

Professional Notes



Important

Dates:

- February meeting, February 4, 2013 – West Tennessee Business College – South Annex
- Career Plus/Individual Development Sessions – February 23 & March 23
- Equal Pay Day – April 9, 2013

Jackson Area Business and Professional Women

Next regular meeting is scheduled for February 4, 2013

The next regular business meeting is Monday, February 4, 2013, at 5:30 p.m., at **West Tennessee Business College, South Annex**. We will network and have dinner (for those of you who would like to eat) from 5:30 – 6:00 p.m. Our guest speaker's presentation will be from 6:00 to 6:30 p.m. Our business meeting will begin at 6:30 p.m. Please plan to attend the meeting and bring a friend (or two).

West Tennessee Business College has graciously allowed us to bring food into this building. If you would like to bring in your dinner, please feel free to do so.

2013 Career Plus/Individual Development Sessions

The 2013 Career Plus/Individual Development Sessions are set for February 23, 2013 and March 23, 2013. The sessions will be held at West Tennessee Legal Services. The cost for one session is \$40.00; the cost for both sessions is \$60.00.

Space is limited to 12 per session. The registration form is included in this newsletter or you can visit our website at www.bpwjackson.org for more information and registration. Just click on the Events button at the top of the home page.

Need Career Enhancement, personal and professional development?

Mark your calendar for

February 23, 2013 and March 23, 2013

Jackson Area Business and Professional Women Present: Career Plus/Individual Development Sessions

West Tennessee Legal Services, Inc.,
210 West Main Street
Jackson, Tennessee

Registration Fee: \$40 per day session; \$60 for both sessions

Schedule: 8:00-8:30 Registration, Continental Breakfast, Networking
8:30-12:00 4 Modules (with breaks)
Lunch provided: 12:00-1:00
1:00-4:00 3 Modules or 4 Modules

CAREER PLUS/INDIVIDUAL DEVELOPMENT SESSIONS

The Individual Development Program (ID) is BPW's seminar series for personal and professional leadership development. The program assists women in meeting their personal and professional goals, as well as their goals for community action and change.

Necessary tools to jump start your career and your life:

- Speaking in Public
- Interviewing tips and techniques
- Running meetings
- Business etiquette
- Media relations
- Creating presentations
- Networking
- Negotiating skills
- Leadership skills
- Lobbying and Grassroots Organizing
- and much more

First Session

The Past, Present and future (BPW)
Developing Confidence (Behavioral Styles)
Meet me in the Middle (Negotiating Skills)
Taming the Tension Tyrant (Create Presentations)
Standing Up and Standing Out (Oral Presentations)
Define and Shine (Networking)
Yours for You to Use (Interviewing)

Second Session

Best in the Class (Be the Leader You Want to Be)
Get into It and Out of It! (Running a Meeting)
Business Etiquette
Right to write! (Your Civic Role)
Reach for the Stars! (Develop your Goals)
Memories made! (Media Relations)
I Know You, But (Virtual teams)

Registration form and fee needs to be submitted by February 12, 2013 (for questions, call 731-426-1313)
Mail to Beth Bates, P.O. Box 2066, Jackson, TN 38302

NAME _____ WORK TELEPHONE _____

ADDRESS _____ ALTERNATE PHONE # _____

E-mail address: _____

Session 1 Session 2
Enclosed is a check for \$40 \$60

Sterling Awards 2013

20 Most Influential Women of West Tennessee

The Sterling Awards 2013: 20 Most Influential Women of West Tennessee were created by the **Jackson Area Business and Professional Women** and **The Jackson Sun** to honor those women in the West Tennessee area who have achieved a significant level of success.

Criteria

- Nominee lives or works in West Tennessee outside Shelby County.
- Nominee is a leader in business or her profession.
- Nominee serves as a role model to other women in her profession and community.
- Nominee displays creativity and innovation and contributes these talents to the growth of her profession.
- Nominee contributes time and energy to community betterment.

Applications are due by noon, Friday, March 1, 2013. The Board of Selectors chooses winners by March 6, 2013.

E-mail to: mmiddl9469@aol.com, hillmanjacque@yahoo.com.

Mail to: Middlebrooks & Gray, c/o Jackson Area BPW, P.O. Box 1985, Jackson, TN. 38302.

Or drop by: 1651 Hollywood Drive, Jackson.

Save the date for you and your guests to attend the Sterling Awards 2013 reception honoring 20 Most Influential Women of West Tennessee on Tuesday, April 9, 2013, 6 p.m. at the J. Walter Barnes Conference Center at Jackson-Madison County General Hospital.

Sterling Awards 2013 Application

Please check the category that best describes the area of business for the nominee:

- Government and Public Service**
 Small Business/Entrepreneur
 Business and Technology
 Service (community, non-profit)
 Education
 Labor/Manufacturing
 Healthcare
 Legal
 Other _____

Note: These categories are provided to indicate that the nominees reflect a wide range of careers and skills. Awards will not be given in each category.

Date: _____

Nominee's Name: _____

Company: _____

Title: _____

Business Address: _____

Home Address: _____

Business Phone: _____

Home Phone: _____

Email Address: _____

Submitted By: _____

Company: _____

Home Phone: _____

Business Phone: _____

Email Address: _____

1. Using the above criteria, please attach a 1-page detailed summary stating why this woman is deserving of the Sterling Awards 2013.

2. If available, please attach a current resume (2 page maximum) for the nominee.

Note: Award winners will have their single photographs taken by Jackson Sun photographers and a group photo as well, at a day and time to be determined.

Applications are due by noon, March 1, 2013.

FEBRUARY is BPW Foundation

In 1956 Business and Professional Women's (BPW) Foundation became the first 501(c)(3) research and education institution of national scope solely dedicated to issues that affect working women.

Today, BPW Foundation is transforming workplaces with women and employers. Through its groundbreaking research and unique role as a convener of employers and employees, BPW Foundation strives to redefine today's workplace. Collaboration and public-private partnership are critical to create successful workplaces.

Successful Workplaces are those that embrace and practice diversity, equity and work-life balance.

BPW Foundation's work influences, informs and educates Presidents, members of Congress, state officials, policymakers, employers and working women making research and educational resources available that accurately portray the challenges faced by and the important role of working women.

Successful Workplaces

BPW Foundation began the Successful Workplaces Movement to collaborate with employers to transform and redefine today's workplace. It combines research, policy, resources and programming in order to create systemic change. Such change is necessary to build supportive and successful workplaces; and to break down the final barriers to the full participation of women in the workplace. Creating systemic, sustainable change requires the collaboration of employees, employers and policy makers.

Empowered Workforce

In order to create Successful Workplaces, the U.S. workforce must be productive, strong and skilled. To that end, the work of BPW Foundation supports workforce development. Specifically, BPW Foundation conducts research and produces programming that empowers the workforce.

BPW Foundation's research provides insight to employers and policy makers on the needs and challenges of key groups of working women with a variety of skills and educational attainment. BPW Foundation also provides programming to employers and employees in order to encourage discussion, improve productivity and create solutions, such as events, publications and online resources.

FOUNDATION INFO:

In order to support successful workplaces and an empowered workforce, Business and Professional Women's Foundation conducts research, shares knowledge and information as well as advocates. Our public resources provide insight to transform the workplace and inform the creation of best practices.

BPW Foundation also serves as a repository of resources for the betterment of workplaces and seek to expand the information base. We encourage employers, organizations, agencies and policy makers to submit your research, best workplace practices and real life suggestions on how to transform today's workplace. We will add them to the Rawalt Online Resource Center, a portal of information for and about working women and their families.

BPW Foundation has a track record of providing evidence-based resources and information in an effort to solve the workplace challenges of today and tomorrow.

Issues:

Business and Professional Women's Foundation is transforming the workplace with women and employers. Our role is to convene employees and employers to create solutions that improve the workplace for today's workforce. The work of BPW Foundation focuses on two issues: Successful Workplaces and Empowered Workforce.

www.bpwfoundation.org

Business and Professional Women's Foundation

What is Equal Pay Day?

Background

Every year in April, Business and Professional Women's Foundation (BPW Foundation) recognizes a national day of action promoting fair pay known as **Equal Pay Day**. Equal Pay Day is celebrated in April because April symbolizes the month when women's wages catch up to men's wages from the previous year. Equal Pay Day 2013 will be held on Tuesday, April 9, 2013.

On Equal Pay Day, BPW Foundation members and working women advocates around the country mobilize their communities by holding press conferences, signing proclamations, hosting events, and meeting with policymakers to push for stronger state and federal equal pay laws.

Gender Wage Disparity Continues

According to Census statistics released in September, 2010 women working full-time, year round make, on average, 77 cents for every dollar a male earns. An alternative to the wage gap, which is measuring the ratio between women's and men's median weekly earnings for full-time workers, was 80.2 percent in 2009 which is flat since the historical high of 81.0 percent in 2005⁴.

Median earnings for women of color are consistently lower. In 2009, in comparison to the earnings of white men, African American women earned 67.5 percent, Asian American women earned 90 percent and Hispanic women earned 57.7 percent⁵.

Over a lifetime of work this loss adds up into a shockingly high career wage gap. The career gap lowers women's earnings over a lifetime and reduces their long-term assets and that of their families. The typical woman loses \$431,000 in pay over a 40-year career⁶.

Wage disparity persists across all educational levels and in all states. Women with the most education lose the most earnings. Women with a college degree or higher lose \$713,000 over a 40-year period versus a \$270,000 loss for women who did not finish high school⁷.

Equal Pay Public Policy

In 2009, the Lilly Ledbetter Fair Pay Act was signed into law, which amends the Civil Rights Act of 1964 stating that the 180-day statute of limitations for filing an equal-pay lawsuit regarding pay discrimination resets with each new discriminatory paycheck.

Now we must pass The Paycheck Fairness Act, which will strengthen the Equal Pay Act by closing loopholes and improving the laws effectiveness. Congress came close to passing the Paycheck Fairness Act in the 111th Congress however it unfortunately failed in the Senate by a very small margin in December, 2010.

⁴ <http://www.iwpr.org/pdf/C350.pdf>

⁵ <http://www.pay-equity.org/index.html><http://www.pay-equity.org/index.html>

⁶ http://www.americanprogress.org/issues/2010/04/equal_pay.html

⁷ http://www.americanprogressaction.org/issues/2008/pdf/equal_pay.pdf



Established in 1956, Business and Professional Women's (BPW) Foundation became the first foundation dedicated to conducting research and providing information solely about working women. Today, BPW Foundation is transforming workplaces by focusing on issues that impact working women, families and employers.

Vision

To partner to create successful workplaces for women, their families and employers.

BPW Foundation Mission

To empower working women to achieve their full potential and to partner with employers to build successful workplaces through education, research, knowledge and policy.

History

The legacy of Business and Professional Women began in 1919. While the organization has transformed over time, the legacy and vision of Working Women Helping Women Work remains intact.

Engage

BPW Foundation supporters, [Legacy Partners](#) and grassroots activists are committed to our mission. Join us by [engaging in our activities and programs](#). Use our grassroots tools to impact your community. Sign up to become engaged and take an active role.

You can also show your support for women veterans and military spouses by becoming a mentor through our [Joining Forces Mentoring Plus™](#) effort.

BPW Foundation is transforming today's workplace. Your participation is essential to provide information and resolution to the problems facing the workplace and workforce. [Sign me up!](#)

Jackson Area Local organization is a Legacy Organization and part of the BPW Foundation family, here is a link to the BPW Foundation grassroots toolkits, as a member may find useful:

<http://www.bpwfoundation.org/index.php/support/info/engage/>

Deborah L. Frett, Chief Executive Officer for the Business and Professional Women's Foundation sends her sincerest thanks for you continued support of the Business Foundation's mission.

Jackson Area Business and Professional Women

P.O. Box 3643
Jackson, TN 38303

2012-13 PRESIDENT
Jan Bynum

PHONE:
731-256-8252

E-mail:
ritz@eplus.net

Visit us on our
website at:
bpwjackson.org

You can also follow us on
Facebook!

Jackson Area
Business and
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P.O. Box 3643
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ANNOUNCEMENTS

- B for Business is now **Business at 212°**. The next breakfast will be February 8, 2013, at the Jackson Chamber of Commerce. Meeting time is 7:45 a.m. to 9:00 a.m. President/CEO Kyle Spurgeon will be the speaker.
- Save the date – Career Plus/Individual Development Sessions – February 23, 2013 and March 23, 2013, West Tennessee Legal Services, 210 West Main Street, Jackson, TN
- Long-time member Wilma Utley is out of the hospital. She is currently in rehab at Northbrooke Health Care Center. If you would like to send her a card and/or a note of encouragement, her address is: Wilma Utley, Northbrooke Health Care Center, Room 6A, 121 Physicians Drive, Jackson, TN 38305.
- February 1 and 2, 2013 are National Wear Red Days. Be sure to wear your best red either day or both days!!!!
- We would like to thank Shelia Ward from JMC Health Dept. for speaking to us at our January meeting. In addition to the students from Liberty High School, Shelia gave a presentation on stress and how to deal with it. Thank you Shelia for your time and great tips and advice!
- Sterling Awards – if you wish to nominate a very deserving woman for this year's Sterling Award, please submit the nomination form included in this newsletter no later than noon on March 1, 2013. The nomination form can also be downloaded from our website at www.bpwjackson.org.



Happy Winter!!



Spotlight on member Jacque Hillman

Jackson Area Business & Professional Women would like to congratulate member Jacque Hillman on her upcoming jewelry show in Arizona. Jacque designs and makes reconfigured jewelry. If anyone is interested in purchasing any of her pieces (she has some brand new designs never seen before), you can contact her at jacqueh@aeneas.net.

Congratulations Jacque!!! We know your show will be a huge success.

CONGRATULATIONS!