



## MARCH is WOMEN'S HISTORY MONTH

Women's History Month is an annual declared month that highlights the contributions of women to events in history and contemporary society. It is celebrated during March in the United States, the United Kingdom, and Australia, corresponding with International Women's Day on March 8th.

In 1987, Congress passed Pub. L. 100-9 which designated the month of March 1987 as Women's History Month. Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1988, U.S. presidents have issued annual proclamations designating the month of March as Women's History Month.

State departments of education also began to encourage celebrations of Women's History Month as a way to promote equality among the sexes in the classroom. Maryland, Pennsylvania, Alaska, New York, Oregon, and other states developed and distributed curriculum materials in all of their public schools, which prompted educational events such as essay contests. Within a few years, thousands of schools and communities began to celebrate Women's History Month. They planned engaging and stimulating programs about women's roles in history and society, with support and encouragement from governors, city councils, school boards, and the U.S. Congress.

In March 2011, the Barack Obama administration released a report, *Women in America: Indicators of Social and Economic Well-Being*, showing women's status in the U.S. in 2011 and how it had changed over time. This report was the first comprehensive federal report on women since the report produced by the Commission on the Status of Women in 1963.

Some organizations have issued statements marking Women's History Month, for example the Republican National Committee and the Democratic National Committee.

A President's Commission on the Celebration of Women in History in America recently sponsored hearings in many parts of the country. The Women's Progress Commission will soon conduct hearings to promote interest in preserving areas that are relevant in American women's history. Some of the groups promoting this interest are state historical societies, women's organizations, and groups such as the Girl Scouts of the USA.



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# Business and Professional Women of TN <sup>2</sup>



Carol, Tressy, Treasa, Robin, Sharon, Zulfat, Ann, Michelle, Beth

The Business and Professional Women of Tennessee (BPW/TN) is a statewide organization promoting equity for all women in the workplace through advocacy, education and information.

We are a powerful network of workingwomen seeking to advance career goals, earn higher salaries, build stronger businesses, and achieve pay equity and equal opportunities.

As all women gain earning and spending power, they aid in reshaping U.S. consumer trends.

And BPW/TN members are on the leading edge of that trend.

BPW/TN means business for you!

## WHAT BPW/TN CAN DO FOR YOU

- Political Awareness & Community Involvement - Participate in a wide range of activities and grassroots efforts to raise awareness of issues affecting working women at local, state, and national levels.
- Personal & Professional Development - Attend workshops and programs designed to enhance professional skills and leadership abilities, such as Individual Development and Young Careerist/Aspiring Leaders.
- Scholarships - Assist women through scholarships to further formal education.
- Members-Only Benefits - Enjoy access to insurance programs, discounts on publications, travel credit card programs, Career Track training seminars, and more.
- A Network of Motivated Women - Connect with other motivated working women, network professionally, share contacts and exchange information to enhance your business and professional development.

***The 2017-18 TEAM BPW***  
***President -Sharon Taylor-Carrillo***

***1st Vice President –Zulfat Suara***

***2nd Vice President—Robin McKamey***

***Secretary - Michelle White***

***Treasurer –Ann Hiegel***

***Region I Director—Treasa Newton***

***Region II Director — Tressy Hart***

***Region III Director—Carol Turpen***

***Parliamentarian –Beth Bates***

### **Our Goal**

To be the leading nonpartisan, grassroots advocate for working women.

### **Our Mission**

To achieve equity for all women in the workplace through advocacy, education and information.

### **Our Objectives**

- To elevate the standards for women in business and professions.
- To promote the interests of business and professional women.
- To bring about a spirit of cooperation among business and professional women of the United States.
- To extend opportunities to business and professional women through education along lines of industrial, scientific, and vocational activities.



## Individual Development

If you would like more information on the ID program or if you have any questions please contact chair- Deborah Brasfield  
phone: (731) 403-0002  
email: onthesquaregandg@aol.com

## Aspiring Leaders of Tomorrow

If you would like more information on the ALT program or have any questions please contact chair— Sheree Schneider  
phone: 423-489-9731  
email: AspiringLeader@bpwtn.org



# EQUAL PAY DAY

April 10th



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## ***What Is Equal Pay Day? Here's Everything You Need to Know***

by SHIRA TARLO

### **The reason Equal Pay Day is on a Tuesday in April**

Equal Pay Day was started by the National Committee on Pay Equity (NCPE) in 1996 to highlight the gap between men and women's wages. Equal Pay Day is held every April to symbolize how far into the year women need to work to make what men did in the previous year, according to the NCPE. It is always on Tuesday to "represent how far into the next work week women must work to earn what men earned the previous week." In other words, because women earn less on average, they must work longer for the same pay.

### **How the fight for equal pay got political**



In 1963, President John F. Kennedy signed the Equal Pay Law, which made it illegal to pay women lower rates for the same job as their male counterparts on the basis of gender. At the time, women earned 59 percent of men's wages. By 2000, women earned 74 percent of men's wages.

In 2009, President Barack Obama overturned a Supreme Court decision that said employees could not bring a salary discrimination suit if more than 180 days passed since the initial wage discrimination occurred, even if it had continued, by signing the Lilly Ledbetter Fair Pay Act. The act prohibits gender-based discrimination and allows women to fight back against discrimination in the workplace regardless of when it began.

### **Are we making progress?**

It's still slow. In 2014, Senate Republicans unanimously blocked legislation on equal pay. The bill would have made it illegal for employers to punish workers who discuss their salaries. The aim was to close a wage gap that found women making 77 cents for every dollar that men earn.

However, this number is not true for all women. While women across all races and ethnicities lag behind those of white men, as well as men in their own racial or ethnic group, minority women face greater challenges in this regard. Data from a 2016 study illustrates that while white, non-Hispanic women make 83 cents for every dollar, Black women make 66 cents, and Hispanic women make 60 cents.

### **So where are we now?**



On March 27, 2017 President Donald Trump pulled back the 2014 Fair Pay & Safe Workplaces order put in place by Obama to protect women in the workplace.

It's clear that women's fight for pay equity and work opportunities is far from over. In fact, it will take 169 years for the world to completely close the economic gender gap. Equal Pay Day is a reminder that despite some progress, the wage gap persists, and women have a way to go when it comes to economic equality.



# BPWTN Building Powerful Women

Upcoming Events

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## 2018 State Calendar of Events

March 1, 2018	Achiever Mailing date
March 3, 2018	Region I Meeting, Johnson City
March 10, 2018	Region II Meeting, Lawrenceburg
March 14, 2018	Day on the Hill
March 20, 2018	Achiever Submission Deadline
March 31, 2018	Region III Meeting, Jackson
April 10, 2018	Achiever mailing date
April 10, 2018	Equal Pay Day
April 16, 2018	Deadline for Qualifying for State Officer and Regional Director
April 20, 2018	Achiever Submission Deadline
April 30, 2018	Membership Dues & Foundation Contribution Deadline
May 10, 2018	Last Achiever mailing date
May 15, 2018	Deadline for Foundation contribution Report to the Foundation Chair.
May 15, 2018	Deadline for Presidents report( to State President, IM, Leg & Memb. Chairs) for Convention
June 15, 2018	Pre-Convention EC Meeting
June 15, 2018	Pre-Convention BOD Meeting
June 16, 2018	BPW/TN Convention
June 16, 2018	Post-Convention BOD Meeting

## 2018 DAY ON THE HILL

Wednesday, March 14, at 7:30 AM - 3 PM  
Legislative Plaza— 301 6th Avenue North, Nashville, TN

### Day on the Hill Planned Activities:

#### • BPW Day on the Hill Breakfast.

The Breakfast is sponsored by the Business and Professional Women of TN

Location: Waller Lansden Dortch & Davis, LLP located at 511 Union St, Nashville TN 37219.

The office is on the 27th Floor. There is parking under the building. Breakfast will be at 7:30am.

The breakfast is free.

• Orientation- Information packets will be distributed. Discussion on the legislative process. Mentor/Mentee partnering for new participants

• Visit with legislators

• Women's Political Collaborative of TN

Luncheon at 12 noon with special guest

Tarana Burke. A separate registration is required for lunch with \$75 or \$125 cost.

• More visits with legislators



For more information, contact BPW Day on the Hill chair Zulfat Suara at [zsuaara@gmail.com](mailto:zsuaara@gmail.com)



Special guest speaker  
**Tarana Burke**

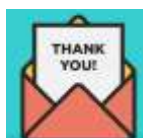
## Don't forget to wear RED !

**Tarana's powerful, poignant story—as creator of the international movement, #metoo—will move, uplift, and inspire you. Her movement also lead to the “Silence Breakers” being named the 2017 TIME'S Person of the Year.**



Reminder to all members that any contributions to the President's Gift, for this year, will need to be sent to our State Treasurer, Ann Hiegel.

Please make sure to clearly mark the contribution as President's Gift so there will be no misunderstanding.



Ann Hiegel  
P.O. Box 534  
Rockwood, TN 37854



### **BPW TN Local Organizations:**

#### **Region I**

Chattanooga Business

Women

Elizabethton

LaFollette

Rockwood

Rogersville

#### **Region II**

Lawrence County

Music City

(Nashville)

#### **Region III**

Hardeman County

Jackson Area

Paris

Memphis Area

Stay up to date on BPW TN Happenings by visiting our website [www.bpwttn.org](http://www.bpwttn.org) or our Facebook Page Business and Professional Women of Tennessee

This is the Tentative Schedule we are considering for the 2018 BPWTN Convention Schedule of Events:

#### Friday

June 15, 11-2 Pre-Convention EC Meeting & Lunch

June 15, 3pm Pre-Convention BOD Meeting

June 15 5pm Convention Formal Opening & 1st Business Session

June 15, 7pm Dinner & Awards Banquet & Foundation Auction

#### Saturday

June 16, Convention 2nd Business Session

June 16, Luncheon  
June 16, Installation of New Officers

June 16, Post-Convention BOD Meeting

*Rationale: This would allow us to use our time wisely. With the opening session on Friday at 5pm it allows members to not take an entire day or two off from work and we would be able to finish all the 2017-18 reports and issues then close the year with an awards banquet. Then Saturday would be for the Election, Installation and the 2018-19 year items.*



# Business and Professional Women of Tennessee Inc. 2018 State Convention Sponsorship Form



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Name: \_\_\_\_\_  
 Business \_\_\_\_\_  
 Address \_\_\_\_\_  
 Contact Person \_\_\_\_\_  
 E-mail \_\_\_\_\_ Phone \_\_\_\_\_

## Sponsorship Levels

\_\_\_\_\_ **Gold \$500.** Three luncheon tickets. Exhibitor's table. Full page color ad, inside convention magazine. Value \$250. 7.50 X 10. TV, radio, print media. Online: bpwtn.org May-June 2018.

\_\_\_\_\_ **Silver \$250.** Two luncheon tickets. Half page color ad. Value \$100. 7.5 X 10 inches. TV, radio, print media. Online: bpwtn.org May-June 2018.

\_\_\_\_\_ **Bronze \$100.** One luncheon ticket. Half page black and white ad. Value \$50. 7.5 X 4.75. Online: bpwtn.org May-June 2018

**Advertising in Convention Magazine: All photos must be 300 dpi.**

## Full pages (color):

Back page: \$300. Color. 7.5" wide X 10" tall.

Inside front or back page: \$250. 7.5" wide X 10" tall.

Inside color pages: \$200 7.5" wide X 10" tall

Half pages (color): \$100 7.5" wide X 4.75" tall.

Quarter page (color): \$50. 3.25 inches wide X 4.75 inches tall

## B&W ad pages:

Full page, \$100. Half page, \$50. Quarter page, \$25. Same sizes as color.

AD copy for inclusion in Convention Program.

Send to SharonLyrae@Yahoo.com by May 1, 2018.

Payment must be received no later than Monday, May 1, 2018.

Signed: \_\_\_\_\_

Print name: \_\_\_\_\_

Date: \_\_\_\_\_

Make checks payable to **BPWTN Convention** and mail to:

**Ann Hiegel, P.O. Box 534, Rockwood, TN 37854**



Please consider making a donation to the  
**Tennessee Business and Professional Women's  
 Education and Scholarship Fund.**

Donations are tax deductible and can be made online at  
[www.wth.org/foundation](http://www.wth.org/foundation).

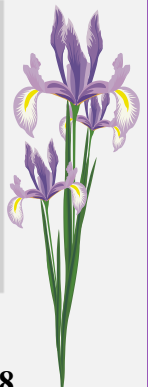
*Tip: in the alphabetical list of funds in the pull down menu it  
 is listed under T. Donations can be made in honor or  
 in memory of someone.*



**Be inspired  
 Be powerful  
 Be BPW**



**Sharon  
 Taylor-Carrillo  
 BPW/TN 2017-18  
 State President**



## Mark your Calendar for the BPW TN Annual Spring Region Meetings



Region I — March 3rd in Johnson City,  
State Rep—President Sharon Taylor-Carrillo



Region II — March 10th in Lawrenceburg,  
State Rep—2nd Vice President Robin McKamey

Region III — March 31st in Jackson,  
State Rep— 1st Vice President Zulfat Suara

### *HANDBOOK OF POLICIES AND PROCEDURES - Page 16*

*Regional Meeting: The purpose of a regional meeting is to provide a BPW learning experience for the member. Regional meetings shall be held in the spring, time and place to be determined by the regional director, subject to the approval of the state president. Regional meetings shall be self-supporting. A registration fee of \$5.00 shall be paid by each person attending, if paid by the date established by the host organization. Late registration **postmarked after that date shall be \$8.00. The regional director shall:** • **Secure host for the regional meeting** • **Plan the program**—select theme, etc. (workshops, mini-seminars, forums) • **Furnish information to the host local organization for printing the program** • **Secure the place and set the time for the date set in the state calendar of events** • **Preside at the meeting** • **Have reports from local organizations as appropriate** • **Provide publicity information** • **Prepare a budget with the secretary/treasurer for the regional meeting***

## Region I— March 3rd Johnson City

11am to 2pm at the Doubletree by Hilton  
in Johnson City, TN

Learn about Sex Trafficking in  
Tennessee from an Expert, TBI  
Jamesena Walker

Cost:\$11.00 includes lunch

(Turkey or Ham Croissant with Potato Soup, cookie and a drink)

Please Register by Feb 23 : call, or email

**Berdena O'Neal (423)602-5398** bhgeorgia@epbfi.com

Region I Director Treasa Newton

*Please remember to bring an item for the Silent Auction*



## Region II— March 10th Lawrenceburg

SATURDAY , MARCH 10TH 10 AM - 2 PM SCOUT CABIN L'BURG

Ashley Massey is a vocal advocate for women. President of both the **Women's and Gender Studies Association and the American Assoc.** of University Women at UNA. Additionally, she owns the jewelry line The Gypsy Fawn which is sold online and in 15 retailers and counting nationwide. Her blog Feminist Farmer in Tennessee discusses her experiences of being a nontraditional farmer, student, business owner, and advocate. She is also the current secretary for the Lawrence County Democratic Party. She spends her free time volunteering for various women's nonprofit organizations in Alabama and Tennessee.



**Ashley  
Massey**

LAWCO.BPW@ GMAIL.COM TO REGISTER IN ADVANCE OR  
REGISTER @ DOOR BETWEEN 10:00 and 10:30

COST: \$10.00 includes Lunch

Region II Director Tressy Hart

## Region III - March 31st Jackson

Meeting for updates, upcoming events and fellowship with other members, and please feel free to bring a friend. A special presentation on Social Engineering is provide to share information on what it is, how it works and to give tips on how you can protect yourself from possible identity theft.

Date: Match 31, 2018 Registration Fee: \$5.00.

Time: 9:30—10 am, registration 10:00 am till 12 noon, meeting

Light refreshments will be served

Lunch: Dutch Treat at your preference.

Location: West Tennessee Legal Services 210 W. Main St., Jackson, TN

Region III Director Carol Turpen

PLEASE RSVP to: cgturpen@rocketttnet.com 731-677-4102



## Nominations for State Office

In January each local organization and other BPW/TN members will be receiving information on candidates for office for the 2018-2019 BPW/TN year. Each Local Organization member seeking office must be endorsed by her local organization and complete the form correctly. Members at Large who wish to run for state office may obtain a Data Form for Members at Large from the website under Resources, State forms or from the nominating committee chair. [Members at Large are not eligible for the offices of Regional Director.] Members at Large who wish to be a candidate for state office should send their forms to the committee chair, Tressy Hart. Forms are also posted on the website [www.bpwn.org](http://www.bpwn.org). Forms in duplicate, and pictures for candidates for state office and regional director must be returned to the nominating committee chair or committee member *no later than* **April 16, 2018**. Please send digital copies of pictures. All candidates for state office or regional director must have been a member of BPW/TN for at least two years as of the convention at which they are candidates. Candidates for line officers, President, President-elect and 1<sup>st</sup> & 2<sup>nd</sup> Vice President, must have served as president of a local organization, current or past, in Tennessee. [Bylaws, Article XII].

As there is no president-elect this year, the nominating committee will be accepting nominations for president for 2018-2019. The same procedures will be followed as for other state officers.

Completed Candidate Data Form should be returned to the nominating committee member in each region:

### Region I:

Charlotte Buchanan  
7005 Lenox Village Drive, #C6  
Nashville, TN 37211  
rbuch49381@aol.com

### Region II:

Tressy Hart  
132 Warner Hollow Road  
Minor Hill, TN 38464  
tressy.hart@gmail.com

### Region III:

Gail Horner  
141 W. Church St., Apt 2  
Alamo, TN 38001  
gailhorner67@gmail.com

It is important for the continuation of BPW/TN that qualified members take advantage of the opportunity to share their leadership skills by participating in the state organization. Please encourage all members to consider serving in state position.

## **Want To Run For Office?**



Deadline for  
nomination  
submission is  
**April 16, 2018.**

## **2018-2019 Leadership Team Positions**

**President**

**President Elect**

**1st Vice President**

**2nd Vice President**

**Recording Secretary**

**Treasurer**

**Region I Director**

**Region II Director**

**Region III Director**



**BUSINESS AND PROFESSIONAL WOMEN OF TENNESSEE, INC. (BPW/TN)  
OFFICIAL DATA FORM FOR CANDIDATES FOR OFFICE**



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The \_\_\_\_\_ Business and Professional Women's Local Organization of \_\_\_\_\_, Tennessee, presents \_\_\_\_\_

as a candidate for the office of \_\_\_\_\_ of the Business and Professional Women of Tennessee, Inc. (BPW/TN). She has been endorsed for such office by this local organization.

Current BPW office, if any \_\_\_\_\_

Previous State Service \_\_\_\_\_

Qualifications for Office \_\_\_\_\_

Date and local organization which you served as president \_\_\_\_\_

Number of years membership in a Tennessee BPW organization \_\_\_\_\_

\_\_\_\_\_  
LOCAL ORGANIZATION PRESIDENT

\_\_\_\_\_  
LOCAL ORGANIZATION SECRETARY

Date \_\_\_\_\_ Region \_\_\_\_\_

**Consent to Serve**

The duties of an elected officer for regional director of the state organization include attendance at executive committee meetings, state board meetings, planning meetings, regional meetings, and state conventions.

I have carefully studied the requirements for office for which I am a candidate. Neither my job nor my membership in any other organization in any way prevent my support of the organization's objectives and policies, including active support of our state legislative platform.

The \_\_\_\_\_ Business and Professional Women's Local Organization has my permission to submit my name as a candidate for the office of \_\_\_\_\_ of the Business and Professional Women of Tennessee, Inc. (BPW/TN).

I agree to serve as \_\_\_\_\_, if elected. I am able to give the required time to the duties of such office and there is nothing in my health or personal affairs to prevent my serving.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_\_.

Return form in duplicate to: Nominations Committee Member.

*[Candidates for Executive Committee offices also submit photo. Attach bio and photo for publication.]*

Candidate \_\_\_\_\_

Address \_\_\_\_\_

Place of employment: Name & Address \_\_\_\_\_

Phones: (H) \_\_\_\_\_ (B) \_\_\_\_\_ (FAX) \_\_\_\_\_

Cellphone: \_\_\_\_\_ E-mail: \_\_\_\_\_

## March Highlights in US Women's History

March 1, 1978 – **Women's History Week is first observed in Sonoma County, California**

March 1, 1987 – Congress passes a resolution designating March as **Women's History Month**

March 3, 1913 – **Women's Suffrage Parade in Washington, DC, where over 8000 women gathered to demand a constitutional amendment guaranteeing the right to vote**

March 4, 1917 – Jeannette Rankin (R-MT) took her seat as the first female member of Congress

March 4, 1933 – Frances Perkins becomes United States Secretary of Labor, the first female member of the United States Cabinet

March 8 – **International Women's Day, whose origins trace back to protests in the U.S. and Europe to honor and fight for the political rights for working women**

March 8, 2014 – National Catholic Sisters Week [www.nationalcatholicsistersweek.org](http://www.nationalcatholicsistersweek.org) established to raise awareness of the contributions of Catholic sisters

March 11, 1993 – Janet Reno is confirmed as the first woman U.S. Attorney General

March 12, 1912 – Juliette Gordon Low assembled 18 girls together in Savannah, Georgia, for the first-ever Girl Scout meeting

March 13, 1986 – Susan Butcher won the first of 3 straight and 4 total Iditarod Trail Sled Dog Races in Alaska

March 17, 1910 – Camp Fire Girls is established as the first interracial, non-sectarian American organization for girls

March 20, 1852 – **Harriet Beecher Stowe's novel, "Uncle Tom's Cabin," is published and becomes the best-selling book of the 19th century**

March 21, 1986 – Debi Thomas becomes first African American woman to win the World Figure Skating Championship

March 23, 1917 – Virginia Woolf establishes the Hogarth Press with her husband, Leonard Woolf

March 31, 1888 – The National Council of Women of the U.S. is organized by Susan B. Anthony, Clara Barton, Julia Ward Howe, and Sojourner Truth, among others, the oldest non-sectarian **women's organization in the U.S.**

March 31, 1776 – Abigail Adams writes to her husband John who is helping to frame the Declaration of Independence and cautions, **"Remember the ladies..."**



**be inspired  
be powerful  
be BPW.**

# MARCH

**Business and Professional  
Women of Tennessee**  
2817 West End Ave.  
Suite 126122  
Nashville, TN 37203

**BPW-TN.org**