

# BPW/TN NOVEMBER ACHIEVER

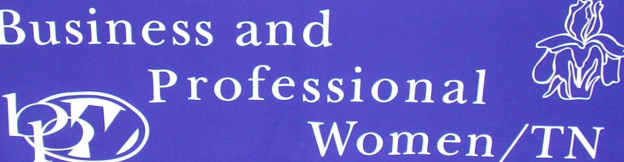


## *Be Transformed By BPW* 2014-2015

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Business and  
Professional  
Women/TN



I had the privilege of representing BPW/TN at the Economic Summit held in Nashville Oct. 20th along with Terri Curran, Zulfat Suara, Beth Bates, Jacque Hillman, and Mary Jo Middlebrooks. It was an amazing time and BPW was mentioned by two different speakers as having a positive impact on the lives of women. We were offered a partnership opportunity by AAUW (American Association of University Women) as they are in the process of lobbying for a transparent wage bill. They are also big proponents of Equal Pay Day and I think there is a real opportunity for us to collaborate with them. We have also been invited to participate in the Athena program so it is safe to say that BPW/TN made a positive impact at the Economic Council again this year. I hope each of you will make the trek to Cool Springs for Interim Board. This is a very important opportunity to connect with fellow members and talk about the work of BPW. There is also a dynamic speaker coming,

Erica Collins, and her credentials are impressive as she has experience on Capitol Hill and with the W.H.O Foundation. We also have some very important business items to discuss and the input of each and every one of you is needed. Let me end by saying that I am thankful for each and every one of you. I do not think it is a mistake that Veteran's Day and Thanksgiving Day are in the same month.

Both of those events provide us with an opportunity to say thank you to those who have had a positive impact on the sanctity of our nation and our lives. BPW would not be alive today without the sacrifices each of you have made. Thank you and I look forward to seeing you in person on November 8th!



# Women veterans deserve equal care

By Garry Augustine

**Editor's note:** Garry J. Augustine is a Vietnam-era combat-wounded Army veteran and executive director of Disabled American Veterans' Washington headquarters. The opinions expressed in this commentary are solely those of the writer.



*U.S. Army Sgt. Michelle Porter holds her daughter after a home-coming ceremony in Fort Knox, Kentucky, in November 2013.*

(CNN) -- More than a quarter-million American women served honorably in the Iraq and Afghanistan wars. These brave women sacrificed much to keep us safe. Now that they are home, or soon to be home, our country has a solemn obligation to help them transition back to civilian life.

Yet there is mounting evidence that

America is not fulfilling this obligation. Based on data gathered by the Veterans Affairs and Defense departments, a recent report by Disabled American Veterans finds it clear that our country isn't fully meeting the unique physical, emotional and employment needs of women who served in uniform.

Although they served in equal capacities in combat environments, when they return home they receive less support than their male counterparts from government programs primarily designed for men.

Today, nearly one in five women who are veterans have delayed or gone without necessary health care in the past year. One in 11 is unemployed. Former servicewomen experience homelessness at between two to four times the rate of their civilian counterparts.

It's unacceptable that the women who honorably served our country—our mothers, spouses, sisters and daughters—are at risk.

The DAV report finds that the federal, state and community programs to support women making the transition out of military service have serious gaps that put some of them in jeopardy.

Consider medical care. Today, one-third of the Department of Veterans Affairs medical centers lack a staff gynecologist and 18% of VA clinics have yet to hire at least one doctor specializing in women's health.

Mental health services for women are severely lacking. Twenty percent of female patients in the VA health system have been diagnosed with a condition resulting from military sexual trauma, which can have devastating, long-term consequences. Nonetheless, one in three VA health centers does not have enough sexual trauma specialists on staff.

Sadly, we are not doing much better when it comes to helping women gain post-military employment. Former servicewomen are highly skilled, with unique life experiences that give them valuable

leadership qualities and the know-how to operate effectively in high-stress situations.

Yet the unemployment rate for female veterans has steadily climbed for most of the past decade, and is now higher than for male veterans. What's more, two-thirds of women report that the career service help offered by federal agencies has been sub-par.

These problems could soon get worse. The military has started on a major drawdown of personnel. As a result, more than 200,000 service-women are expected to rejoin the civilian workforce in the next five years.

Now is the time for action.

In our report, "Women Veterans: The Long Journey Home," DAV outlines 27 key policy and program recommendations that Congress, the administration, VA and the Departments of Defense, Labor, and Housing and Urban Development can take to strengthen the safety net for female veterans.

For starters, veterans' health centers must meet their obligation to provide specialists in women's health. At a minimum, every VA medical center must hire a gynecologist. And efforts to treat and help stamp out sexual assault within the military need to be expanded.

Officials must intensify their efforts to change any remnants of a culture that comes at the expense of women's dignity and safety.

To help combat unemployment among female veterans, the Department of Defense must take a hard look at the primary program designed to help veterans go into the civilian labor force: the Transition Assistance Program. The department does not collect data on participation, satisfaction, and outcomes by gender and race. Simply put, the Department of Defense cannot tell us if the Transition Assistance Program actually helps female veterans find jobs. Also, the VA and Defense Department need to develop career guidance programs specially designed for women.

Finally, as the VA and Defense work to strengthen services to service-women, these agencies need to invest in improved child care options.

Inadequate child care is proving to be a major obstacle for many women transitioning home. For example, many are unable to take part in specialized mental health services, such as post-traumatic stress disorder support groups, because child care is unavailable. Thousands of women answered the call of duty and put themselves at risk to preserve our nation's security. They served this country faithfully. Serving them with greater respect, consideration and care must become a national priority.





Style • Beauty • Health • Home

# redbook

31 SHOPPING TRICKS THAT SAVE YOU BIG

Home Special! 97 smartest decorating tips of all time

The secret to looking slimmer in your clothes page 29

Why this will be the year you don't catch a cold

**Help Our Female Veterans!**  
Michelle Obama shares how we can all give back

Can a pill make you look younger?  
Find out how, page 50



Dedicating years of their lives to serving our nation, women leaving the military today face unprecedented challenges finding work, even more so than their male counterparts. In an effort to shine a light on their struggles with finding a place in the civilian world, REDBOOK brought five of these women to the White House to speak with Michelle Obama about their troubles and their hopes for the future. Mrs. Obama told them, "A lot of people think you guys come out of the military and the country is taking care of you, but the transition is tough."

**Women vets:** Stay tuned for information on an upcoming event in Washington, DC on November 10 with Joining Forces and Business and Professional Women's Foundation. In the meantime, here are three ways to get started:

**Go to a career event:** Hiring Our Heroes hosts job fairs all around the country, including one on November 12 in Washington, DC. Veterans on Wall Street is also hosting a symposium for transitioning veterans in New York City on November 5.

**Get help online:** Join the LinkedIn group the Military- Civilian Career Coaching Connection to join discussions, get valuable feedback on your résumé, and connect with a coach who can help you with your job search.

**Find a mentor:** Sign up with the Business and Professional Women's Foundation's Joining Forces Mentoring Plus program to be matched with a mentor who can help you navigate the civilian job market.

To read the full story, you can pick up the November issue, on newsstands now.





*The Tennessee BPW Interim Board of Directors meeting is held annually in the fall.*

*All BPW/TN members are encouraged to attend the Interim Board meeting and workshops being held in Cool Springs, TN on November 8, 2014.*



*All events will take place at the Holiday Inn Express.*



*Board meetings are open to all BPW members.*

## Interim Board Speaker

**ERICA COLLINS** is the host of **Blog Talk Radio**, a very interesting series of unique shows about business. She's a dynamic personality who has worked for several media companies including Business Week, HBO, MSNBC, Fox News Channel and U.S. Chamber of Commerce Broadcast shows *"It's Your Business"* and the *"Quality Learning Series"*. Erica was awarded the honor to train and work at the U.S. Capitol House and Senate Radio/TV Press Galleries. She has covered local, national and international news, entertainment, business and sports. She wears several hats; Erica has been a plus model for over 20 years; modeling for Macy's, Bloomingdale's, Liz Claiborne (Elisabeth), Boscov's, Fashion Bug, Cargo Magazine, and served on the Board of Advisors and Spokesperson for Fashion to Figure which was founded by the great-grandsons of Lena H. Bryant, aka Lane Bryant Clothing Stores. Erica's other platforms included the W.H.O Foundation: Women Helping Others . A graduate from George Washington University, Erica was instrumental in establishing a graduate level course entitled *"Jackie Robinson: Race, Sports and the American Dream"* and the course has grown into a symposium awarding members of the Washington, D.C. community and beyond, representing the legacy of Jackie Robinson.





BUSINESS AND PROFESSIONAL WOMEN OF TENNESSEE, INC. (BPW/TN)

**INTERIM BOARD OF DIRECTORS MEETING**

**November 8, 2014**

HOLIDAY INN EXPRESS Cool Springs  
8097 Moores Lane  
Brentwood, TN 37027  
Telephone 1-877-410-6667 toll free or  
615-309-8860 hiebcsg@gmail.com

**Mail or email registrations to:**  
Berdna O'Neal  
2419 Columbine Trail  
Chattanooga, TN 37421-1887  
Phone: (423) 602-5398 bhgeorgia@epbfi.com

**Make checks payable to: BPW/TN Interim Board.**

Name: \_\_\_\_\_ Home Phone \_\_\_\_\_  
Address: \_\_\_\_\_ Office Phone \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Local Organization: \_\_\_\_\_ Member--at-Large \_\_\_\_\_  
E-Mail: \_\_\_\_\_

**I AM REGISTERING AS:**

I am a first-timer to a BPW/TN Interim Board \_\_\_\_\_

Please check the functions you plan to attend:

	<b>Before 11/1/14</b>	<b>After 11/1/14</b>
Registration Fee	\$25.00 _____	\$30.00 _____
Saturday Lunch	\$20.00 _____	\$25.00 _____
Total	\$ _____	\$ _____

**State Officers, Regional Directors, Standing Committee Chairs,  
Parliamentarian, Immediate Past State President  
SEND CHECK FOR NON-EXEMPT EVENTS ONLY**

**Voting:**  
\_\_\_\_ State Officer  
\_\_\_\_ Regional Director  
\_\_\_\_ Standing Committee Chair  
\_\_\_\_ Immed. Past State President  
\_\_\_\_ LO President/Representative  
\_\_\_\_ Governance Chair  
**Non-Voting:**  
\_\_\_\_ Parliamentarian  
\_\_\_\_ Special Committee Chair  
\_\_\_\_ Past State President  
\_\_\_\_ Member [MOL or SOL]  
\_\_\_\_ Member at Large  
\_\_\_\_ Guest

\*\*\*\*\*

***Holiday Inn Express Cool Springs, Brentwood South, Tel: 1-877-410-6667***

***8097 Moores Lane, Brentwood, TN 37027***

***www.hiebcsg@gmail.com***

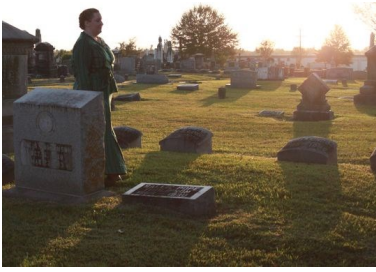
***Interstate 1-65-S-Exit 69 Moores Lane*** Take a right when the exit splits. Make a right into the Home Depot Shopping Center. Follow the road to the right all the way past Home Depot and Ashley Furniture. The Hotel is at the end of the service road behind the Home Depot and Ashley Furniture stores.

**Sleeping rooms are \$109.00**

**Registration opens 9 a.m. CST - Coffee available.**

**Meeting begins at 10 a.m. CST**





# 'Ghosts-A-Walking' shares Jackson history

Katherine Burgess, The Jackson Sun

Hannah Conway plays the ghost of Anne Sharpe Brady Friday at the annual Downtown Ghosts-A-Walking Tour. (Photo: KATHERINE BURGESS/THE JACKSON SUN)

From a Union soldier to star-crossed lovers, long-Jackson residents were brought back to life at the annual Downtown Ghosts-A-Walking Tour Friday.

"It adds something special to this time of year where people can just come out and have the people come back to life and retell something," said Emma Kendrick, who played one of the ghosts.

The walk, put on by the Jackson Area Business and Professional Women, raised money for two \$1,000 scholarships for non-traditional female students returning to post-secondary education in West Tennessee. About 30 people began the walk at Riverside Cemetery, where they met the ghost of Mary Jane Butler, played by Anne Lovell. Butler, a young girl, was the first person buried in the Jackson cemetery.

"I reckon I can tell you as good as anyone about the Jackson cemetery," Lovell said, telling the story of how Butler and her family came to Jackson on a flatboat when she was about 5 years old. The family built a log cabin and began a life in Jackson. Other ghosts included Anne Sharpe Brady, mother-in-law of Casey Jones, played by Hannah Conway, and Corinna "Miss Pet" McCorry, played by Esther Lewoczko. McCorry was a founder of the United Daughters of the Confederacy. She told of her family being torn apart by war.

At age 13, she was a war heroine of the Confederacy, carrying ammunition in her apron to soldiers as the Union army burned Jackson in 1863. "When you go through war and face death, you change," she told her audience. In the dimly lit St. Luke's Episcopal Church, participants later met the ghost of a Union soldier, played by Tommy Rhoads.

The ghost told of how he was shot in the arm and taken to the church, which was used as a hospital, where he wrote letters to his bride, Abigail.

Even though the bullet was removed, the pain grew until red streaks stretched up to his chest. One day the pain stopped. "I keep waiting for Abigail to come and take me home," he said. "If you see her, will you tell her I'm waiting for

her?" The walk also went to the New Southern, the Pythian Building and the TLM Building, all historical sites.

Pat Alford, member of Jackson Area Business and Professional Women, directed the actors from the Jackson Children's and Teen Theatre who played many roles.

"It's always nice for our kids to have the opportunity to perform," she said. "This gives them another outlet, something that's different from live theater to be able to come out and interact with the crowd in a different type of environment." She said it is not a frightening ghost walk, but rather a vignette of historical characters.

Stephen Gammons, one of the actors, said the historical content was one of his favorite parts of the evening. "I'm a big history buff, so it was very enjoyable to learn some history that I had no knowledge of," Gammons said.



Sidney Burngasser plays the ghost of Judge Milton Brown Friday at the annual Downtown Ghosts-A-Walking Tour. (Photo: KATHERINE BURGESS/THE JACKSON SUN)



Esther Lewoczko plays the ghost of Corinna 'Miss Pet' McCorry Friday at the annual Downtown Ghosts-A-Walking Tour. (Photo: KATHERINE BURGESS/THE JACKSON SUN)

Follow Katherine Burgess on Twitter @kathsburgess

# It Happened in.....NOVEMBER

- **November 1, 1848** - First medical school for women, the New England Female Medical School, opens, in 1874 it merges with Boston University to become one of the world's first co-ed medical schools
- **November 8, 1910** - The state of Washington passes a constitutional amendment to guarantee woman suffrage
- **November 8, 1984** – Dr. Anna L. Fisher, a physician on the shuttle Discovery, becomes the first American mother and third American woman to fly into space
- **November 11, 1979** - Bethune Museum and Archives opens in Washington D.C. as a center for African-American women's history, honoring Mary McLeod Bethune
- **November 11, 1993** – The Vietnam Women's Memorial is dedicated in Washington, D.C. After being conceived by former army combat nurse Diane Carlson Evans and sculpted by Glenna Goodacre to honor the 265,000 women who voluntarily served during the Vietnam era
- **November 13, 1938** - Mother Francis Xavier Cabrini is beatified, the first American woman citizen to become a saint
- **November 14, 1889** – Journalist Elizabeth Cochran, aka Nellie Bly, sails around the world in 72 days, 6 hours, 11 minutes, and 14 seconds, beating the fictional record set by Phineas Fogg in Jules Verne's Around the World in Eighty Days
- **November 14, 1903** - The U.S. Women's Trade Union League is established
- **November 14, 1946** – Emily Greene Balch, co-founder of the Women's International League for Peace and Freedom, is awarded the Nobel Peace Prize
- **November 28, 1881** – The first organizational meeting is held for the predecessor group to the American Association of University Women (AAUW)

November is :

Aviation History Month

Child Safety Protection Month

International Drum Month

National Adoption Awareness Month

National Epilepsy Month

National Model Railroad Month

National Novel Writing Month

Native American Heritage Month

Peanut Butter Lovers Month

Real Jewelry Month

National Sleep Comfort Month

Nov 5 Stress Awareness Day

Nov 11 Veterans Day

Nov 20 Great American Smokeout

Nov 28 Thanksgiving Day



Saturday night  
November 1st.

Daylight

Saving Time Ends.

Time to FALL BACK 1 hour.

*(it's like getting an extra hour of sleep)*

Set your clocks back 1 hour,  
before you go to bed.

**National Stress  
Awareness Day**

*November 5th is National Stress Awareness Day, but you don't have to wait for this day to reduce your stress and anxiety. What's the difference between them?*

*Stress is a response to a threat in a situation. Anxiety is a reaction to the stress. Take time to relax, unwind, and find a strategy for managing stress that works for you.*



The November  
Flower is the  
Chrysanthemum



# **Impressions of the Tennessee Economic Council for Women Summit et al**

I was inspired by Victoria Budson, an early morning speaker who is the Executive Director of the Women and Public Policy Program at the Harvard Kennedy School. She discussed non-legislative ways to improved unequal pay. At first, she addressed those in the audience with hiring authority. Her research has shown that employers hire a better and more diverse workforce if they hire in bundles. Single hiring leads to unconscious default to white males. Joint evaluations of those already hired works the same way as employers are becoming better at hiring women but still lag in promoting them. Budson also advised to create your own narrative so that others know what you are doing. This is particularly true for mothers returning to work. If the moms leave their office to negotiate with a client or go to court, the culturally instilled tendency is to assume that they are at home with their baby when they are not. Culturally and unconsciously, companies value new fathers whom they see as committed to work and career. Mothers must do things like post their calendars to maintain their place on the career ladder. Referencing Sheryl Sandberg's book, Lean In, Budson reminds women that employers see women as relationship focused individuals even when we are not. In asking for a raise women may be seen as aggressive for the same actions that give men a positive image. She suggests that women use the technique of saying something like my market research shows that my skills command 10% more in compensation, how can we work together to make this happen? I appreciated Budson's practical solutions.

I was also inspired by retired Colonel Kimberly Olsen, formerly of the U.S. Air Force. She was a dynamic speaker who had good ideas for dealing with violence against women in the military. Those included strong command leadership, forbidding trainers in boot camp from saying male recruits performed like a girl, tell our own narrative, and threatening to tell the soldier's mother. Commissioner Mary Bears Grinder of the Tennessee Department of Veterans Affairs co-presented with Colonel Olsen. She recognized BPW's presentation at the Tennessee Women Veterans' Summits! Commissioner Beverly Watts of the Tennessee Human Rights Commission also thanked God for the efforts of BPW and others in her lunch invocation! President Tressy Hart, Second Vice President Jacque Hillman and Mary Jo Middlebrooks staffed our BPWTN table well. We had good materials. Fellow Past State Presidents Zulfat Suara and Terri Crider volunteered at the Summit. Terri was assigned to transport Victoria Budson!

I encourage everyone to attend a Summit if you can.

By the way, as part of Ann Lay's Global Outreach committee I contacted BPW North Carolina. Happily they seem to be doing well. I was particularly impressed by the two grants they give annually to women veterans who want to start their own businesses.

Beth Bates





Greetings Everyone,

As Interim Board looms ahead and reports are being handed in, I decided to have mine published in this month's Achiever. This time of year, as many before it, is the time to find a nominating committee and officers for positions in the upcoming year. As President-elect, I would like to take this time and ask for volunteers to serve as officers during my presidency next year. A willingness to be an officer, in my opinion, is the best way to enjoy the experience. In just a few short years, this organization will be celebrating 100 years of service and dedication. Be a part of moving forward by stepping forward to be elected as an officer. Be the Change You wish to see in the World, by taking the time to help, you are helping make history and memories.

Finally, as Chair of the Young Careerist: Aspiring Leaders of Tomorrow, I want to encourage everyone to advertise this Book Stipend. Registration and an Application are on our website. Deadline will be January 15, 2015. For more info on this or anything else feel free to call, text, or email. I always enjoy hearing from my BPW sisters.



Phone: 865-250-8149

Email: [leeann4002@yahoo.com](mailto:leeann4002@yahoo.com)



### **Three local organizations unite efforts to sponsor a seminar in honor of Business and Professional Woman's Week.**

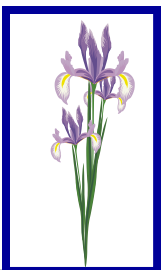
The Lawrence County Chamber of Commerce, The Tennessee Small Business Development Center and the Lawrence County Business and Professional Women join together to bring the "Where's The Money" seminar to Lawrenceburg TN.

U.S. Small Business Administration-Economic Development Specialist, Jacqueline E Merritt will discuss the Women-Owned Small Business (WOBS) guidelines. Information about qualifying areas for women owned small businesses will be discussed. How to apply for government set asides and navigating the application process to be eligible to receive contracts will also be a part of this seminar.

Chamber of Commerce-Director of Membership, Beth Keaton, "We are always looking for ways to serve small businesses in our area. The mutual interest in the "Where's The Money" seminar provided a perfect opportunity for the Chamber and the members of the BPW to join efforts to bring the seminar to Lawrenceburg.

Small Business Development Center-Business Specialist, Patricia McClanahan, "The Tennessee Small Business Development Center (TSBDC) is a network across the state that works in cooperation with resource partners to empower entrepreneurs and business owners to innovate and succeed. Governor Haslam has said that, "small businesses in Tennessee represent the majority of businesses in our state and are driving our economic growth." The goal of the Lawrence Co Chamber is to support current businesses and to attract new businesses. The LCBPW also supports small businesses and their owners. The groups working together can be a stronger force to help and empower small businesses in Tennessee."

Bonita Dearmond president of the Lawrence County BPW, "Working with the members of the Lawrence County Chamber of Commerce and the Tennessee Small Business development Center has been a wonderful experience. I feel sharing the responsibility for bringing the seminar to Lawrenceburg has made it easier on everyone. Each organization contributed their unique skills toward the successful completion of the event. Partnerships between organizations can provide new learning experiences, a sharing of community resources, and can establish mutual support and understanding between members of various organizations. Working with women from other organizations has broadened my circle of acquaintances and business associates. I look forward to the local BPW partnering with other community organizations to sponsor future projects in the community."



**NOTE:** *Deadline to submit material for Achiever is the 25th of each month.*

**Send to :SharonLyrae@aol.com**

*Articles received after the 25th will be in the next months issue.*

### ***Thought for the Month:***

Next time you're stressed,  
take a step back,  
inhale and laugh.  
Remember who you are  
and why you're here.  
You're never given anything  
in this world that you can't handle.  
Be strong,  
be flexible, love yourself,  
and love others.  
Always remember,  
just keep moving forward

*Edna2*

### **Upcoming Monthly Highlights**

- November** Women Veterans  
**December** Parliamentary Procedure  
**January** Mentoring Month  
**February** Foundation Month &  
Black History Month  
**March** Day On the Hill,  
Region Meetings, Women's History  
Month & Equal Pay Day  
**April** Equal Pay Day ,  
Award Submission Guidelines,  
State Reports Due, State Convention  
**May** 2015 State Convention



**Be Transformed By BPW**



718 Thompson Lane,  
Suite#108-323  
Nashville, TN 37204

**Business and Professional  
Women of Tennessee**