

Connections

Events Calendar

APRIL 2, 2019
EQUAL PAY DAY

APRIL 10 - 11, 2019
WLC - ICR CORRIDOR CONF
CEDAR RAPIDS IOWA
[Click Here for Details](#)

APRIL 26 - 27, 2019
BPW IOWA ANNUAL CONF
DES MOINES IOWA
[Click Here for Details](#)

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One Last Message ...

Dear BPW Leaders and Members,

As I write this newsletter article, I realize it will be my last message as BPW Iowa President, as my tenure comes to an end. Wow those two years flew by very quickly! My BPW journey started in 2011 when I joined the Cedar Falls local. I served as their secretary for a couple of years. In 2014, I was asked to serve on the BPW Iowa board as Vice President, which lead to the President Elect role and to this present day as President. I have had a great team to work with and support me over these years with the Executive Committee and the State Chairs!



Lynette Fitzgerald
BPW IA President

As our theme states ***"Collectively we are better together!"***

Please join us at our BPW-IOWA Annual Conference on April 26th & 27th, 2019. We will kick off the conference with a banquet on Friday night, April 26th. Followed with a surprise entertainment and a BPW Iowa Foundation Fundraiser. Bring your auction items and check book!

On Saturday, April 27th, we will begin with our business meeting and then hear from our keynote speaker, Vanessa McNeal at 10 AM. Vanessa is an award-winning documentary filmmaker, national speaker, and 2x TEDx speaker. She travels and speaks nationally about her personal story, social injustices, sexual violence, trauma, leadership, personal development, and overcoming adversity.

We will also have a representative from the Girl Scouts come to share "A Case for **G.I.R.L.S: The Girl Scout Impact!**

Go to our website at www.bpw-iowa.org to get your member registration form to sign up today! We are publicly promoting Vanessa's presentation and charging a fee for non-members to attend. The public can access Vanessa' event through our website, then by clicking on the link to sign up through EventBrite. Members registered for the conference will attend this presentation without additional cost.

Collectively we are better together!



One Last Message (cont.)

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Please come be a part of something bigger, plan to attend our BPW-IOWA Annual Conference on April 26th & 27th, 2019 in Des Moines, IA.

Thank you for allowing me to serve you and BPW!

Collectively we are better together!

Lynette Fitzgerald

BPW/IA President 2017-2019

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DON'T MISS BPW IOWA'S ANNUAL CONFERENCE!

Missing the Annual Conference will be a loss for you personally and a missed opportunity for growing and supporting BPW Iowa! You are our Sisters, a BPW community that is making a difference! Please attend.

NEWS FLASH — A kind reminder to Local Organizations and Iowa BPW Foundation trustees: We need your help! Please donate baskets and specialty items for the Iowa BPW Foundation's silent and/or live auctions held on April 26. Remember, you are inspiring others to monetarily support the Foundation's work of providing scholarships to non-traditional students.

You can't make it to Des Moines for the BPW Iowa Annual Conference weekend? Check out "***The Strength of Sisters, the POWER of Community***" flyer in this newsletter (page 9) to learn how you can be a part of the POWER!

BPW Strong!

Rose Lorenz

2018-2019 Iowa BPW Foundation Chair



In Memoriam....

Longtime Oskaloosa BPW member, Ellen Kentfield, passed away on Sunday, March 17, 2019.

A BPW member for approximately 55 years, Ellen served as organist/pianist for many BPW State President's installations, receptions, district meetings and, of course, her church. Norma Hewitt remembers Ellen also as her traveling companion back in 1980 when Norma was State President and visited all the local clubs.

Ellen's birthday was on Valentine's Day and she was 89. She delighted in showing her vintage Valentine collection and postcard collection.

Ellen's funeral was Friday, March 22 at First Christian Church, Oskaloosa. Memorials may be directed to the First Christian Church Piano Fund.

[Click here](#) to view Ellen's on-line obituary.

Federation Manual Resource Guide

The 2018-2019 Federation Manual as well as the Resource Guide (formerly PPP) are posted on our website www.bpw-iowa.org.

A few printed copies will be available for sale at the annual conference on April 27th.

SEXUAL ASSAULT AWARENESS MONTH
(SAAM)



April is Sexual Assault Awareness Month. Greater understanding of what IS ASSAULT is needed. Whether you are touching shoulders or holding hands, if the action is unwanted and leaves someone feeling uneasy, that is enough to constitute assault. Definition of assault could also mean a verbal attack to cause fear; an actual physical attack is not always necessary.

Sexual assault happens when a person does not give consent to the action. Mahaska County sexual assault advocate Hailey Brown from Crisis Intervention Services said, “SAAM draws attention to the fact that sexual violence is widespread and impacts us all in some capacity”. The National Sexual Violence Resource Center reports 1 in 5 women and 1 in 71 men will be raped at some point in their lives; 1 in 6 boys and 1 in 4 girls will experience sexual assault before age 18; and 1 in 5 women and 1 in 16 men college-aged on campus will be sexually assaulted during college years.

Even so, we know the numbers of assaults are under reported because of the hurdles survivors face when telling of the assaults, as in the #MeToo movement.

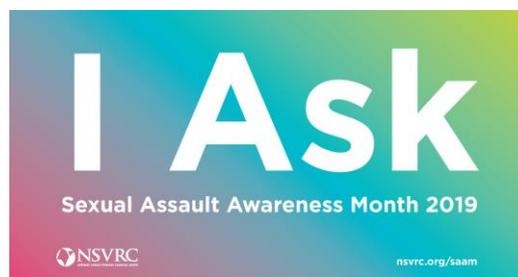
CONSENT is what is needed to end sexual assault. This year’s theme of the SAAM campaign is “I Ask”; consent is required to avoid assaults.

Since the 1970s, *Take Back the Night* marches and rallies, including candlelight vigils and speakers, have been an international event. Since 1990, *The Clothesline Project* was created to bring awareness to the issue of violence against women, men and children. For those who have been affected by violence, it is a means of expressing their emotions by decorating a t-shirt. Since 2001, *Walk a Mile in Her Shoes*, an international men’s march to stop rape and sexual violence, has everyone involved in the conversation. *Denim Day* protests in April started when an Italian Supreme Court overruled a rapist’s conviction because the victims’ tight jeans supposedly implied consent!

Despite these awareness raising efforts, too many men feel “no” still means “yes” and dominance is a man’s entitlement. Last summer’s brutal murders of two young women in Iowa shows society needs to engrain CONSENT and “no” DOES mean “no”.

Cindy Paulsen

Women’s Issues



From your General Chair...

Looking forward to a GREAT annual conference and seeing everyone again. PLEASE get your registration into Jacque Wickey right away so we can get an idea how many will be attending.

We would love to see lots of first-timers, so encourage your members to attend at least the speaker/business meeting on Saturday, although, the Federation Fundraiser on Friday night is so much fun and for a good cause!

Also, remember the deadline for getting our special discounted room rate is April 5. After that, you are on your own. If you have any trouble when trying to make a reservation, please call me (712 249-1480).

See you April 26-27.

Debbie Leistad

General Chair

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Welcome New Member!

Mt Pleasant

Traci Nicholson

tinicholson@icloud.com



This year, April 2, 2019, is **Equal Pay Day** and marks the date when a woman's earnings "catch up" to what men earned the previous year. Women overall will earn nearly \$.80 for every \$1 paid to men. Minority women fare even worse.

Quoting an AAUW (American Association of University Women) report issued in Jan 2019, Asian American women earn 85% of white men's earnings and reach their equal pay on March 5. Black women are paid 61% of men's earnings and reach their equal pay on August 22. American Indian and Alaska Native women are paid at 58% and finally reach their equal pay on Sept 27. Latinos earn 53% and reach equal pay on Nov 20!

Over a woman's lifetime of work (45 – 50 years), the total estimated loss of earnings amounts to \$700,000 for a high school graduate, \$1.2 M for a college graduate, and \$2M for a professional graduate!

The AAUW report states that closing the gender pay gap could add billions to Iowa's economy, estimated at a \$5.5B increase! Elimination of gender pay gap could reduce poverty rates for Iowa's working women as much as 57% and have impact on household income, more money for food and housing, quality childcare, and other needs. Overall, 14% of Iowa women age 18 and older are in poverty. In 2016, Iowa had nearly 550,000 children with working mothers.

AAUW urges Iowa legislators to adopt 2 provisions to strengthen equal pay laws: Prohibit interviewers from asking applicants about salary history and allow employees to discuss and share info about wages and benefits without retaliation.

Asking about salary history could likely NOT consider any time off for raising children, salary years ago may be outdated, NOT reflect updated skills or schooling, low salaries can follow individuals throughout a career. Research shows nearly 70% of working women do not negotiate a salary or benefits.

Cindy Paulsen

Women's Issues

POSSIBLE STATE DUES INCREASE

In August of last year, your BPW Iowa Executive Committee communicated the intent to introduce a motion for a state dues increase at our Annual Conference 2019.

Currently, \$40 of your local organization dues payment goes to BPW Iowa state organization. Members At Large, pay \$50 dues to the state organization. We need to bring consistency to our dues to maximize recruitment and renewal efforts when using the website.

It has been many years since our last dues increase. Some statistics to consider:

- Our membership numbers continue to decline. In the past 10 years, we dropped from 23 locals/330 members to 8 locals/125 members.
- The inflation rate has averaged 1.62 over the past 10 years. Using an online inflation calculator, \$40 in 2007 is equivalent to \$46.74 in 2017.
- Other State BPW organizations dues range from \$35.00 to \$80.00.
- We encourage you to check into the cost of other professional organizations in your area. We believe you'll find the proposed \$50 is a bargain.

We need to be aware of the changing demographics of those who share our values and how BPW offers them opportunity to support a cause by becoming a member. The research substantiates the need for on-line tools. We all, and especially anyone under 40, are becoming more comfortable using the one-click on our computer or cell phone to act immediately.

The Executive Committees, current and past, have been good stewards of managing the growing costs. With that said, we may be stagnating a bit and shying away from opportunities to grow our organization. Dues are an investment in BPW Iowa, but more importantly, into the values and goals we support.

Please come to Annual Conference, April 26-27 and vote on this important change!

Annual Conference Registration.... *Happy Spring AND Happy April! Let's look forward to the Spring bringing new beginnings. Those much-awaited little green sprouts will be coming up. We have been waiting and wishing for all that snow and ice to melt. And now, our BPW/Iowa Annual Conference is coming up on April 26 - 27. I'm looking forward to seeing you there to carry on the business of our great women's organization.*

The reservations have been coming in very slow. I know many of you prefer to wait till later, because of potential schedule conflicts. But, if possible, please send in your registration ASAP. We need to have name tags, print information ready, and meals accounted for. There's lots of work to be done before the conference. It is very difficult to change the meal counts at the last minute. Please let me hear from you soon!

Jacque Wickey, BPW Iowa Registration Chair

Walk A Mile



— Celina Peerman, Ph.D., Organizational Psychologist, The Peerman Group

Many of us are familiar with the proverb that has taken several different forms over the years. To better be able to understand someone, you need to “*walk a mile in their shoes*”. This is a great topic in these tough days to tap into our “pause” and consider where someone else is at. My good friend Danielle Brady-Brown has said for years that we are all just one conversation away from an entirely different perspective or whole new understanding. In this world right now, it just seems like we could use a little bit more of that.

While good empathy is something I have always tried to work on, recently, I was reminded of an approach that has completely shaken up how I view a conversation. Even with the best intentions, there is something that happens when someone is sharing an experience with us that propels us to say “yes, I understand” and the way I show that to you is by telling you something about me...

For example, a dear friend shares with you a difficult situation she is encountering at work. She’s really torn about the situation and feeling stress from the situation. She confides in you. In that moment, when we want to be a great friend or colleague, we may be tempted to go, “I completely understand! I had a situation where...” And then, the entire conversation shifts and in the attempt to show understanding, we just moved the focus to us and our experience.

I believe that as professional women, while sharing those experiences can be healthy and helpful, we need to choose our timing more carefully. Instead of sharing our experience, help the other person process theirs. Simply be with them... there... in that moment. I believe it is very “human” of us to share our own experience to connect. Some may choose to do it as a way to “one-up” someone else. Or we may just do it because we don’t know what to say...so we say what we know best. That is, something that happened to us.

Here is one great opportunity, as professional women, to meet each other where we are at and honor the moment in the journey. Let’s make sure our moment to be there for someone else is about them, and not us. When someone shares a struggle, concern, or issue, resist the urge to engage in a way that brings it back to your story or struggle. While that isn’t always necessarily the wrong thing to do, check your timing. We have some inclination to share our story to attempt to develop a common experience, yet, it limits our ability to understand and respond to where that person is in the moment. I believe empathy is a set of skills we can work on. It is like anything else though, you must want to improve.

One of my favorite books out there that captures, by title, one of my favorite phrases about empathy is called “There is No Good Card for This”. It is a great book about empathy and words to say and write. There are many situations in life where there just isn’t “a good card

Walk A Mile (Cont.)

Continued from Page 7

for this”. We just don’t know what words to say. I want us to take on the challenge. When we don’t know what to say, we need to make sure we aren’t switching the story to our narrative but instead taking a pause to understand where the other person is and how we can be present.

Here are a few of my favorite phrases:

- That seems like it has put you in a tough spot. What do you think might help you make a decision?
- I can understand why you are struggling with that. Is there something that would help you most now?
- I can see that you are (angry, upset, sad, disappointed). I’m here for you and want to help.

There are no magic phrases and sometimes even great phrases don’t fit your own style or the situation. This month let’s all take some extra time to meet people where they are, with new insight and understanding, that this journey of life is a whole lot better when we know someone is walking along side us in those tough moments.

Celina

celina@peermangroup.com



Walk A Mile



The Strength of Sisters, The "POWER" of Community

Join your BPW sisters and make a difference!

Here's how:

Come to our upcoming

BPW-Iowa conference on April 26th and 27th.

Enjoy (and bring your check and cash) Friday evening, April 26th, as we hold our annual fundraiser silent and live auctions!

On Saturday, you will be inspired at lunch as we host this year's scholarship recipients. Your gifts make a difference to women who choose to change for the better!

Both events are an opportunity for inspiration as well as great fun & fellowship with your BPW sisters!

Do you feel particularly blessed and called to be a blessing?
Participate in our WOMEN "POWER" for Change campaign!

OR

If you cannot attend the conference, please consider being a part of the "POWER" by sending a check at one of the "POWER" levels below. Help us reach our 2019-2020 goal of \$5000.00 for scholarships!

Women "POWER" for Change!

-Passionate Woman \$20-

-Outstanding Woman \$50-

-Warrior Woman \$100-

-Empowered Woman \$250-

-Radical Woman \$1,000-

Send your check to: IOWA BPW Foundation, c/o Charla Schmid, Treasurer
1890 215th St., Red Oak, Iowa 51566-6013

Questions, please email Rose Lorenz, chair of Iowa BPW Foundation
319 404 2125 or rlorenz@cfu.net