

# Connections

## Events Calendar

SEPTEMBER 7, 2020

LABOR DAY

SEPTEMBER 29, 2020

BPW IOWA VIRTUAL EXECUTIVE  
COMMITTEE PLANNING MEETING  
VIA ZOOM

OCTOBER 6, 2020

WEBINAR 5:30 – 6:30 PM  
SPOTTING LEADERSHIP POTENTIAL  
KNOWING THE BEST WAY TO  
HELP: MENTORING AND MORE

OCTOBER 18-24, 2020

NATIONAL BUSINESS WOMEN'S  
WEEK

## 100 YEARS WOMEN HELPING WOMEN

### Annual Meeting Highlights

Due to COVID-19 and the need for social distancing, the first ever virtual Annual Business Meeting was held on August 29th, 2020 with State President Cathy Hines presiding. After the Collect, Pledge of Allegiance and introductions, Past President and Parliamentarian Charla Schmid led "Moments of Reflection" to recognize and honor those BPW members lost during this past year. Those members include Norma Hewitt, Oskaloosa, and Mary Ann Tooman, Muscatine, who both served as Past State Presidents and members Christie Boysen of Atlantic and Ethel Ackerman of Cedar Falls.

Membership Chair, Lisa Ambrose, introduced our seven first timers: Margo Chester of Atlantic, Marlene Jensen of Atlantic, Jacqueline McCoy - MAL, Gladys Movall of Mt Pleasant, Betty Mullen of Mt Pleasant, Lynn Tackett of Cedar Falls, and Glenna Thompson of Atlantic.

Nominations Chair and Past President, Lynette Fitzgerald, presented the nominees for 2020-2021 State Office: Treasurer Kristie Konz; Secretary Lynn Tackett; and President Cathy Hines. There was no candidate for Vice President presented nor was anyone nominated from the floor. President Cathy declared nominees were elected by unanimous consent since there is only one candidate per office.

BPW Iowa 2020-2021 Legislative Platform was presented by Legislative Chair, Cindy Paulsen and approved. BPW Iowa 2020-2021 Strategic Plan was presented by Treasurer Kristie Konz and approved. (Note: BPW Iowa Budget was presented to and approved by the BPW Iowa Board of Directors in April 2020.)

### WHAT'S INSIDE:

- Bylaws
- Audit Report
- Note: Marilyn Lihs
- Labor Days Lesson
- ERA – It's About Time – Doris Kelley, Chair 19<sup>th</sup> Amendment Centennial Committee
- Mt Pleasant Display
- Election Day
- October Webinar
- Welcome Members!
- Save the Date – Salute to Women
- Trivia Answers
- Meeting Feedback
- Coping In 2020 – Dr. Celina Peerman

Annual Meeting Highlights Cont.

Bylaws Chair, Janet Freytag, presented seven (7) proposed bylaw changes and all were unanimously approved.

Treasurer, Kristie Konz, presented current financials through August 25th, 2020 and the 2019 - 2020 final Profit and Loss statements plus membership and fall meeting report. Currently we have 119 members in good standing compared to 129 in April of 2019. The decrease is primarily due to Waverly LO disbanding. She also reported an audit was performed by an outside accounting firm and their report indicated all is accurate and in good order.

Final registration numbers were reported by Jackie Wickey, Registration Chair: Twenty-Four (24) Members of LO and five (5) Members at Large for a total of 29 Members in attendance. Within those numbers four (4) past state presidents and seven (7) first time attendees.

President Hines expressed her appreciation to outgoing Secretary, Rose Lorenz, followed by installation of incoming Secretary Lyn Tackett.

### Announcements included:

- 2021 Annual conference dates are confirmed for May 14-15, 2021
- Webinar, *Spotting Leadership Potential and Know the Best Way to Help - Mentoring and More* will be presented on October 6th, 2020 from 5:30-6:30 pm.

Respectfully submitted,  
*Rose Lorenz*  
Secretary



## BPW IOWA BYLAWS ADOPTED



Hi Everyone,

At the August 29<sup>th</sup> Annual Meeting held on Zoom, the seven (7) proposed bylaws changes were adopted.

For the most part, these changes affected the State Bylaws. There was a change to Article VII — Dues that your local organization may want to review and see if your Local Bylaws need to be updated. Please contact me if you have any questions.

2020 has been a challenging year for all of us. I am looking for a change for the better for the rest of this year.

*Janet Freytag*

Bylaws Chair

[olhsbn1@outlook.com](mailto:olhsbn1@outlook.com)

### Business and Professional Women of Iowa

Our mission: To develop and empower women, in all stages of their work lives, through education, awareness and advocacy within a supportive network. BPW Iowa is celebrating our 100th year anniversary – we'd love for you to join our organization today!



BPW-IOWA.ORG

Join our org today! Where women help women.

To BPW Iowa:

I wish to compliment the BPW Iowa leadership on their professionalism. Today was the first time I have been able to attend an Iowa meeting in many years. I am quite impressed with the skills displayed by the President, Secretary, Treasurer, Parliamentarian, committee chairs, and all who participated. I was not able to view everyone on ZOOM nor do I know all of the positions or locals that they represent. Knowing this I cannot understand why women and men are not standing in line to join! Your outstanding leadership skills are impeccable. Thank you to all of you!

Marilyn Lihns  
Past President  
1995-1996



Hays Accounting  
Red Oak, IA  
August 18, 2020



I have reconciled and reviewed the monthly bank statements and check register of the Iowa Federation of Business & Professional Women’s Club as of the end of May 2020 along with the related statements of revenue and expenditures for the year then ended.

Based on my review I feel the reports present good financial status of the Iowa Federation of Business & Professional Women’s Club as of May 2020 and the result of the review is to the best of my knowledge is accurate.

Sincerely,  
/S/ Stephen L Hays, EA



**LABOR DAY LESSON: WORKERS’ RIGHTS ARE WOMEN’S RIGHTS**

In 1910, Frances Perkins became Executive Sec to NY Consumers League, where she saw horrific conditions for women and children. She became friends with politicians and learned to lobby. She campaigned for sanitary regulations for bakeries, fire protection for factories and limiting work hour weeks to only 56 hours!

On Mar 25, 1911, Frances was having tea with friends when one of the worst disasters in US history broke out nearby. The Triangle Shirtwaist Factory fire killed 146 workers, mostly women and children, when workers discovered fire escapes and doors chained shut to curb absenteeism! Fire ladders did not reach workers trapped inside. Frances watched as 47 workers leaped to their death from 8th and 9th floors. Only 1 year earlier, those workers successfully won the reduction to 54-hour work weeks! Frances resolved to make sure those deaths meant something and became secretary to a new committee studying reforms in fire safety and all other health issues.

In 1933, Frances was invited by FDR to become US SEC of Labor, but would serve only if FDR agreed to HER stipulations of 40 hour work weeks, a new idea called Social Security, minimum wage, unemployment compensation, abolition of child labor, and health insurance. FDR agreed to her requests and her success became the New Deal and changed America!

Cindy Paulsen  
Women’s Issues



Doris Kelley

## EQUAL RIGHTS AMENDMENT — IT'S ABOUT TIME

When the U.S. Constitution was adopted in 1787, it never guaranteed the rights of women or men as a class to be equal. The rights it affirmed were guaranteed equally only for certain white males. Two-hundred thirty-three years later, the Equal Rights Amendment (ERA) is necessary and here's why.

The ERA was first introduced to Congress in 1923 and passed 49 years later (1972) as follows: "equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex." The ERA sought to end the distinctions between genders in matters of divorce, property, employment and other legal issues.

Just like it took 72 years (1848-1920) for men and women to endure arrests, beatings, imprisonment and derision for the 19<sup>th</sup> Amendment to be part of the Constitution giving women the right to vote, here we are 97 years after Congress first introduced the ERA seeking equal rights for all American citizens regardless of gender.

"Hard Won – Not Done" is the theme of Iowa's 19<sup>th</sup> Amendment Centennial Commemoration (circa 1920-2020; women's right to vote) and seeking passage of the ERA is a prime example of the "Not Done" element.

Early opponents of the ERA asserted passage of the ERA would nullify alimony or Social Security benefits based on a husband's income, thus harming middle-aged women and widows who did not have the skills to join the labor force. Today's woman is at par, skill-wise, educationally and occupationally with her male counterparts. America's 21<sup>st</sup> century legal system has greatly assisted women's rights. The anti-ERA arguments are now moot.

Despite gains for women's rights, pervasive gender discrimination persists in the form of wage disparities, sexual harassment and violence.

On January 15, the Commonwealth of Virginia became the 38<sup>th</sup> state – surpassing the 3/4<sup>th</sup> state requirement -- to ratify the ERA. But, Congress gave states until 1979 to ratify the ERA and then extended the deadline to 1982. How can the ERA be adopted if we're 18 years beyond the deadline?

In 1939 the Supreme Court ruled that the question of whether an amendment has been ratified in a reasonable period of time is a "political question" best left in the hands of Congress, not the courts. Ruth

*Continued Page 5*

ERA – It’s About Time Cont.

Bader Ginsburg argued for jurisprudence of gender equality under the 14<sup>th</sup> Amendment’s Equal Protection Clause and received no rebuttal from her peers or Congress.

We know the Supreme Court’s ruling. How about the general public? Three in four Americans support the ERA; 9 in 10 Democrats and six in 10 Republicans (AP-NORC Center for Public Affairs Research, 2020). It’s not surprising that 72 percent of Americans incorrectly believe the Constitution now guarantees men and women equal rights under the law.

On Feb. 13, 2020, U.S. House of Representatives passed H.J. Res. 79 to remove the ERA deadline. S.J. Res. 6, with similar language, is now before the Senate.

In 1972, Charles Grassley voted “aye” when he served in Iowa’s House of Representatives, helping Iowa become the fourth state to ratify the ERA. With voting consistency, a hallmark of Sen. Grassley, I presume he will vote “aye” on S.J. Res. 6.

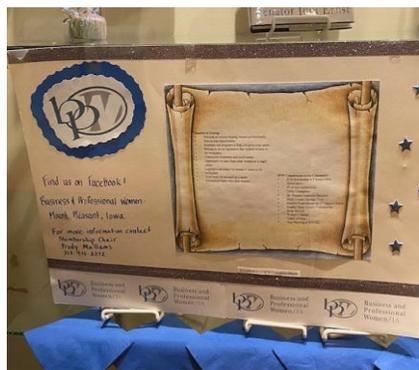
Sen. Ernst was only 2½ years old at the time Iowa passed the ERA. As Iowa’s first elected female Senator, she knows, first-hand, the value of equal rights and should logically support S.J. Res. 6.

Let’s see if our 21<sup>st</sup> century Senators truly represent the equal rights of Iowa’s 21<sup>st</sup> century woman. Call Sen. Grassley (202-224-3744) and Sen. Ernst (202-224-3254) requesting they vote “aye” on S.J. Res. 6.

The ERA. It’s about time.

*Doris Kelley*

Chair - Iowa’s 19th Amendment Centennial Commemoration Committee



**Mt Pleasant BPW** members created 2 window displays at their Public Library to commemorate the 100<sup>th</sup> Anniversary of the 19<sup>th</sup> Amendment. More pictures are available on their Facebook page.

*Great job, ladies!*

ELECTION DAY  
NOVEMBER 3, 2020



Did you know your grandchildren age 18 and over can register to vote for first time, right at the polls on Election Day? They must present a picture ID (driver license or government ID card) and proof of address. I am thrilled to think my 2 granddaughters are old enough to vote and will encourage them to do so!

Every voter must now present ID at the polls, which is new since Jan 1, 2020. Expect waiting lines if you hit the rush hours of voting...early, lunch hour, and supper hour (business quitting time.) At this time, auditors statewide are still not sure if a full complement of poll workers will be available to staff every precinct, or if consolidation will be required. Pack your patience because voter turnout is expected to be heavy.

Absentee voting begins Oct 5. If you request a ballot now, it will be held until release date of Oct 5, also the first day to vote in person at the courthouse. Secretary of State Paul Pate has received special permission to mail absentee ballot requests to IA registered voters, as long as no info has been prefilled by auditor's office. If returning ballot by mail, please MAIL EARLY to avoid possible delays.

Make every vote count. Don't take the suffragettes' 72 years of struggle for granted! Let's make them all proud!

Cindy Paulsen  
Legislation

October Webinar

Join us for our fall BPW Iowa Webinar on **Tuesday, October 6 at 5:30 PM.**

This 2-part webinar will cover two topics: **Spotting Leadership Potential** and **Knowing the Best Way to Help: Mentoring and More.** Both topics will be addressed, and Q & A time provided all within a 60-minute timeframe.

[Click here](#) to view/print the webinar flyer.

In the past, these webinars have been limited to BPW Iowa members only. This time, we are asking members to **invite a guest.** Consider someone who might be a potential member and offer this webinar as one example of the benefits of joining BPW.

Welcome Members!

Spencer (new)  
**Beulah Umscheid**  
1208 Main St  
Greenville, IA 51343  
No Email

Member At Large (returning)  
**Marilyn Lihs**  
[mllihs@hotmail.com](mailto:mllihs@hotmail.com)



Virtual  
salute to Women

October 20th, 2020

Hear from past scholarship recipients & past Women of the Year recipients. This year's speaker is Becky Guinn, Factory Manager – John Deere Waterloo Works

Find us on Facebook: **Cedar Falls Business and Professional Women.** Like and follow our page now to stay up to date!



## August Connections Issue

### Women's Equality Trivia Contest Answers

1. In what year did women get the right to vote? *1920*
2. Where did the term "suffrage" come from? *The word suffrage comes from Latin suffragium, which initially meant "a voting-tablet"*
3. Who said, "failure is impossible"? *Susan B Anthony*
4. What are the 3 famous colors of the U.S. suffrage movement? *Purple, white and gold*
5. What was the first country that granted women the right to vote? *New Zealand*
6. Who is the highest-ranking elected woman in U.S. history? *Nancy Pelosi*
7. Who was the first woman seated on the U.S. Supreme Court? *Sandra Day O'Connor*
8. What was the slogan on the newspaper that Susan B. Anthony and Elizabeth Cady Stanton started? *"Men, their rights, and nothing more; women, their rights, and nothing less."*
9. What was the name of the newspaper mentioned in question 8? *The Revolution*
10. Who was the first woman elected to the United States Senate? *Hattie Wyatt Caraway in 1931*
11. Who was the first woman to be U.S. Secretary of State? *Madeleine Albright*
12. Who was the first woman pictured on a US coin in circulation? *Susan B. Anthony*
13. Which state was the first to make it legal for women to vote in the national election? *Wyoming*
14. Who was the first woman to run for President? *Victoria Woodhull in 1872*

Congratulations, Cindy Paulsen! Cindy answered all questions correctly and received a **"Women Win the Vote"** poster.

### Virtual Annual Meeting Feedback

19 Respondents

Scale: 5=excellent & 1=poor

- Overall experience with this virtual session (**Avg 4.6**)
- Satisfaction with the presenter/ presenters (**Avg 4.8**)
- Quality of the business meeting content (**Avg 4.9**)



## COPING IN 2020

Would it be fair to expect we have all read them? The posts, the lists, the recommendations for self-care. All those things we know we should and will do:

- Rest.
- Breathe.
- Call a friend.
- Express gratitude.
- Volunteer and contribute.
- Focus on what you can do.
- Do something nice for yourself.
- Enjoy something fun, relaxing, good for you (i.e. take a walk, get a massage, pedicure etc.).



And the lists go on. The recommendations on Facebook and the visuals on Pinterest are all there.

So what happens when you do many of the things you know you are supposed to work at and yet, they aren't enough? What happens when the feelings of being overwhelmed just do not subside?

In this relentless, entangled, difficult year, it seems that it is taking every bit of muster we can summon to navigate the emotions, self-care, assistance to others and more. And, we may share this in common — it depends on the day and sometimes the hour as to how well I'm doing any of this.

We need all those strategies listed above and more. But 2020 just keeps packing on the obstacles, emotions, barriers, and more. I would like to offer one more tool that if it helps just once, then my hope is that "once" gets you enough momentum to take on whatever next step you need to.

As you are trying to find a moment of clarity or see through the fog of emotion; during distress, uncertainty, or moments of being overwhelmed ask yourself:

*"Do I need to change my situation, or do I need to find a way to better cope with the situation?"*

Read that again. Is it my circumstances that need to change or is it the way I'm viewing those circumstances that needs to adjust?

Why? Because there are different types of coping: **Emotion-based coping and problem-based coping**

Emotion-based coping is most helpful when you need to take care of your feelings. This can be when you do not want to change your situation or when circumstances are out of your control. This is when we look for advice as in breathe, take a walk, read a book, do some stretches. Why? Because they focus on rewiring our physiological self to regulate the emotional state back to a state of equilibrium.

*Continued Page 9*

## COPING IN 2020 CONT.

Problem-based coping is focused on strategies when you need to change your situation. This could be removing a stressful thing from your life or adding something that will change the situation. Often taking a step towards solving, switching up or preventing something thus reducing the risk of an emotion-based coping situation later.

Situations are complex and cannot always be clearly divided into solvable solutions. However, if you can identify which category you fit into, you can better choose what comes next.

For example, a project that you have worked really hard on just hit some bad news. You are frustrated and unsure about the next steps.

Emotion-focused coping is stepping away from the news and doing something to help you resettle your response. This could be taking a break, a walk, or working on something completely different for a while.

Problem-focused coping would be to call a meeting of key players and talk through options for next steps or brainstorming ways to prevent this from happening in the future or calling a key contact to look for next steps.

While it seems like a simple technique, it can help you manage in the moment. When you are feeling overwhelmed, pause to ask, “Is it an emotion-focused strategy I need or a problem-solving one?” It may just help you focus the limited amount of energy you have left in the tank, at that moment, on the right kind of solution to make a difference.

Be well,  
*Celina*

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The Peerman Group  
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