

THE ACHIEVER

Business & Professional Women of Tennessee, INC.

MARCH / APRIL 2021

VOLUME 5, ISSUE 5



Message From Your President

Lee Ann Gaddis

Hello Ladies,

A year we have survived this pandemic with hope, faith, and resilience. We are strong courageous women to have survived. I hope all of you have taken time to reach out to others and check on the during these difficult times.

With life changing due to Covid-19, I as well as others noticed we need to change the way we promote membership specifically getting new members. Our members all have talents that need to be harnessed and shared. Women's work load has increased dramatically due to closures and being restricted to home. We need to offer an outlet for them. Whether it's a chat session, offer advice, tutoring, etc. We need to be a HAVEN. Please share your thoughts on this with the Executive Committee.

The Executive Committee and I have decided to do our Convention 2021 meetings virtually like we did last year through Zoom. Martha Ervin, 1st VP, are finalizing the meetings with passcodes to insure every member has an opportunity to attend the meeting virtually or call in by phone.

We are also going to do a in person meeting, hopefully, in June. It will be a time for us to come together again. Details will be in this Achiever.

Some of you may not know but I was diagnosed with ovarian cancer this year after having emergency surgery to have a mass removed from my pelvic region. I am doing preventative chemotherapy. I have 6 treatments spaced out for about 18 weeks. My doctors are positive, as I am, of surviving these treatments.

As President I am fully capable of doing my duties for this organization. I will conduct all pre-convention and convention meetings. We shall do this together.

Thank you for your time,

Lee Ann Gaddis

BPW/TN State President '19-'21

Rockwood BPW President '19-'21

2015-2016 BPW/TN Past State President

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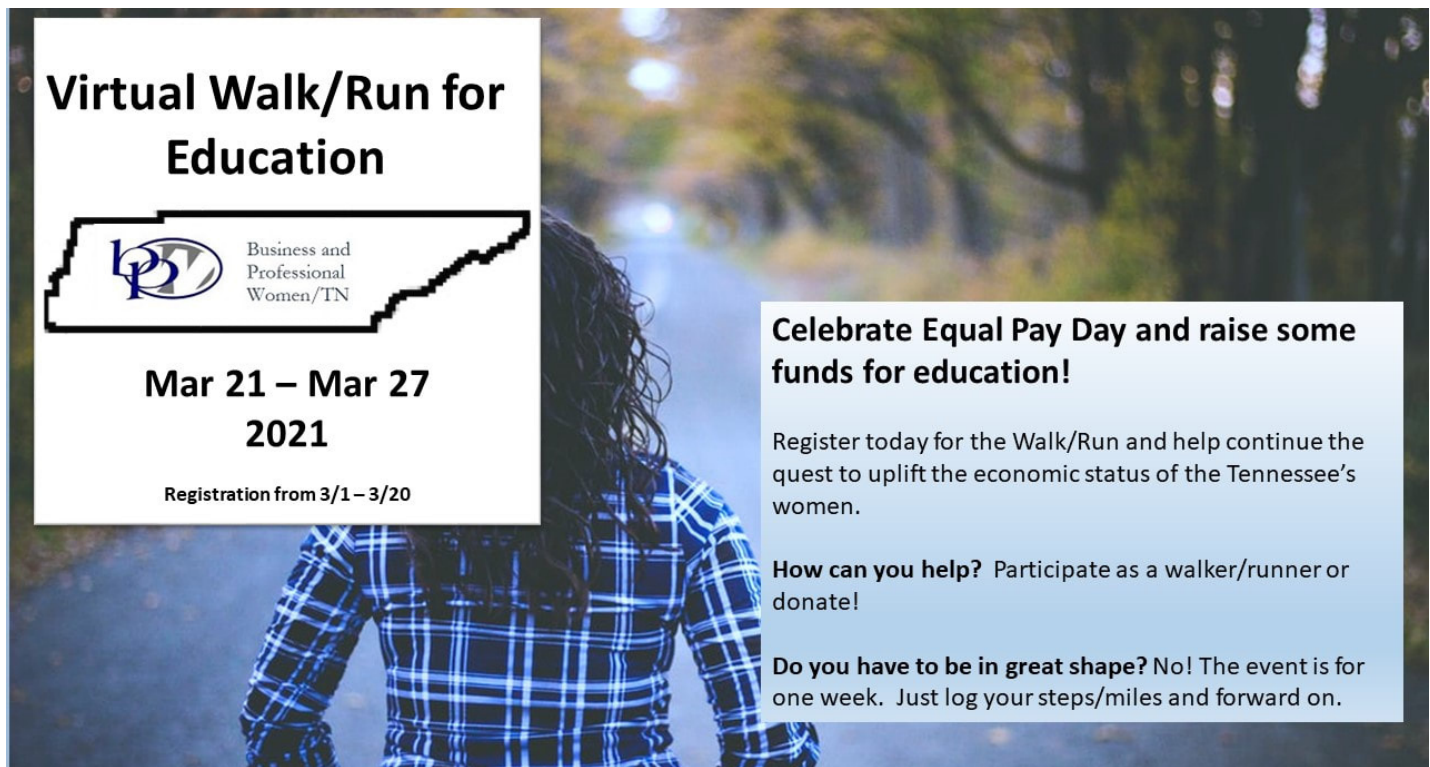
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Calendar of Events



Virtual Walk/Run for Education



Business and Professional Women/TN

**Mar 21 – Mar 27
2021**

Registration from 3/1 – 3/20

Celebrate Equal Pay Day and raise some funds for education!

Register today for the Walk/Run and help continue the quest to uplift the economic status of the Tennessee's women.

How can you help? Participate as a walker/runner or donate!

Do you have to be in great shape? No! The event is for one week. Just log your steps/miles and forward on.

BPW Scholarship Virtual Walk Participant Information

As a participant you receive a virtual bib to download and wear as you walk or run. You also receive a participation medallion.

Tracking methods can be an app or a mileage log like the one provided on the next page.

The person with the most miles wins a one year state membership for Business and Professional Women of Tennessee.

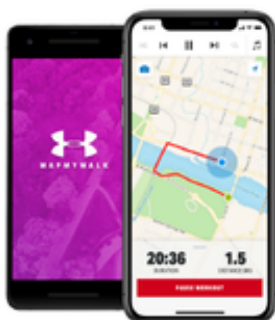
Entry fee is \$25.00

Value of the one year membership is \$50.00.

(Note: If a current member wins the annual membership the member can gift to someone else)

Entry fee proceeds go to the Business and Professional Women of Tennessee Scholarship Fund.

Donations are also accepted for those who do not wish to participate in the walk. Please visit [www.http://www.bpwn.org/walk-runinformation.html](http://www.bpwn.org/walk-runinformation.html), click one of the Enter Today buttons on the page, complete the form, and select the option of "Donating Only" under Registering as.



Map My Walk

Map My Walk is a free app for both Android and iPhone. Walker may choose to use their own tracker, but will need to submit a tracking report to the fundraising chair. We encourage all walkers to use the app though because it will allow us to have everyone in one challenge group and grants the opportunity for us to cheer each out on every time we log in



BPW/TN VIRTUAL WALK MILES TRACKER



STARTING DATE

ENDING DATE

MILES GOAL

MILES
COMPLETED

--	--	--	--

DATE	ACTIVITY	MILES

TOTAL MILES COMPLETED	
------------------------------	--



E-MAIL COMPLETED TRACKER TO FUNDRAISING CHAIR,
AMBER FARLEY, AT AMBERFARLEY.BPW@GMAIL.COM BY
12PM SUNDAY, MARCH 28TH, 2021.

2021 Call to State Convention

By the authority vested in me as President, I hereby call you to the 102nd annual convention of the BUSINESS & PROFESSIONAL WOMEN OF TENNESSEE, INC. (BPW/TN) to be held virtually via Zoom beginning **May 6th, 2021**.

Among the items of business to be considered are:

- Reports and recommendations from state officers, committee chairs, regional directors, and local organization presidents
- Election of officers for the ensuing year
- Discussion and adoption of Tennessee bylaws
- Discussion of matters of interest and policy of the Tennessee BPW/TN.
- Any and all business growing out of the above stated items, or resulting from actions of the board of directors, or falling within the jurisdiction of this body.

The executive committee composed of state officers and regional directors is called to meet at **7:00pm CST** on **May 6th, 2021**.

The meeting of the board of directors composed of the executive committee, district directors, standing committee chairs, immediate past state president, parliamentarian, bylaws chair, and local organization presidents is called to meet at **7:00pm CST** on **May 13th, 2021**.

-

The meeting of the board of directors is open to all members who wish to attend, and any member has the privilege of discussion; however, voting is limited to members of the board.

Recommendations of state officers and chairs should be presented to the president in writing not later than **April 6th, 2021**.

Eligibility to vote for officers:

All voting delegates must be registered and have paid the full registration fee prior to the second business meeting, **Thursday, May 20th, 2021**.

Lee Ann Gaddis

President, Lee Ann Gaddis

Amber Farley

Secretary, Amber Farley

Proposed ByLaw Changes

Current Bylaw	Proposed Change	If adopted, will read
Article X. Organization SECTION 2. Each region shall have a director who shall be elected at the annual state convention after the endorsement of her local organization. Regional directors shall be members of the state executive committee and the board of directors. A term of office shall be one (1) year, or until a successor is elected. A Regional director shall have served as area coordinator, district director, local organization president, or as a member of the executive committee.	To amend by substitution: To add the words “in odd numbered years” after annual state convention in Line 3 And in Line 10, strike “one (1) year” and insert “two (2) years.”	Article X. Organization SECTION 2. Each region shall have a director who shall be elected at the annual state convention in odd numbered years. Regional directors shall be members of the state executive committee and the board of directors. A term of office shall be two (2) years, or until a successor is elected. A Regional director shall have served as area coordinator, district director, local organization president, or as a member of the executive committee.

Current Bylaw	Proposed Change	If adopted, will read
Article XI. Officers. SECTION 2. A term of office shall be one year. No officer shall serve in the offices of president elect , first vice president and second vice president more than one term consecutively.	To amend by striking one and inserting two in Line 2 And adding “president after “the offices of” in Line 3	Article XI. Officers. SECTION 2. A term of office shall be two (2) years. No officer shall serve in the offices of president, first vice president and second vice president more than one term consecutively.

Current Bylaw	Proposed Change	If adopted, will read
SECTION 3. Officers shall take office at the close of the annual convention and shall serve until the close of the following annual convention or until their successors are duly elected. If an officer commits misconduct or grossly neglects the duties of her office and a motion to rescind the officer’s election is adopted by the Executive Committee then the membership shall vote on the motion to rescind. A majority of all votes cast will create a recission. In this instance an electronic and/or mail vote is permitted. The vote shall be submitted no later than 2 weeks after the Executive Committee action. Votes shall be returned within two weeks of submission.	To amend by adding the words “in odd numbered years” after annual convention in Line 2-3. And in Lines 4-5, remove the word “following” and insert “at the next odd numbered year.”	SECTION 3. Officers shall take office at the close of the annual convention in odd numbered years and shall serve until the close of the annual convention at the next odd numbered year or until their successors are duly elected. If an officer commits misconduct or grossly neglects the duties of her office and a motion to rescind the officer’s election is adopted by the Executive Committee then the membership shall vote on the motion to rescind. A majority of all votes cast will create a recission. In this instance an electronic and/or mail vote is permitted. The vote shall be submitted no later than 2 weeks after the Executive Committee action. Votes shall be returned within two weeks of submission.

Current Bylaw	Proposed Change	If adopted, will read
Article XXI. Parliamentary Authority	Add a new Section 2 Meetings may be held in person or with the use of an Internet meeting service designated by the President. Such services shall include at a minimum a way to vote anonymously and a way to identify members who wish to speak.	Section 2. Meetings may be held in person or with the use of an Internet meeting service designated by the President. Such services shall include at a minimum a way to vote anonymously and a way to identify members who wish to speak.

2021-2022 State Officer Candidates

MARTHA ERVIN CANDIDATE FOR PRESIDENT



Endorsed by Memphis Area BPW. Martha has been a member in good standing with Business and Professional Women of Tennessee since 2007. She participated in East Memphis BPW/Greater Memphis BPW from 2007 to 2013 when she transferred to Jackson Area BPW. Today, she holds the office of President of Memphis Area Business and Professional Women and retains a secondary membership with Jackson Area BPW.

Martha has held state offices to include: First Vice President (2014-2017, 2019-2020), Region III Director, Women Joining Forces Chair, Financial Committee Chair, and Webmaster. Martha's past local offices include: Foundation Chair for East Memphis BPW and Recording/Secretary and Webmaster for Greater Memphis BPW.

Martha is currently employed with International Paper in Memphis, TN as an IT Business Analyst working with human resources and payroll software. Martha's information systems career spans 25 years in which she has advanced through various roles to develop the qualifications and skills necessary to assist her customers with developing new programs and processes for human capital management.

Martha also is 51% owner in a family business, Ervin Hypnosis Center. Through a joint effort with her husband, Richard, they have built a successful hypnosis practice in Memphis. As a business owner Martha utilizes her skills and talents learned through corporate jobs to advance the success of the family business.

AMBER FARLEY CANDIDATE FOR 1ST VICE PRESIDENT

Amber Farley is currently serving as the BPW/TN State Secretary and the Elizabethton BPW President. She has been a member of Elizabethton BPW since 2015 and has served as a local officer for four years, two terms as 1st Vice President, one as 2nd Vice President, and now President.

In her time as a BPW/TN member Amber has been able to connect with women working in various non-profits and institutions as they have come in to speak during local meetings. She has also worked to help revive the local Elizabethton BPW scholarship, created a local social media account, and served at the state level. Amber continues to serve on various local and state BPW committees including serving as the Elizabethton Scholarship Chair since 2017 and the Social Media Chair since May 2016 and is currently the State Fundraising Chair. She also serves on the local community outreach, communications, fundraising, and hospitality committees. At the state level she is serving as the Interim Board Chair and State Convention Chair.

Professionally Amber is the Executive Aide in the Department of Art & Design at East Tennessee State University taking care of the day to day operations of the department and needs of faculty and students. She is also an artist and freelance photographer. Her artwork focuses on the small rural town of Shady Valley, TN and has been exhibited in various galleries in Johnson City, TN. She has also applied to East Tennessee State University to pursue a Master's degree in Educational Leadership and looks forward to the opportunities and skillset that this degree will bring.

Lastly, Amber volunteers with the American Cancer Society and serves on boards for both Relay for Life and Making Strides Against Breast Cancer in the Tri-Cities. She has served ACS in a variety of chair positions and is currently serving her second term as the Relay for Life, Tri-Cities Event Chair.



MICHELLE WHITE CANDIDATE FOR SECRETARY

Michelle White is currently serving her second term as the East Region/Region I Director for BPW/TN and has served BPW at both the local and state levels over the past few years. Michelle has experience at the local level serving in the positions of Secretary, 1st Vice President, and President for Elizabethton BPW. She served has also served Secretary and 2nd Vice President for BPW/TN over the past few years.

She is the operations manager at Buckle in Johnson City, Tennessee, and has worked there for 6 years. She is married to Mike White and they are active members of Valley Forge Christin Church. They have one daughter, Maggie, who is also a member of BPW/TN and graduated nursing school this past year. She is working in the health field in Johnson City, TN. They also have three grandchildren.

The Elizabethton BPW proudly endorses Michelle White for the office of Secretary. Michelle would love the opportunity to serve the Tennessee Federation for the 2021-2022 year.



CAROL TURPEN CANDIDATE FOR TREASURER

Carol Turpen has been a member of the Jackson Area BPW since 2002 and has held many offices, both on the local and state level during this time. She is currently serving her first full year as State Treasurer after serving as the Interim State Secretary in 2019.

Carol is a retired GIS Technician from the State of Tennessee with 28 years of service. She has five children, ten grandchildren, and four greatgrandchildren. She enjoys being active in her community and church.

Jackson BPW proudly endorses Carol Turpen for the 2021-2022 State Office of Treasurer position.



ROBIN MCKAMEY CANDIDATE FOR EAST REGION DIRECTOR

Robin McKamey has been a member of BPW since 2004 where she has served at both State and Local levels. At the local level, Robin has served in the positions of Secretary, Treasurer, Vice President & President. At the state level she has served as Secretary, 1st and 2nd Vice President and is the 2018-2019 Past State President. In addition she has served on numerous committees at both the local and state levels.

Currently Robin is a Carter County Commissioner in the 8th District. She is the founder and owner of Appalachian Tails Rescue, and a Business Teacher of 23 years and is currently teaching at T.A. Dugger Middle School Robin holds a Bachelors Degree from Virginia Intermont College in Business, Masters Degree from Milligan College in Education 1-8, Masters Degree from Appalachian State University in Business Education 7-12.

She is married to Michael McKamey, an ETSU professor, and has one daughter Kelsi McKamey, who is currently finishing her Masters Degree at East Tennessee State University and will be getting married in June 2021.

The Elizabethton BPW proudly endorses Robin McKamey for the office of East Region Director.



2021 Leadership Retreat

BPW/TN will be hosting a leadership training event in lieu of the in-person extension of convention. The leadership retreat will be mandatory only for the Executive Committee.

Amber will be firming up the costs of room and meeting rates at the Hampton Inn & Suites in Crossville, TN which will then be sent out via e-mail for an eVote.

A Zoom meeting will be provided and recorded for those members wanting to participate but unable to attend. Meeting details will be sent by eMail once all arrangements are confirmed

In addition to leadership training and membership involvement, the 2021 State Convention Awards will be done live via Zoom as well as the 2021-2022 Installation of State Officers.

Lastly, there will be a Fundraising Table set up to promote a clearance sale of older BPW items, donated BPW items will also be accepted so if you would like to donate an older BPW item you no longer need this will be a great chance for newer members to purchase those items There will also be a bakeless sale and a make your own inspirational necklace (for a small donation).

Tentative Agenda

Please note that more information is to come.

10:00 - 12:00pm	Leadership Training & Membership Involvement Meeting
12:00 - 1:00pm	Lunch
1:00 - 2:00pm	2021 State Convention Awards
2:00 - 3:00pm	Relaxation Program
3:00 - 4:00pm	2021-2022 State Officer Installation
4:00 - 5:00pm	Members can get ready for dinner.
5:00 - 7:00pm	Dinner at a nearby restaurant (meal not provided by BPW/TN)

Join Us!

Unhappy Hour For Equal Pay Day

Time: Mar 24, 2021 07:00 PM Central Time

Join Zoom Meeting

[https://zoom.us/j/93622138671?](https://zoom.us/j/93622138671?pwd=elZlcINKV1o5RUh1TGdReHQwQnl6UT09)

[pwd=elZlcINKV1o5RUh1TGdReHQwQnl6UT09](https://zoom.us/j/93622138671?pwd=elZlcINKV1o5RUh1TGdReHQwQnl6UT09)

Meeting ID: 936 2213 8671

Passcode: 367054

Dial by your location

+1 301 715 8592 US (Washington DC)

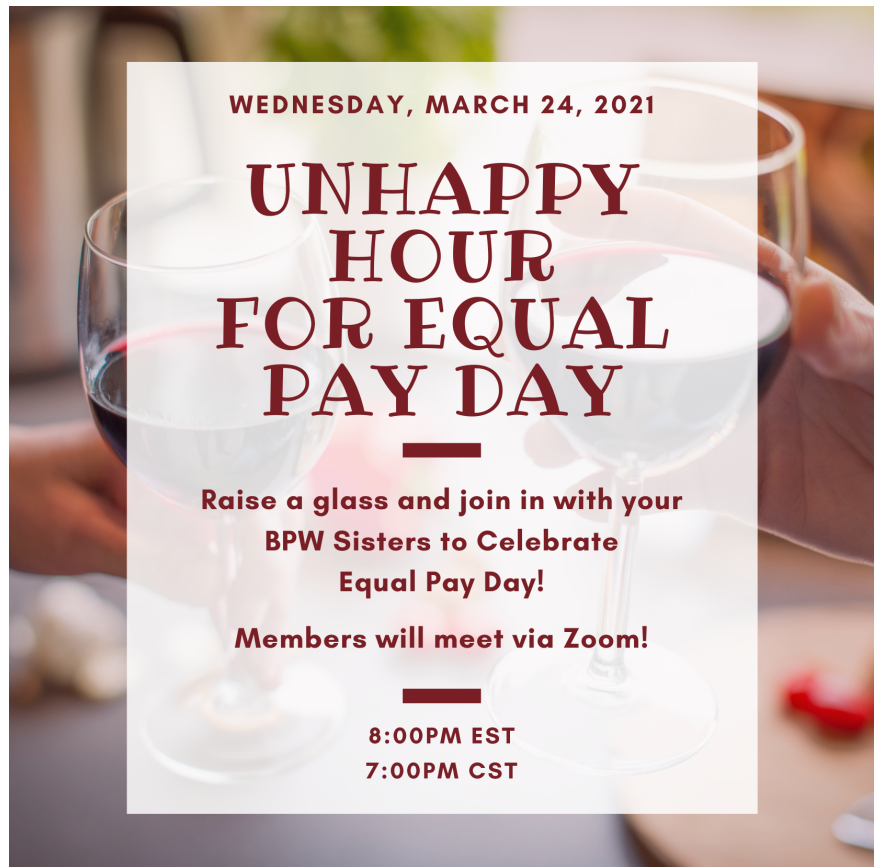
+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

Meeting ID: 936 2213 8671

Passcode: 367054

Links were also sent via e-mail to all members.



Equal Pay Day

Equal Pay Day was originated by the National Committee on Pay Equity (NCPE) in 1996 as a public awareness event to illustrate the gap between men's and women's wages. (It was originally called "National Pay Inequity Awareness Day" and changed to Equal Pay Day in 1998.)

Since Census statistics showing the latest wage figures will not be available until late August or September, NCPE leadership decided years ago to select a Tuesday in April as Equal Pay Day. (Tuesday was selected to represent how far into the next work week women must work to earn what men earned the previous week.) The date also is selected to avoid religious holidays and other significant events.

Because women earn less, on average, than men, they must work longer for the same amount of pay. The wage gap is even greater for most women of color.

International Women's Day

"IWD 2021 campaign theme: #ChooseToChallenge

A challenged world is an alert world. Individually, we're all responsible for our own thoughts and actions - all day, every day.

We can all choose to challenge and call out gender bias and inequality. We can all choose to seek out and celebrate women's achievements. Collectively, we can all help create an inclusive world.

From challenge comes change, so let's all choose to challenge.



Lee Ann Gaddis

Show your Support and Solidarity

Raise your hand high to show you're in and that you commit to choose to challenge and call out inequality.

So strike the #ChooseToChallenge pose with your hand high to show your commitment to choose to challenge inequality, call out bias, question stereotypes, and help forge an inclusive world.



Virginia Bates



Robin McKamey



Beth Bates



Amber Farley

Purple, green and white are the colors of International Women's Day.

- Purple signifies justice and dignity.
- Green symbolizes hope.
- White represents purity, albeit a controversial concept.

The colors originated from the Women's Social and Political Union (WSPU) in the UK in 1908.



Michelle White

History of International Women's Day

International Women's Day (IWD) has been observed since the early 1900's - a time of great expansion and turbulence in the industrialized world that saw booming population growth and the rise of radical ideologies.

1908 - Great unrest and critical debate was occurring amongst women. Women's oppression and inequality was spurring women to become more vocal and active in campaigning for change. Then in 1908, 15,000 women marched through New York City demanding shorter hours, better pay and voting rights.

1909 - In accordance with a declaration by the Socialist Party of America, the first National Woman's Day (NWD) was observed across the United States on February 28. Women continued to celebrate NWD on the last Sunday of February until 1913.

1911 - Following the decision agreed at Copenhagen in Denmark in 1911, International Women's Day was honored the first time in Austria, Denmark, Germany and Switzerland on 19 March. More than one million women and men attended IWD rallies campaigning for women's rights to work, vote, be trained, to hold public office and end discrimination. However less than a week later on March 25, the tragic 'Triangle Fire' in New York City took the lives of more than 140 working women, most of them Italian and Jewish immigrants. This disastrous event drew significant attention to working conditions and labour legislation in the United States that became a focus of subsequent International Women's Day events. 1911 also saw women's Bread and Roses campaign.

1913-1914 - On the eve of World War I campaigning for peace, Russian women observed their first International Women's Day on February 23, the last Sunday in February. Following discussions, International Women's Day was agreed to be marked annually on March 8 that translated in the widely adopted Gregorian calendar from February 23 - and this day has remained the global date for International Women's Day ever since. In 1914, further women across Europe held rallies to campaign against the war and to express women's solidarity. For example, in London in the United Kingdom there was a march from Bow to Trafalgar Square in support of women's suffrage on March 8, 1914. Sylvia Pankhurst was arrested in front of Charing Cross station on her way to speak in Trafalgar Square.

2001 - The internationalwomensday.com platform was launched with the specific purpose of re-energizing the day - a focus which continues to this day - celebrating and making visible the achievements of women while continuing the call for accelerating gender parity. The website, which provides useful guidance and resources, adopts an annual campaign theme that is globally relevant for groups and organizations. The campaign theme, one of many around the world, provides a framework and direction for annual IWD activity and takes into account the wider agenda of both celebration as well as the call to action for gender parity. Campaign themes over the years have included: #ChooseToChallenge, #EachforEqual, #BalanceforBetter, #PressforProgress, #BeBoldforChange, #PledgeforParity, #MakeItHappen, #TheGenderAgenda and more. Campaign themes for the global IWD website are collaboratively developed each year with a range of stakeholders and widely adopted worldwide. The IWD website also serves as a significant vehicle for charities and in 2020 a hefty six figure sum was fundraised with 100% of donations going to charity. The IWD website's Charities of Choice are the World Association of Girl Guides and Girl Scouts (WAGGGS) since 2007, and Catalyst Inc., the global working women's organization, since 2017. 2021 sees IWD's charitable fundraising opened up more widely to further registered charities around the world.

2011 - 2011 saw the 100 year centenary of International Women's Day - with the first IWD event held exactly 100 years ago in 1911 in Austria, Denmark, Germany and Switzerland. In the United States, President Barack Obama proclaimed March 2011 to be "Women's History Month", calling Americans to mark IWD by reflecting on "the extraordinary accomplishments of women" in shaping the country's history. The then Secretary of State Hillary Clinton launched the "100 Women Initiative: Empowering Women and Girls through International Exchanges". In the United Kingdom, celebrity activist Annie Lennox lead a march across one of London's iconic bridges raising awareness in support for global charity Women for Women International. Further charities such as Oxfam have run extensive IWD activity. Many celebrities and business leaders actively support the day.



History of International Women's Day Cont...

2021 and beyond - The world has witnessed a significant change and attitudinal shift in both women's and society's thoughts about women's equality and emancipation. Many from a younger generation may feel that 'all the battles have been won for women' while many feminists from the 1970's know only too well the longevity and ingrained complexity of patriarchy. With more women in the boardroom, greater equality in legislative rights, and an increased critical mass of women's visibility as impressive role models in every aspect of life, one could think that women have gained true equality. The unfortunate fact is that women are still not paid equally to that of their male counterparts, women still are not present in equal numbers in business or politics, and globally women's education, health and the violence against them is worse than that of men. However, great improvements have been made. We do have female astronauts and prime ministers, school girls are welcomed into university, women can work and have a family, women have real choices. And so each year the world inspires women and celebrates their achievements. IWD is an official holiday in many countries including Afghanistan, Armenia, Azerbaijan, Belarus, Burkina Faso, Cambodia, China (for women only), Cuba, Georgia, Guinea-Bissau, Eritrea, Kazakhstan, Kyrgyzstan, Laos, Madagascar (for women only), Moldova, Mongolia, Montenegro, Nepal (for women only), Russia, Tajikistan, Turkmenistan, Uganda, Ukraine, Uzbekistan, Vietnam and Zambia. The tradition sees men honouring their mothers, wives, girlfriends, colleagues, etc with flowers and small gifts. In some countries IWD has the equivalent status of Mother's Day where children give small presents to their mothers and grandmothers.



East Region Fundraiser

The East Region would like to thank everyone who has already participated in their RADA fundraiser. It is the Region's goal to allow members from both the East and West to earn free tickets to the spring meeting as well as build their treasury. Details can be found in the September/October 2020 issue of *The Achiever*.

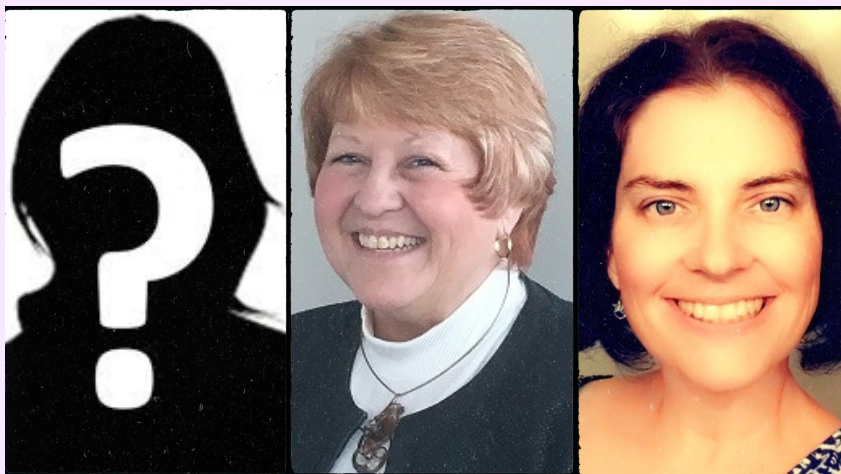
This fundraiser will continue through July and will allow the East Region to build a treasury and bring in great speakers for upcoming meetings as well as provide some great opportunities for members in the future.

BPW Mentorship Award

"Hello" to each and everyone, hope you survived the snow and ice but by the same token getting ready for spring. This is the time of year for looking back and remembering that special someone that has always been there for you in the good, bad, and indifferent times resulting in your development as a better person, personally and professionally. A sincere positive way to show your appreciation would be, to nominate this special person for the **BPWTN Mentor Award** by

"which the well-deserved winner would receive recognition at the BPWTN Convention Awards event 2021. **Martha Ervin**, last year's winner is a true example of a heartfelt winner, always ready to serve and give of herself to others for the betterment for all women, past, present and future generations. Where is your special mentor?

Simply fill out the Mentor Award form and submit to the Mentor Chair for consideration, and if selected the submitter will be contacted of the great news and instructions.



Who Will It Be?
2021

Martha Ervin
2020

Lee Ann Gaddis
2019

BUSINESS AND PROFESSIONAL WOMEN OF TENNESSEE

MENTOR AWARD

NOMINATION FORM
DEADLINE for submission is April 30, 2021

NOMINEE:

Name: _____

Address: _____

City & Zip: _____

Contact Information preference:

Cell _____ HM _____ Bus _____

NOMINATOR:

Name _____

Address _____ City & Zip _____

Contact Information preference:

Cell _____ HM _____ Bus _____

Local Organization _____ Region _____ Year Joined BPW _____

Eligibility

Member must have been in BPW for at least three years and must be in good standing with the organization.

INSTRUCTIONS: on a separate sheet of paper, please type (Double-Spaced) your responses to the following questions. Do not use the name of the Nominee in the answers; simply refer to the Nominee as "She or He."

- 1) What is the Nominee's BPW history? What offices have *she/he* held?
- 2) How have *she/he* helped BPW local organizations?
- 3) How has *she/he* helped you? What have you learned from *her/him*?
- 4) How are you a better and/or more successful person because of *her/him*?
- 5) How has *she/he* helped other working women?
- 6) Why do you believe *she/he* deserves the "BPW/TN Mentor" award?
- 7) In a summary paragraph, you may make other comments about the Nominee.

Forward the nomination form, along with the information requested above to:

Chair

Carol Turpen
622 Lanier Road
Alamo, TN. 38001
HP: 731-677-4102

cgturpen@crockettnet.com

Aspiring Leaders of Tomorrow Career Advancement Scholarship

Deadline for entry: April 30, 2021

Aspiring Leaders of Tomorrow (ALT), formerly Business & Professional Women's Young Careerist (YC), is a program to recognize the skills and support the career development of Tennessee's future female leaders. The program is open to any female resident of Tennessee who:

- Is a high school graduate or holds a GED equivalency
- Is under age 35
- Is enrolled in a post-secondary institution of higher learning such as an accredited 4-year college, community college, technical school or in a recognized apprenticeship program. The institution of higher learning does NOT have to be in Tennessee.

Any young woman who meets these criteria is encouraged to participate. Although not required, participants are strongly encouraged to develop a relationship with the members of the local Business & Professional Women nearest to them for mentoring.

Program Details:

Interested applicants should submit a 400-500 word essay on one of the topics recommended by the ALT committee. Topics will be chosen by the committee each year. Applications and essays must be postmarked deadline. Any submissions after the deadline will be returned to the applicant unopened.

The 1st, 2nd, and 3rd place recipients will each be awarded a textbook stipend.

Topics include:

- Pay Equity - on average, for every \$1 earned by a man, working women earn only 82 cents. Comment. How can this disparity be addressed?
- The United Nations has declared March 8th as International Women's Day. Considering all the girls who are being denied educations, the many women being treated as property, the millions of oppressed women around the world - what can American women do to promote the equality of women worldwide?
- What are today's "Women's Issues"? What are some steps that would help address and correct them?

Questions about the program?

Feel free to contact the Aspiring Leaders of Tomorrow Chairs: Beth Bates or Lee Ann Gaddis email: AspiringLeader@bpwtn.org

Aspiring Leaders of Tomorrow/YC Application Form



Name	_____	Date of Birth	_____
Address	_____	City	_____
State	_____	Zip Code	_____
Home/Cell Phone	_____	Other Phone	_____
E-Mail	_____	Fax	_____
Currently enrolled at (name of school): _____			

PREREQUISITES – Please check the following:

Female --- age 35 or younger

High school graduate or completed GED

Enrolled in a post-secondary institution of higher learning such as an accredited 4-year college, community college, technical school or a recognized apprenticeship program

SUBMIT: Completed Registration Form Application fee of \$25 (includes one-year student membership in BPW/TN) 400 - 500-word essay, typed, single spaced, on ONE of the topics listed below:

1. Pay Equity - on average, for every \$1 earned by a man, working women earn only 82 cents. Comment. How can this disparity be addressed?
2. The momentum has re-ignited on the ERA. Do you believe there is a need for a 28th amendment to the Constitution? Why or why not? How can it be "sold" for ratification?
3. The United Nations has declared March 8th as International Women's Day. Considering all the girls who are being denied educations, the many women being treated as property, the millions of oppressed women around the world - what can American women do to promote the equality of women worldwide?
4. What are today's "Women's Issues"? What are some steps that would help address and correct them?

Deadline for submission - April 30, 2021

Mail completed registration form, hard copy of essay and payment (made out to): BPW/TN. May be mailed to one of the below listed: Lee Ann Gaddis, 1259 Joiner Hollow Road, Rockwood, TN 37854 or Beth Bates, 35 Walnut Grove Cove, Jackson, TN 38305; Questions: e mail Beth Bates, batesb@aol.com

East Region Meeting

Virtual Spring Meeting

The East Region Meeting took place on Saturday, March 6th via Zoom.

Members in attendance include; Regional Director, Michelle White, Regional Secretary, Maggie Brummitt, State President Lee Ann Gaddis, State 1st Vice President Martha Ervin, State Secretary Amber Farley, State Parliamentarian Beth Bates, members Robin McKamey, Marilyn Boeker, and Virginia Bates.

Elizabethton BPW and Rockwood BPW gave President's Reports on local programing, fundraisers, and scholarships.

East Regional Director and Equal Pay Day Chair, Michelle White, updated members on the closing of the gap as Equal Pay Day will be held on March 24th this year recognizing the earliest year yet that women have earned the amount the male counterparts did the year before. In addition Michelle reminded everyone that there will be a virtual unhappy hour to recognize this year's date. Members are encouraged to wear red, bring their beverage of choice, and log on to the zoom call for fellowship.

State Secretary and Fundraising Chair, Amber Farley, reminded everyone to register for the upcoming BPW/TN Virtual Walk / Run for Education that will be taking place the week Equal Pay Day falls on (March 21-27th). So far there are 9 people registered and 2 donations have been made to the scholarship. In addition Amber let everyone know that the East Region RADA fundraiser has currently raised almost \$200 and encourages everyone to make a purchase and share the fundraiser with those you know so that we can raise more money for future speakers. She also did the drawing and members Marilyn Boeker and Beth Bates both won Rada items for their participation in both the fundraiser and attending the spring regional meeting.

President Lee Ann Gaddis and 1st Vice President Martha Ervin updated members on this year's state convention as the convention will be held virtually to accommodate members who are unable to travel due to the Covid-19 pandemic.

2020-2021 Presidents Reports

Local Presidents, please keep an eye out for the 2020-2021 President's Report e-mail. This will be going out soon and you will need to have your reports turned in by May 1st, 2021.

BECAUSE OF HER STORY



In America's most defining moments—times that shaped constitutional rights, yielded scientific breakthroughs, created the symbols of our nation—a diversity of women's stories has not been widely told. To create a more equitable and just American society, the Smithsonian American Women's History Initiative (AWHI) will create, educate, disseminate, and amplify the historical record of the accomplishments of American women. The Smithsonian wants the role of women in American history to be well-known, accurate, acknowledged, and empowering.

With a digital-first mission and focus, the initiative uses technology to amplify a diversity of women's voices—not in one gallery or museum, but throughout the Smithsonian's many museums, research centers, cultural heritage affiliates, and wherever people are online—reaching millions of people in Washington, D.C., across the nation, and around the world.

We invite you to join us by exploring untold stories with our Women's History Initiative. **#BecauseOfHerStory**

American Women's History Initiative

The Smithsonian launched the American Women's History Initiative—Because Of Her Story—in 2018. The initiative is one of the country's most ambitious undertakings to research, collect, document, display, and share the compelling story of women. It is inclusive, highlighting the stories of those who identify as women and those who were designated female but self-identify differently.

The Smithsonian is working closely with members of the former American Museum of Women's History Congressional Commission, which submitted a report to Congress in 2016. The report concluded that the Smithsonian is the natural place to honor women's contributions to the nation.

For more than 170 years, the Smithsonian has been recognized around the world for its scholarship and collections, which are made up of national treasures and artifacts held in trust for the American people. Millions of visitors from all walks of life are drawn to our museums, free and open 364 days a year. They come to see themselves reflected in America's diverse story and to understand their place in the world.

The curators and educators hired through the American Women's History Initiative will fill the gaps in our national narrative, shedding light on untold women's stories.

The American Women's History Initiative is funded through a public-private partnership with Congress, the American people and private donors, corporations and foundations.

For more information and a list of the donors you can visit **www.womenshistory.si.edu/about**

WOMEN'S HISTORY MONTH

Women's History Month honors and celebrates the struggles and achievements of American women throughout the history of the United States. American women have struggled throughout our history to gain rights not simply for themselves but for many other under represented and disenfranchised groups in America.

Women's History Month had its origins in 1981 when Congress passed Pub. L. 97-28 which authorized and requested the President to proclaim the week beginning March 7, 1982 as "Women's History Week". As requested by Congress, President Reagan issued Presidential Proclamation 4903 proclaiming the week beginning on March 7, 1982 as the first "Women's History Week" and recognizing the vital role of women in American history:

Let's take a look at a few women from history.

Jeannette Rankin: The Woman Who Voted to Give Women the Right to Vote

January 26, 2017 By , Posted In - Women's Rights, - World War I, - World War II, News And Events, U.S. House

Today's post comes from Christine Blackerby, an archives specialist with the Center for Legislative Archives at the National Archives in Washington, DC.

Jeannette Rankin, oil on canvas, Sharon Sprung, 2004. (Collection of the U.S. House of Representatives)

2017 marks the centennial of the swearing-in of the first woman to become a member of the U.S. Congress, Jeannette Rankin (R-Montana).

A pacifist and suffragist, Rankin was elected to Congress four years before the 19th Amendment gave women nationwide the right to vote. In 1914, her home state of Montana passed a law granting suffrage to women in that state. In fact, 15 states allowed women to vote before the 19th Amendment's ratification in 1920.

Before running for Congress, Rankin promoted suffrage in many states with the New York Women's Suffrage Party and the National American Woman Suffrage Association in the 1910s. She was also heavily involved in the campaign for suffrage in Montana.

In 1916 she decided to try to continue that work in Congress. Running as a Republican, Rankin campaigned for one of two at-large seats from Montana in the U.S. House of Representatives. She came in second place, thus securing one of the seats.

Rankin was sworn into office in the 65th Congress on April 2, 1917. When Rankin arrived at the House that day, she presented her credential. This is the document that serves as evidence that a person was duly elected by the people of a state. It is usually signed by the governor and the secretary of state, as hers is.



Jeannette Rankin, oil on canvas, Sharon Sprung, 2004.

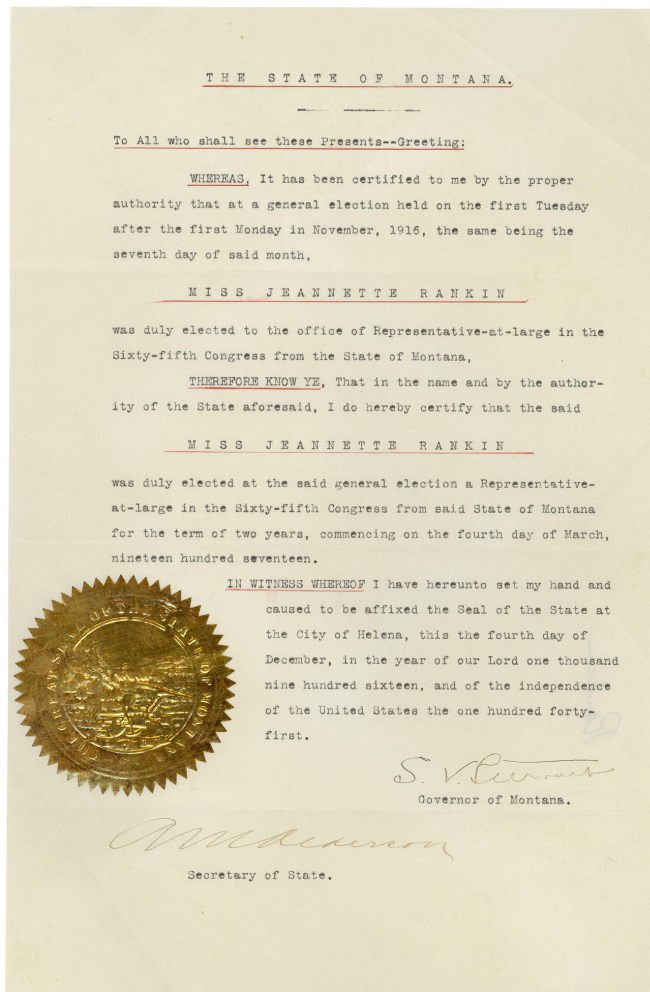
WOMEN'S HISTORY MONTH

On her first day, President Woodrow Wilson addressed a joint session of Congress to ask for a declaration of war against Germany. He cited Germany's resumption of unrestricted submarine warfare and Germany's attempts to recruit Mexico as an ally against the U.S.

Rankin found herself in a very tough position. She had long advocated for pacifism, and her inclination was to vote against war. But many of her suffragist supporters were concerned that if the only woman in Congress voted against war, it would damage the cause of woman suffrage by making women look weak.

Regardless, she cast her vote against the declaration of war, as did 49 other members. As a result, many suffragists pulled their support from her, although she continued to advocate in the House for suffrage.

In 1918 the House voted on a constitutional amendment for woman suffrage. Although that resolution failed, Rankin later said that she was "the only woman who ever voted to give women the right to vote."



Credentials of Jeannette Rankin, December 4, 1916. (Records of the U.S. House of Representatives, National Archives)

She decided not to run for the House again after Montana redistricted and she felt she couldn't win. She ran for the Senate instead, but lost in the Republican primary. She then mounted a third-party candidacy, but came up short again, and left Congress.

Her vote against war in 1917 had doomed her reelection bid, and for most of the next 21 years she worked on peace issues. However, she grew frustrated with the ineffectiveness of nongovernmental organizations, and she decided to try again from inside Congress. Isolationist sentiment was also growing strong in America in the 1930s, and her run for the House again in 1940 mostly centered on a platform of pacifism.

In 1940 Rankin was reelected. On December 8, 1941, the day after the Japanese attack on Pearl Harbor, she again was called upon to vote on war. Again, she voted against war—but this time she was the only person in Congress to do so.

She was ignored and ineffective for the rest of her term, and she chose not to run again. She continued, however, to advocate pacifism, including speaking out against the Vietnam War.

Jeannette Rankin, the first woman in Congress, had two controversial terms, and two career-ending controversial votes on war. But in an interview the year before her death in 1973, she said that if she had her life to relive, she'd do it all again, "But this time I'd be nastier."

You can see a special document exhibit on Jeannette Rankin in the East Rotunda Gallery of the National Archives Building in Washington, DC, from January 26 though April 3, 2017.

BUSINESS & PROFESSIONAL WOMEN OF TENNESSEE

CALENDAR OF EVENTS: 2020-2021

2021

Event / Deadline

March 15th, 2021	Women's Day on the Hill
March 22nd, 2021	Deadline: Nominations (State Officers, Regional Directors) to Nominations Chair. (60 days before the first business session of Convention).
March 22nd, 2021	Deadline: Submitting bylaws amendments tbc at BOD (60 days prior) Approve all committee appointments for upcoming year (60 days prior to Convention) Executive Committee approve convention budget
March 24th, 2021	Equal Pay Day & Virtual UnHappy Hour
March 27th, 2021	The Achiever Published Online and Mailed to Printed Subscribers.
March 27th, 2021	Region III (West) Spring Meeting
April 10th, 2021	Submission Deadline for May Achiever issue.
April 20th, 2021	Deadline: Membership Dues for Awards.
April 30th, 2021	ALT-YC Scholarship Application Deadline
April 30th, 2021	Mentorship Award Nominations Due

May 1st, 2021

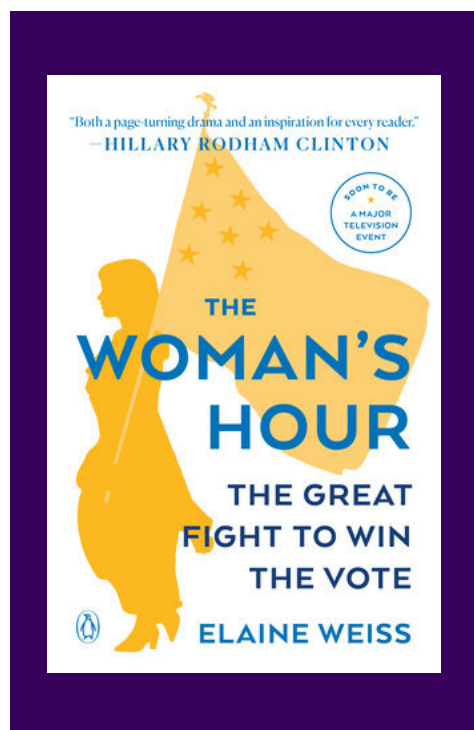
All Reports for Convention Due

Deadline: LO Officers Information form to Treasurer and Webmaster
Deadline: President's Reports (award qualifications, officers) to President, 1st & 2nd VPs, and Legislative Chair at www.bpwtn.org.
Deadline: Reporting Foundation Contributions
Deadline: All reports to State President for Convention
Deadline: All reports to 1st Vice President for Post-Convention EC and BOD

May 6th, 2021

2021 BPW/TN State Convention Begins Virtually

May 15th, 2021 The Achiever Published Online and Mailed to Printed Subscribers.



The Woman's Hour

by. Elaine Weiss

Nashville, August 1920: Thirty-five states have ratified the Nineteenth Amendment, twelve have rejected or refused to vote, and one last state is needed. It all comes down to Tennessee, the moment of truth for the suffragists, after a seven-decade crusade. The opposing forces include politicians with careers at stake, liquor companies, railroad magnates, and a lot of racists who don't want black women voting. And then there are the "Antis"—women who oppose their own enfranchisement, fearing suffrage will bring about the moral collapse of the nation. They all converge in a boiling hot summer for a vicious face-off replete with dirty tricks, betrayals and bribes, bigotry, Jack Daniel's, and the Bible.

Following a handful of remarkable women who led their respective forces into battle, along with appearances by Woodrow Wilson, Warren Harding, Frederick Douglass, and Eleanor Roosevelt, The Woman's Hour is an inspiring story of activists winning their own freedom in one of the last campaigns forged in the shadow of the Civil War, and the beginning of the great twentieth-century battles for civil rights.