

BPWTN ACHIEVER

March 2022 Volume 6 Issue 8

Business and Professional Women of Tennessee

1916 - Margaret Sanger opens the first birth control clinic

1903 - Marie Curie is awarded the Nobel Prize for Physics for the discovery of radioactivity

1854-1860 - Susan B. Anthony crusades for women's rights in the United States and internationally

1928 - Women compete for the first time in Olympic field events

1849 - Elizabeth Blackwell becomes the first American woman to receive a medical degree

1966 - National Organization for Women (NOW) is founded

1920 - With the passage of the 19th Amendment to the U.S. Constitution, U.S. women get to vote

1542 - Mary, Queen of Scots is the first known female golfer

1969 - Golda Meir becomes prime minister of Israel.

2570 B.C. - Queen Nefertari rules Egypt, calling herself "God's wife."

Women's History Month

~~ “Providing Healing, Promoting Hope” ~~

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A Publication of the Business and Professional Women of Tennessee



Martha's Message

I hope everyone is doing well and surviving this weather we've been having these past two months. My region has gone from spring like weather to horrifically cold within a matter of a few days. So you never know how to dress from one minute to another!

I just wanted to share a few things going on in the next couple of months.

The Board of Directors reconvened on February 24th to vote on the Convention 2022 meeting platform. The two selections were by in person and Zoom. Some people still have concerns about meeting in person so the group selected Zoom. I am in the process of setting those Zoom meeting up and will send meeting dates and login information out as soon as possible. Additionally, the meeting information will be on the BPW/TN calendar located on the home page of the website, www.bpwttn.org.

Just a reminder, this year there will be no elections during convention due to the bylaws change that became effective at the June 2021 meeting. The change was for officers to serve for 2 year terms. The current executive committee and chairs are serving the term for 2021 to 2023.

Currently, there are two executive committee offices that are vacant, 2nd Vice President and West Region Director. If someone is interested in serving in either position, please contact me at (901) 489-5481.

The Annual Spring Regional meeting will combine both regions for the meeting portion and take place on March 17th, 2022 by Zoom. The guest speaker for the meeting is Dr. Darla Dye and her topic is Professional Development and Continuing Education. Please make plans to attend.

We will also have an UnHappy Hour to recognize Equal Pay Day on April 12th by Zoom. Meeting information details are included here in the Achiever. So join us to raise a toast and have casual conversation with your BPW sisters.

The annual Spring Virtual Walk/Run will be held the week of April 24th to April 30th. Please look out for more information on registration for the event. By all means, share with your friends as you do not have to be a BPW member to participate. As a reminder, funds raised go to our scholarship fund.

As always, stay safe and healthy!

For more information visit

BPWTN.org

also

Check us out on Facebook

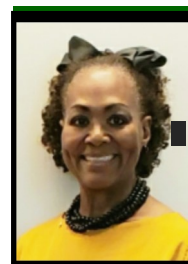
**Business and
Professional Women
of Tennessee**



Letter
from the
Editor

Hope everyone is enjoying receiving the Achiever Monthly. It is a great way to keep up with BPW activities and see what is going on across the state. Remember to send any articles and photos that you would like to have included in the Achiever to the following email address:

publication@bpwttn.org Please send **on or before the 20th** of any given month to be included in the next months Achiever Issue. If any local President has not been featured in the Achiever, please submit a head-shot & a short bio. If you have any questions, please contact me via email or text any time. Thanks Sharon Taylor-Carrillo
Past State President 2007-08, 2017-18
Achiever Editor 2021-2022
615-319-6531



Aspiring Leaders of Tomorrow/YC Application Form



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

| Scholarship Awards | | |
|--------------------|-------|-------|
| \$400 | \$200 | \$100 |

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 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?
3. What are today's "Women's Issues"? What are some steps that would help address and correct them?

Deadline for submission - April 30, 2022

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

WHY Women's History Month is celebrated each March

Throughout Women's History Month, we celebrate the contributions of women. While it's important to celebrate women's history during the other 11 months, too, during March we can remember the sacrifices made by women, for women to help make the world, and our country, a more inclusive place.

Women's History Month was officially created by Congress in 1987 — but its roots go much deeper, starting with suffragists fighting for women to get the vote in the early 20th century.

Here is why Women's History Month is in March and other facts you might not know about the month-long celebration.

When is Women's History Month?

Women's History Month is celebrated in March. It started as National Woman's Day, a Feb. 28 meeting of socialists and suffragists in Manhattan in 1909.

In March 1910, German activist Clara Zetkin suggested that International Women's Day be recognized as an international holiday at the International Conference of Working Women in Copenhagen — and all 17 countries in attendance at the conference agreed.

How did it become a month-long celebration?

The holiday wasn't widely celebrated in America until the United Nations recognized it in 1975. Later that decade in California, in order to persuade schools to comply with recently passed Title IX laws, a task force in California created Women's History Week. And, in March 1980, President Jimmy Carter declared that March 8 was officially the start of National Women's History Week.

By 1987, Congress declared the entire month of March Women's History Month.

Important Dates During Women's History Month

Although Women's History Month celebrations take place all throughout March, there are some dates that are significant.

- International Women's Day still takes place on March 8.
- On March 13, 1913, the Women's Suffrage Parade in Washington, D.C., took place, where more than 8,000 women gathered to demand a constitutional amendment guaranteeing their right to vote.
- On March 22, 1972, the Equal Rights Amendment was passed in the Senate.

Women's History Month

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| C | V | L | U | H | T | A | I | J | J | F | X | O | W | S | S | O | R | Y | S | T | E | B |
| M | L | S | F | S | E | L | U | S | K | R | A | P | A | S | O | R | S | Q | H | N | Z | V |
| O | A | P | W | S | M | G | M | F | J | F | C | J | Z | Z | N | K | P | C | A | H | N | M |
| N | T | R | O | T | H | A | M | E | L | I | A | E | A | R | H | A | R | T | R | I | H | A |
| N | W | C | I | C | H | B | B | D | S | V | K | Q | N | X | Z | C | I | X | R | I | F | Y |
| P | U | S | Y | E | R | E | L | A | N | A | Z | C | C | U | C | G | D | I | I | F | N | A |
| F | A | D | U | V | C | N | L | W | T | W | L | J | K | Q | Q | N | X | M | E | R | X | A |
| W | E | G | A | S | U | U | R | E | E | Z | R | L | E | X | A | A | D | W | T | I | R | N |
| T | W | I | U | A | R | T | R | T | N | N | Z | F | Y | E | O | L | O | R | T | D | O | G |
| U | A | J | M | O | O | Z | S | I | L | K | Q | U | H | R | R | P | O | L | U | A | N | E |
| J | G | Q | B | U | X | K | Z | N | E | K | E | B | M | O | I | G | H | D | B | K | C | L |
| P | A | P | A | K | H | U | V | N | P | O | W | L | D | M | Y | D | I | O | M | A | S | O |
| R | C | T | Q | F | T | Q | P | D | K | H | Q | A | L | G | T | L | E | Q | A | H | B | U |
| E | A | W | C | R | A | F | O | N | A | O | J | B | Z | E | Z | D | E | N | N | L | N | Q |
| K | S | S | W | O | K | E | R | W | D | O | X | A | A | E | R | E | M | L | S | O | E | J |
| R | B | E | Q | Z | L | F | A | E | E | V | A | S | E | R | E | T | R | E | H | T | O | M |

Words are hidden ↑ ↓ → ← and ↘

Frida Kahlo



Mother Teresa



Rosa Parks



Sally Ride



Amelia Earhart



Harriet Tubman



Helen Keller



Marie Curie



Sacagawea



Maya Angelou



Betsy Ross



Joan of Arc



March Women's Moments in 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 2, 1903 – the Martha Washington Hotel opens in New York City, becoming the first hotel exclusively for women

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 US Secretary of Labor, the first female member of the US 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 established to raise awareness of the contributions of Catholic sisters

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

March 12, 1993 – Janet Reno is sworn in as the first woman U.S. Attorney General

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 17, 1917 – Loretta Perfectus Walsh became the first woman to join the navy and the first woman to officially join the military in a role other than a nurse

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

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..."

The theme for Women's History Month 2022 is "Providing Healing, Promoting Hope".

The theme this year not only pays tribute to the continual efforts of caregivers and frontline workers during the Covid-19 pandemic but also recognizes the numerous ways women of various cultures across the globe have been providing healing and hope all through human history.

Since ancient times, women have played a vital role as healers. As healers, women have transcended all sufferings transforming them into comprehensiveness. At the same time, they have been spreading the light of hope, revealing the infinite opportunities for the present as well as the future generations. Healing and hope together are the indispensable energy to recover from our miseries and fulfill our dreams.

International Women's Day, a global celebration of the economic, political and social achievements of women, took place for the first time on **March 8**, 1911. Many countries around the world celebrate the holiday with demonstrations, educational initiatives and customs such as presenting women with gifts and flowers.

The **United Nations** has sponsored International Women's Day since 1975. When adopting its resolution on the observance of International Women's Day, the United Nations General Assembly cited the following reasons: ***"To recognize the fact that securing peace and social progress and the full enjoyment of human rights and fundamental freedoms require the active participation, equality and development of women; and to acknowledge the contribution of women to the strengthening of international peace and security."***



What if women built the world they want to see?

Emily Pilloton-Lam is a builder, educator and lifelong lover of power tools. She believes that the act of designing and building our physical world is a form of activism and social justice, particularly for women, youth and people of color. With a background in architecture, she founded Girls Garage, a nonprofit design and construction school, to equip the next generation of girls and gender-expansive youth with the personal power and technical tools to build the world

they want to see. Every day, she teaches carpentry, welding, architecture and activist art to cohorts of young people who put these skills to work on pro bono construction projects for their community.

TedTalk Link

https://www.ted.com/talks/emily_pilloton_lam_what_if_women_built_the_world_they_want_to_see?utm_campaign=tedsread&utm_medium=referral&utm_source=tedcomshare



To solve the world's biggest problems, invest in women and girls with Dr. Musimbi Kanyoro

Dr. Musimbi Kanyoro is president and CEO of Global Fund for Women, one of the world's leading publicly-supported foundations for gender equality. During her time at the Global Fund for Women, Kanyoro has seen the organization award nearly \$150 million in grantmaking.

Before joining Global Fund for Women, she was Director for Population and Reproductive Health at David and Lucile Packard Foundation, managing a \$30 million grant making portfolio. She has written and published extensively on matters affecting the lives of women and children. She was a visiting scholar at Harvard; in 2015, *Forbes* named her one of 10 women "power brands" working for gender equality.

TedTalk Link

https://www.ted.com/talks/musimbi_kanyoro_to_solve_the_world_s_biggest_problems_invest_in_women_and_girls?utm_campaign=tedsread&utm_medium=referral&utm_source=tedcomshare



The beautiful balance between courage and fear with Cara E. Yar Khan

Born in India and raised in Canada, Cara E. Yar Khan has always loved helping people in need, spending time with loved ones, traveling and Latin dancing. Leveraging a knack for languages and a curiosity for different cultures, she earned a Master's degree in public policy and went on to live in Ecuador, Panama, Angola, China, Madagascar, Mozambique, Thailand

and Haiti. At age 30, she was diagnosed with a rare muscle-wasting disease. Nevertheless, she continues to live an active life and shatter the stereotypes of people with disabilities. Today, she works at the International Human Trafficking Institute, an initiative of the National Center for Civil and Human Rights in Atlanta.

TedTalk Link

https://www.ted.com/talks/cara_e_yar_khan_the_beautiful_balance_between_courage_and_fear?utm_campaign=tedsread&utm_medium=referral&utm_source=tedcomshare

“April 12th” Equal Pay Day 2022

Equal Pay Day is an observance day which was started to raise public awareness of the pay gap between men and women. This day isn't celebrated on the same day each year. Instead, it is celebrated on the date that symbolizes how far into the year a woman has to work in order to earn what men earned the following year and this changes from year to year and country to country. For instance, in the United States in 2005, this day fell on April 19th and in 2016 in the U.S it was celebrated on April 12th – representing that an average women earned about 21% less than the average male that year.

This day can trace its roots back to 1979. This is when a coalition that was comprised of women's rights organizations, professional associations, women's civil rights organizations, religious institutions, educational associations and labor unions came together and formed the National Committee on Pay Equity (NCPE). This organization was formed to eliminate sex and race-based wage discrimination and to achieve pay equality for women. Over the years, several efforts have been made to fix gender pay discrimination and eliminate the gender pay gap.

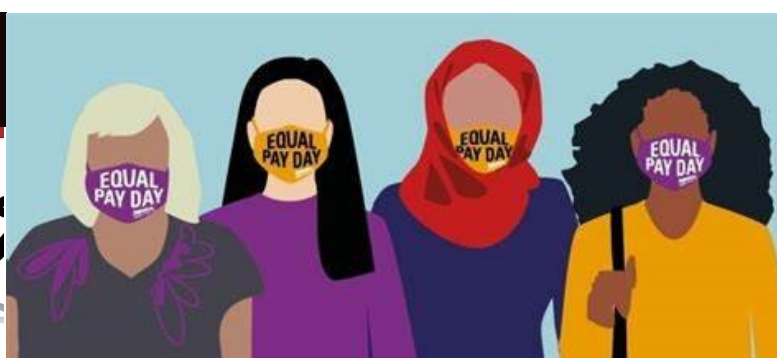
In 1996, the NCPE observed Equal Pay Day for the first time. In 2009, the Lilly Ledbetter Fair Pay Act was signed into law in the United States on January 29th of that year by President Obama. This law makes it easier for women to challenge pay that they feel is unequal. President Obama also created the National Equal Pay Task Force in 2009 to bring a number of different governmental agencies together to fight against violations of equal pay laws. Some of the departments in this task force include the Office of Personnel Management, the Department of Justice, the Department of Labor and the Equal Employment Opportunity Commission. President Obama used an executive order in 2014 to prevent federal contractors from discriminating against employees who inquire or even discuss their pay. This allows worker's pay to be transparent, so workers can find out if their employers are violating equal pay laws and be able to seek appropriate solutions.

When the Equal Pay Act was passed in 1963, women made, on average, around 59 cents of every dollar men made. In 2016, things have gotten a little bit better but the average woman still only makes 79 cents for every dollar the average man makes, and for black and Hispanic women the pay gap is even larger. In 2016, non-Hispanic black women earned about 60 cents on the dollar as compared to men and Hispanic women made approximately 55 cents on the dollar. It's apparent that there is still more work that has to be done before pay equality is a reality and gender discrimination is eliminated.



Equal Pay Day Customs & Traditions

Those who want to celebrate Equal Pay Day can do so in a number of different ways. They can celebrate the day through activism by contacting their lawmakers and urging them to support equal pay legislation that may be in Congress. To raise awareness, they can host an “unequal bake sale” in which men pay full price but women get a discount of 21 percent. People can also celebrate the day by hosting a forum in their communities, getting the word out about gender inequality issues and by participating in activities which bring media attention to the issues of gender discrimination and wage inequality.



Up Coming Meetings

| | |
|---|---|
| Annual Spring Region Meetings Combined | Saturday, March 17th, 2022 at 5:30PM Central time Zoom Call Details below on page 9 |
| EQUAL PAY DAY UnHappy Hour Call | Tuesday, April 12th, 2022 at 5:30PM Central time Zoom Call Details below on page 9 |
| One-On-One Meetings | Local Presidents and Regional Directors will be able to set up one on one meetings with Membership Chair, Amber Farley, to discuss individual membership ideas for their local. Meetings will be available to be scheduled using the Calendly link: https://calendly.com/amberfarley-bpw |

Additional Resources:

Website

BPW/TN FaceBook Page

www.facebook.com/BPW/TN

BPW/TN Group

www.facebook.com/groups/24944966583

www.bpwtn.org

<https://>

<https://>

BPW/TN Region I (East)

<https://www.facebook.com/groups/2862729890433158>

BPW/TN Region III (West)

<https://www.facebook.com/groups/417590641925388>

How to use Zoom Video <https://youtu.be/fMUxzrgZvZQ>

**WEAR
your
GREEN
Hat**

**to the 2022
Annual Spring
Meeting on
Thursday,
March 17th**



2022 Annual Spring Meeting

Date and Time: March 17, 2022 05:30 PM CST / 6:30 PM EST

Meeting Link:

<https://us06web.zoom.us/j/88100922947?pwd=bm5KaWtVjRxcGxuMXNZc1AvSU0vQT09>

Meeting ID: 881 0092 2947

Passcode: 014812

One tap mobile

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

Dial in with Phone:

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

Meeting ID: 881 0092 2947

Passcode: 014812



Equal Pay Day 2022

Date and Time: April 12, 2022 6:30 PM Central Time

Meeting Link:

<https://us06web.zoom.us/j/88485218403?pwd=K2FMc0w2WXYrYWVhZGZkdz09>

Meeting ID: 884 8521 8403

Passcode: 943553

One tap mobile

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

Dial in with Phone:

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

Meeting ID: 884 8521 8403

Passcode: 943553



EQUAL PAY *for* EQUAL WORK



Business and
Professional
Women/TN

Women do the same work as men...



...we just do it in heels.

EQUAL PAY DAY

Equal Pay~Equal Pay~Equal Pay

BPWTN 2022 Calendar of Events

- | | |
|-----------|---|
| 3/01/2022 | Women's History Month |
| 3/05/2022 | Achiever Published Online and Mailed to Subscribers |
| 3/17/2022 | Combined Spring Regional Meeting - Online— WEAR your |
| | GREEN HAT!! |
| 3/20/2022 | Deadline for submission of material for the Achiever |
| 4/05/2022 | Achiever Published Online and Mailed to Subscribers |
| 4/12/2022 | Equal Pay Day |
| 4/20/2022 | Deadline for submission of material for the Achiever |
| 4/24-4/30 | Virtual Walk/Run for Education - Fundraising Event |
| 4/30/2022 | ALT-YC Scholarship Entry Deadline |
| 4/30/2022 | Annual Membership Dues Payment Deadline - For Membership Awards Consideration |
| 5/05/2022 | Convention Reports Due |
| 5/05/2022 | Achiever Published Online and Mailed to Subscribers |
| 5/20/2022 | Deadline for submission of material for the Achiever |
| TBD | Convention Meeting(s) |



GREEN HAT!!

