put in his retirement papers in mid-April. He served 12 years as our tenth archivist under three Presidents. His parting words to the White House were “You better not hire another white man. We have had 10 white men.” But we also have had two women who served as the Archivist in the past. As of May 1, we have learned that Debra Steidel Wall is the Acting Archivist, and she was told NOT to sign the ERA as another parting memo. No one is in a hurry to fill the position and the Senate needs to approve the next archivist.



So where does this leave us? Let’s go back to the Senate where all the Democrats have signed on to S.J. Res.1. We even have the Independent Senators with us. We are thankful for Sen Cardin, D-MD and Lisa Murkowski, R-AK but the Republican segment of the Senate is dead set on doing nothing. Democrats must figure a way around the filibuster rule for the ERA joint resolution or convince 10 Republicans to vote to end the filibuster.

Here we are. One week after the Supreme Court leak on our reproductive freedoms, we see the ultimate value of the ERA passage. I know we are to be bipartisan but may I give you this quote from the Planned Parenthood v. Casey ruling that upheld Roe in the 1990s. The May 5, 2022 New York Times reported that it is attributed to three Supreme Court Justices who were appointed by REPUBLICAN presidents who voted to preserve Roe. “Women’s ability to participate equally in the economic and social life of the nation depended on their ability to control their reproductive lives.” This quote says it all.

The ERA has long been thought to be part of the Constitution by many women and men. If only we would have provided more education and information that this was not true. Now we see women are speaking out for their reproductive freedom. But the ERA is being forgotten as the place to have our voices heard. Protest marches are being scheduled across America for our reproductive freedoms, but I wonder how many women and girls know that this might have been prevented if we would have worked harder on getting the ERA passed. Take time to view this YouTube with Alyssa Milano that provides a history lesson on our women’s human rights – <https://www.youtube.com/watch?v=Q--8bwv-YT8>

I joined the Business and Professional Women’s Organization in 1971. ERA was our first legislative platform plank and still is for the BPW/Maryland. Providing a dollar for a button that shared “ERA is for EVERYONE” was important to wear. I am still wearing my button. I think of Alice Paul in 1923 who truly believed that women would receive equal rights after achieving the right to vote. Her amendment says it ALL. Our VOTE in this upcoming primary election is more important than any vote that you may have cast in our U.S. history. Like all of you BPW sisters, I truly wish to believe that the ERA will be added to our U.S. Constitution.





Left to right: Susan Horst, Christine Valeriann, Rebecca Wise (back), Holly Joseph, Jeannette Feldner

## Equal Rights Amendment Rally 2022

In January 2022, BPW/MD members descended on DC, despite the blustering cold, to join the ERA Coalition's "Rise Up 4 ERA" rally, co-sponsored by the Feminist Majority and National Organization for Women. Signs were waved, shouts were raised, and slogans were chanted as speakers took to the stage demanding that gender equality be specified in the United States Constitution. The rally concluded with a brief march to the U.S. Justice Department, where ERA Coalition members presented officials with a petition encouraging acknowledgement of the ERA's ratification.



Ketanji Brown Jackson, Associate Justice of the Supreme Court

Business and Professional Women of Maryland applauds the long-overdue appointment of the first woman of color to the Supreme Court!

**Congratulations to Justice Ketanji Brown Jackson!!!**

## In Memoriam

by Pat Farmer

### NELLIE MENDER

(March 24, 1932 - Sept. 14, 2021)

It is with sadness that we report the death of **Nellie Buchanan Mender**, of Frederick, who died Sept. 14, 2021. This information was all that was mentioned in the *Frederick News-Post*.

Nellie was a former member of the Frederick Business and Professional Women of Maryland.

Apparently, in keeping with Nellie's wishes, there was no detailed obituary and no service that Frederick members know of.

\* \* \* \* \*

At the BPW/MD memorial service at the Annual Conference on June 25, 2022, we will remember our member Nellie B. Mender as well as the deceased relatives of several of our members. In addition to Nellie, those included in the memorial will be: Brother of **Marlene Spielman – John Snyder III**, of Hagerstown, Md.; Sister and Mother-in-law of **Nancy Werner – Dorothy A. George**, formerly of Ballietsville, Pa., and **Elfriede H. Werner**, of Quakerstown, Pa.; Grandson of **Diane Hampton – Nathaniel Hampton III**; Husband of **Greta Davis - Bennie Davis Jr.**, of Camp Springs, Md.; and Father of **Sandy Mills – Glenn Edwin "Pete" Younker**, of Hagerstown, Md.



**Saturday, June 25 • 1:50 – 2:00 p.m.**

By this time in the conference, you will have been sitting a long time.

Please join **Jeannette Feldner** and

**Move It!**  
**POSTURE | STRETCH BREAK**

You can sit or stand. Dress up or dress down.  
It will be fun. It will feel good!

# BPW/MD Bylaws

## Motion To Amend Article XIII – Executive Committee

The Board of Directors voted on May 19 to approve the presentation of the amendment to the membership on June 25.  
To be voted on by the members at the BPW/MD 2022 Annual Conference, June 25, 2022 via Zoom.

CURRENT	PROPOSED
<p><b>ARTICLE XIII – Executive Committee</b></p> <p>Section 1. The elected officers shall constitute the executive committee. The immediate past state president may serve as an ex-officio member without vote.</p>	<p><b>ARTICLE XIII – Executive Committee</b></p> <p>Section 1. The elected officers <b>and the immediate past state president</b> shall constitute the executive committee. <del>The immediate past state president may serve as an ex-officio member without a vote.</del></p>

### Rationale:

#### Background:

The BPW/MD Executive Committee must have a quorum to conduct business of the Federation.

Per Section 4. A majority of the voting members shall constitute a quorum for the meeting of the Executive Committee.

The size of the Executive Committee has been reduced. Therefore, when an EC member(s) is/are unable to attend Executive Committee meetings, resulting in a lack of a quorum, business cannot be conducted.

The Immediate Past State President has served as an ex-officio member without a vote.

#### Recommendation:

The revised bylaws allow the Immediate Past State President to instead serve as a member of the Executive Committee thereby increasing the size of the Executive Committee and the ability to ensure a quorum so that business can be conducted.

The Bylaws Committee and Executive Committee recommend that the Bylaws be amended to reflect the proposed language.

## BPW Foundation of Maryland Scholarships



The BPW Foundation of Maryland (BPWF/MD) is a nonprofit organization providing scholarships that enable individuals to acquire the education necessary for achieving their career goals. BPW/MD encourages members to volunteer to serve on this committee.

BPWF/MD has seven endowment funds:

- Five scholarships – Daugherty, Finlayson, Hiltner, Small, and General Foundation (four are named for BPW/MD members)
- Joyce Hall Ludlum Member Education Fund – subsidizes educational programs for BPW/MD members
- Baltimore BPW – underwrites events or projects commemorating BPW/MD history

Each fund is an endowment, meaning the principal (i.e. donations) is not touched; it is invested. Income from those investments funds scholarships and projects. Depending on income, every scholarship may not be offered every year.

The following BPWF/MD scholarships are offered:

- The BPW Foundation of Maryland Scholarship – for women 25 or over, seeking to upgrade skills for career advancement, to train for a new career, or to re-enter the job market.
- The D. Anita Small Science & Business Scholarship – for women enrolled in math, engineering, physical sciences, computer sciences, medical sciences, or a business-related field.
- The Kathryn M. Daugherty Education Scholarship – for individuals majoring in education, with preference given to elementary education. This scholarship is awarded at the beginning of the sophomore year with additional funds available for the junior and senior year contingent on maintaining the required GPA.
- The Barbara F. Hiltner Scholarship – for residents of Frederick County, Maryland majoring in business or finance.
- Florence A. Finlayson Scholarship – for individuals majoring in Business Administration.

Details for each scholarship are available on the BPW/MD website, [www.bpwmaryland.org](http://www.bpwmaryland.org), under Scholarships.

## Scholarships Available for 2022! Information and Applications Now Available on BPW/MD Website

Apply now or refer a friend or family member! **Four scholarships** are available for 2022 through the Business and Professional Women's Foundation of Maryland:

- **Kathryn M. Daugherty - \$3,200 sophomore year. Awarded to Fatima Ruamo in sophomore year, junior year and now senior year.**
- **Barbara Hiltner Scholarship - \$2,500**
- **Florence Finlayson Scholarship - \$1,000**
- **General Foundation Scholarship- \$1,500**

Go to the BPW/MD website, [www.bpwmaryland.org](http://www.bpwmaryland.org). On the left hand side of the homepage, you will see **2022 SCHOLARSHIPS AVAILABLE** in red. Click on that link and it takes you to the Scholarship page, where you will find the criteria for each scholarship, associated instructions to applicants, application form and where to send the application.

**Scholarship applications must be post-marked by June 15, 2022.** Please spread the word about the availability of these scholarships.

Contact Scholarship Chair **Granis Dixon**, [granis.dixon@myactv.net](mailto:granis.dixon@myactv.net), for further information.

# ZOOM INSTRUCTIONS

## BPW/MD Annual Conference • June 25, 2022

Join us virtually via ZOOM for the BPW/MD's Women's Leadership Conference, "EMPOWER WOMEN/Women IN Power," on June 25, 2022. You do not need a Zoom account to participate. If you don't have a computer with a camera or you would like to attend the virtual conference with another BPW member, you are encouraged to sit together to participate in the conference.

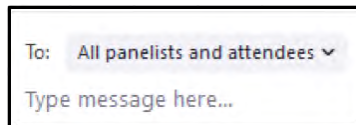
Once your Registration has been received, a Zoom link will be sent to all registrants in advance. Clicking on the link will allow you to enter the conference. Click on "Join with Computer Audio." It takes approximately 30 seconds for the application to upload to your computer, and you then join the meeting. Please enter the meeting any time after 8:30 a.m. so that you are connected in time to begin the meeting at 9:00 a.m.

### Basic Controls for Zoom - You will see a tool bar across the bottom of the screen like this one.



**Audio/Video settings** – You will be automatically muted on entry. There will be opportunities throughout the sessions for you to raise your hand and the host will unmute and/or share your video.

- **Chat** – This is the best way for attendees to communicate and share with each other throughout the conference. Simply type your message in chat and select the drop down "all panelists and attendees" and your message will be shared with everyone!
- **Q&A** – Throughout the event you will have the opportunity to ask questions or make comments. There are two ways to do this:
  - Type your question by clicking the Q&A icon on the bottom of the screen
  - Raise your hand to ask your question via audio.
- **Screenview and settings** – In the top right corner of your screen, toggle between Speaker and Gallery view to find your preference. If you click on the various boxes (chat, Q&A, etc.) you can minimize and maximize views.



### Tips for a Better View Using Zoom

1. Set your laptop or computer so that the camera is at your eye level. (Too much ceiling or neck are not desirable!) Use books or a PC stand to elevate your PC.
2. Make sure your face is lit from the front and sides. An overhead light is usually too dark.
3. Unless you add a virtual background (available to anyone who purchases a Zoom subscription), everyone can see what is behind you.

### Do You Need Zoom Assistance?

If you are new to Zoom and would like assistance, please contact **Susan Horst** ([susanhorst@yahoo.com](mailto:susanhorst@yahoo.com)) for a practice session in advance. Any person with a PC with camera, or smart phone, will be able to attend via Zoom. If you do not have a PC with a camera, you may purchase a webcam that can be attached to your PC. You also have the option of participating by telephone, and telephone numbers with meeting ID and passcode will be provided to you. Google "Zoom" on the Internet and take a basic tutorial to get comfortable with the application. Zoom offers a free subscription; sign up and open an account. It offers a 40-minute free Zoom meeting for starters.

## BPW/MD Calendar of Events



### 2022

#### June 4

Maryland Women's Heritage Center Grand Opening and Historical Marker Unveiling. In Person, *Save the Date!* Saturday, June 4, 10 a.m. – 12 p.m. for the long-awaited open house at Marian House/Woman's Industrial Exchange! Local suffragist Edith Houghton Hooker will be honored with a historical marker that will be installed at the site.

[www.mdwomensheritagecenter.org](http://www.mdwomensheritagecenter.org)

#### June 22

BPW Foundation of Maryland Trustees Meeting, 7 p.m. via Zoom.

#### June 25

BPW/MD 2022 Annual Conference 9:00 a.m. – 3:30 p.m. Virtual via Zoom. Registration Required. Zoom link will be forwarded to all registrants in advance. Free for members, \$10 for non-members. Open to the public.

#### July 19

Maryland Primary Election Don't forget to request your mail-in-ballot. Ballots will begin arriving in the mail on June 9.

#### August 26

Women's Equality Day. 102nd Anniversary of the Ratification of the 19th Amendment Watch for more information.

#### October 15-21

National Business Women's Week®

#### November 8

General Election

#### November 12

Maryland Legislative Agenda for Women (MLAW) Fall Conference. Watch for details.

### 2023

#### January 29

Women's Legislative Briefing, Sponsored by the Montgomery County Commission for Women. Statewide Representation. Details pending.



# BUSINESS AND PROFESSIONAL WOMEN OF MARYLAND (BPW/MD) MEMBERSHIP FORM

*BPW: Women Helping Women Succeed*

Business & Professional Women of Maryland (BPW/MD) is a **not-for-profit, nonpartisan, and nonsectarian** volunteer association that promotes equity for all women in the workplace through advocacy, education, and information. All individuals who support the mission of BPW/MD are invited to become a member. Contact us at [membership@bpwmaryland.org](mailto:membership@bpwmaryland.org) or (301) 733-3226 for membership information.

- Pay by check, Payable to BPW/MD and mail to BPW/MD Membership Committee OR  
 Pay with credit card via PayPal on [www.bpwmaryland.org](http://www.bpwmaryland.org). Join Now!

MAIL TO: BUSINESS & PROFESSIONAL OF WOMEN (BPW/MD), MEMBERSHIP COMMITTEE,  
 P.O. BOX 491, WILLIAMSPORT, MD 21795. VISIT US ONLINE AT: [www.bpwmaryland.org](http://www.bpwmaryland.org)

### APPLICANT INFORMATION

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

Home address: \_\_\_\_\_

City:	State:	ZIP CODE:
Phone:	Fax:	E-mail (Required):
Cell:		

Please indicate phone preference:  Home  Work  Cell  
 Please indicate E-mail preference:  Home  Work  
 Birthday: Month \_\_\_\_ Day \_\_\_\_

### BUSINESS INFORMATION

Current employer: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City:	State:	ZIP CODE:
Phone:	Fax:	E-mail (Required):

Website: \_\_\_\_\_

### INDUSTRY, please select one

<input type="checkbox"/> Arts/Entertainment/Media <input type="checkbox"/> Computers/Technology <input type="checkbox"/> Banking/ Finance/Insurance <input type="checkbox"/> Education <input type="checkbox"/> Health Care/Medicine	<input type="checkbox"/> Beauty/Wellness <input type="checkbox"/> Human Services/Public Safety/Government <input type="checkbox"/> Legal <input type="checkbox"/> Manufacturing	<input type="checkbox"/> Marketing/Advertising/PR <input type="checkbox"/> Professional Services <input type="checkbox"/> Real Estate/Construction <input type="checkbox"/> Nonprofit/Association <input type="checkbox"/> Retail/Wholesale	<input type="checkbox"/> Science/Research <input type="checkbox"/> Travel <input type="checkbox"/> Other: _____ <input type="checkbox"/> Business Owner _____ (bus. name)
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### HOW DID YOU HEAR ABOUT BPW?

Referred by member (Name): \_\_\_\_\_

E-mail Announcement  Website  Newspaper  Word of Mouth  Other (Specify): \_\_\_\_\_

Are you a:  New member  Renewing member  Transfer (Other BPW Organization): \_\_\_\_\_

### LOCAL ORGANIZATION TO WHICH YOU ARE APPLYING / RENEWING

Members may affiliate with a Local Organization (Member of Local - MOL) or maintain state membership only (Member at Large - MAL). Student Members must be enrolled in an accredited institution of higher learning for at least 50% of their time. All three types may participate in the governance of the organization. Individuals may join as an E-Member to receive electronic state communications, but may not participate in the governance of the organization.

1. Select the type of membership:  Member of Local (MOL)  Member at Large (MAL)  Student Member  E-Member

2. If Member of a Local (MOL), select the Local Organization with which you would like to affiliate:  
 Frederick BPW  Hagerstown BPW  Laurel BPW  
 Montgomery County BPW  Southern Prince George's BPW

Would you like to be part of an area speaker's bureau?  Yes, Subject: \_\_\_\_\_  
 Would you like to host a webinar?  Yes, Subject: \_\_\_\_\_

### ANNUAL MEMBERSHIP DUES NEW RENEWAL

<input type="checkbox"/> Member of Local (includes Local and State Federations, and National BPW Foundation) \$100	<input type="checkbox"/> Member-At-Large <input type="checkbox"/> Student <input type="checkbox"/> E-member	\$100.00 (Includes State Federation and National BPW Foundation) \$ 60.00 (Includes same as Member of Local, but at reduced rate) \$ 40.00 (Receives Electronic State Communication)
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SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_ [PROCESSED: \_\_\_\_\_] SEPT 2021