

# California Woman

Fall Edition  
2025

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### ACKNOWLEDGMENTS

THIS NEWSLETTER IS THE RESULT OF MANY CONTRIBUTIONS, AND I WOULD LIKE TO WARMLY THANK ALL THOSE WHO SHARED THEIR TIME, IDEAS, AND WORDS.

TO **CHERRI-LOU JACOBSON**, *VALLEY SUNSET DISTRICT PRESIDENT*, IN PARTICULAR, I OWE A SPECIAL NOTE OF GRATITUDE: YOUR ARTICLES, CHERRI-LOU, ARE A GIFT, ALWAYS ENGAGING, ALWAYS ENLIGHTENING, AND ALWAYS A JOY TO SHARE WITH US ALL.

THANK YOU !

MONIQUE LEE, *EDITOR*  
CALIFORNIA WOMAN

### NOTE

### TABLE OF CONTENTS

THE PDF VERSION OF THIS CALIFORNIA WOMAN–FALL EDITION 2025 BEING RATHER HEAVY, SOME COMPUTERS MAY NOT BE ABLE TO SUPPORT IT. WE HAVE THEREFORE SEPARATED THIS EDITION INTO TWO PARTS: PART I AND PART II.

THE **RED** NUMBERS IN PART II INDICATE THE PAGE NUMBER OF PART II.

THE **FLIPBOOK LINK** OFFERS YOU THE FULL FALL EDITION, AS WELL AS THE **LINK** THAT YOU WILL FIND ON OUR **BPWCAL.ORG** WEBSITE.





## "IGNITING POTENTIAL, STRENGTHENING SKILLS, EXPANDING REACH."

Dear CA BPW Sisters – It is time for us to step up and step out! We must revisit our agendas and potential successes, encourage our members to refresh their skills, and be innovative and find avenues for new members.

Utilize the tools that are available to us, the valuable leaders who will share their knowledge with us. For example, reach out to Barbara Davis, get her to bring to your club the L 3's & ID training and get answers you might be looking for! Keep a look out for her upcoming training! Otherwise check out the library with You Tube trainings and use them. But please, let us move the needle this year a little bit further.

**Being a leader or seeking leaders:** Successful execution isn't everything. Yes, it is important but there is more to it. Here are some points to ponder.

Look for raw personality traits, look for those with empathy, poise, outgoing nature, attention to detail, ambition and optimism. These days we talk about emotional intelligence – according to [Dictionary.com](http://Dictionary.com). It is a highly significant trait in successful leaders, as leadership is all about relatability. By understanding how others are motivated, leaders can adjust communication styles and approaches to more successes.

Let us look at these traits – from empathy to emotional intelligence, from poise to confidence, from outgoing nature to courage, from attention to detail to focus, from ambition to vision, from optimism to voice.

When we lead or seek leaders – there is always something to learn. Keep reinventing your style, you will be pleased in the end. Remember - **"Example is not the main thing in influencing others, it is the only thing."**

**Sher Singh**  
**CFBPSW President**





**BPW-INTERNATIONAL.ORG**

## **MEMBERSHIP MESSAGE**

**GREETINGS, CALIFORNIA MEMBERS.**

**THIS IS A VERY SPECIAL TIME FOR BPW. AUGUST 26 MARKED THE 95<sup>TH</sup> ANNIVERSARY OF BPW INTERNATIONAL. VISIT THE WEBSITE OF BPW INTERNATIONAL AND SEE THE GREETINGS FROM OUR MEMBERS AROUND THE WORLD CELEBRATING THE ANNIVERSARY. AUGUST 26<sup>TH</sup> WAS ALSO THE ANNIVERSARY OF THE PASSAGE OF THE 19<sup>TH</sup> AMENDMENT. SINCE 1920, 150 YEARS AGO, WOMEN RECEIVED THE RIGHT TO VOTE.**

**ANOTHER DATE WE SHOULD HAVE PRESENT IS THE UPCOMING NATIONAL BUSINESS WOMEN'S WEEK, CELEBRATED DURING THE THIRD FULL WEEK IN OCTOBER. OUR CLUBS ARE ENCOURAGED TO CELEBRATE "OUR" WEEK WITH SOME EVENT, ASKING THE MAYOR TO ISSUE A PROCLAMATION CELEBRATING THE NBWW IN YOUR CITY. WE HAVE REQUESTED A PROCLAMATION FROM THE CALIFORNIA GOVERNOR, HOPEFULLY WE WILL GET IT SOON SO WE CAN SHARE IT WITH ALL OUR CLUBS.**

**REMEMBER TO PROMOTE OUR THREE "RS": RECRUITMENT, RETENTION, AND RECOVERY OF PREVIOUS MEMBERS. WE HAVE A GREAT ORGANIZATION AND WE SHOULD SHARE IT WITH OTHERS WHO DON'T KNOW THE BENEFITS OF JOINING BPW.**

**BESSIE R. HIRONIMUS  
MEMBERSHIP, CALIFORNIA BPW**



## ***CALIFORNIA FEDERATION OF BUSINESS & PROFESSIONAL WOMEN CLUBS***

**CALL: To CFBPW 66<sup>th</sup> Public Policy Conference & Fall Board of Directors Meeting**

**TO: CFBPW Board of Directors  
Past State Presidents  
District Presidents  
Members**

**WHEN: Friday and Saturday – October 3-4, 2025**  
**LOCATION: Courtyard by Marriott Los Angeles-Burbank Airport  
2100 Empire Avenue – Burbank, CA 91504**

**DEADLINES: **Hotel reservations must be made by September 19, 2025**  
Conference Registration must be **received** by Monday, September 20, 2025**

**RATES: Single/Double @ \$209 Plus Occupancy Tax of 15%  
Rate does not include breakfast.**

### **ROOM RESERVATIONS**

To book your room for this CFBPW rate you must call **1.818.288.9004**.  
**Reservation deadline for this rate is Friday September 19, 2025. No Shows will be billed.**  
You may also check **Extended Stay America** at 2200 W. Empire Avenue, Burbank CA 91504, just a 3-minute walk from the Courtyard. Their number is **1.818.567.0952**.  
Please feel free to shop around for the best rate. CFBPW has not contracted for rooms or rates.

### **NEAREST AIRPORT & TRANSPORT**

Burbank Airport – The hotel does not provide shuttle service. Taxi or Uber/Lyft are your best options.

### **PARKING**

Day use parking is complimentary. Overnight parking is \$25/night

BPW/CA wishes to demonstrate an environmental ethic in its meetings and encourages all attendees to participate at their level of comfort. CFBPW is working closely with the Courtyard Burbank Hotel to coordinate Green practices. When possible, communication will be done electronically with minimal paper use.



**CALIFORNIA FEDERATION of BUSINESS & PROFESSIONAL WOMEN**  
**Fall Board of Directors and 66<sup>th</sup> Public Policy Conference**  
**October 3-4, 2025 – Courtyard Burbank**

**Please note: You will be registering for each meeting separately.**

PLEASE PRINT ALL INFORMATION – Please, one form for each person attending

FIRST NAME: \_\_\_\_\_ LAST NAME: \_\_\_\_\_

Club: \_\_\_\_\_ District: \_\_\_\_\_

E-MAIL \_\_\_\_\_ PHONE: \_\_\_\_\_

**October 3, 2025 - Fall Board of Directors Registration**

*I will be attending via Zoom and realize I am paying the same fee as in-person registration.*

**GUESTS DO NOT PAY A REGISTRATION FEE BUT MUST REGISTER**

**2025-2026 STATE POSITION: (Select Only One)**

_____ State Officer	_____ Standing Chair	_____ Member
_____ Past State President	_____ Special Chair	_____ First Timer
_____ District President/Alternate	_____ District Representative	_____ Guest

**REGISTRATION:**

Board Meeting - Received by <b>September 20, 2025</b>	\$ 30	\$ _____
Friday Lunch	\$ 45	\$ _____
<b>ANY Registration Received after 9/20/25 ADD \$10</b>	\$ 10	\$ _____

**TOTAL AMOUNT FOR BOARD REGISTRATION** \$ \_\_\_\_\_

**October 3-4, 2025 – 66<sup>th</sup> Public Policy Conference Registration**

*I will be attending via Zoom and realize I am paying the same fee as in-person registration.*

**GUESTS DO NOT PAY A REGISTRATION FEE BUT MUST REGISTER**

**2025-2026 CFBPW PUBLIC POLICY COMMITTEE POSITION:**

\_\_\_\_ PUBLIC POLICY CO-CHAIR    \_\_\_\_ DISTRICT PUBLIC POLICY CHAIR    \_\_\_\_ PARLIAMENTARIAN  
 \_\_\_\_ SCREENING COMMITTEE

**REGISTRATION:**

Public Policy Meeting Received by <b>September 20, 2025</b>	\$ 30	\$ _____
Saturday Lunch –	\$ 45	\$ _____
<b>ANY Registration Received after 9/20/25 ADD</b>	\$ 10	\$ _____

**TOTAL AMOUNT FOR PUBLIC POLICY REGISTRATION** \$ \_\_\_\_\_

**I WOULD LIKE SOMEONE TO BE MY PROXY FOR THE PROGRESSIVE AUCTION FOR ELAINE AFTERGUT’S JEWELRY – SEE DETAILS IN THE FALL CA WOMAN** \$ \_\_\_\_\_

**TOTAL AMOUNT ENCLOSED – PLEASE MAKE CHECK PAYABLE TO: CFBPW** \$ \_\_\_\_\_

MAIL CHECK MADE PAYABLE TO CFBPW AND THIS FORM TO:  
**Katherine Winans – CFBPW Registration**  
 1171 Chaparral Court, Minden NV 89423

PHONE/FAX NUMBER:  
**775 267 0539**  
**jkw@gbis.com**

**YOU MAY PAY USING ZELLE. SET THIS UP THROUGH YOUR BANK ONLINE. NO FEES CHARGED.**

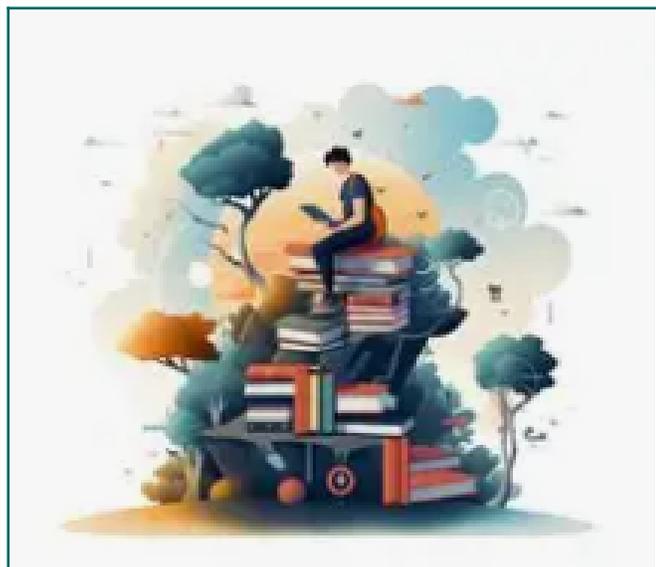
**SEND THROUGH ZELLE USING THIS EMAIL: [bpwvsd@gmail.com](mailto:bpwvsd@gmail.com)**

**With Zelle payments you still need to mail or email the registration form as above.**

**SPECIAL REQUIREMENTS:**

\_\_\_\_ If you have a disability and require accommodation to fully participate in this activity, please check here.

\_\_\_\_ If you have dietary restrictions, please let us know: \_\_\_\_\_



## **Lifelong Leadership and Learning**

### **How it all began**

**Barbara J. Davis,**

*Past State President-CFBPW, member NFBPWC L3  
Committee*

In 1954, the leadership of Sierra Mar District, a district in the California Federation BPW, felt there was a need for a specific aid for members' leadership development and club orientation of Federation principles among their fifty-six clubs. In answer to this need, the Leadership Development Project was born. The initial course developed was seven months long and members attended a monthly training.

Credit for development of the program goes to Julia K. Arri. Ms. Arri was President of CFBPW in 1966-67, President of BPWUSA in 1979-1980, and served as International BPW Treasurer. Ms. Arri was dedicated to the cause of developing membership potential not only in the field of leadership but in the overall betterment of Business and Professional Women on the job and in their community.

The resource materials for the earliest courses were the California Handbook of Federation Procedures (CFBPW), Handbook of Federation Procedures (BPWUSA), "How To" manual (BPWUSA), Roberts Parliamentary Law, Sierra Mar District Procedure Manual, and "Time to Speak Up"- A Speaker Handbook for Women by Jessie Haver Butler (published in 1946).

The Leadership Development Project was renamed Individual Development Program in the early 1970s. The training materials were shared with other districts in California and State Federations nationally. Many of the districts added to the materials, topics important to their members and eventually a California Federation BPW Individual Development Program was developed and used consistently through California.

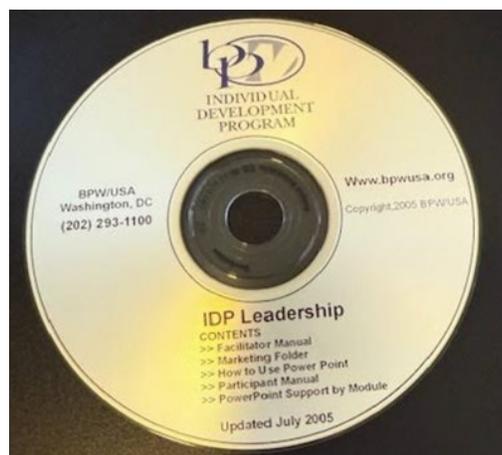
In July 1992 BPWUSA launched a three-year plan called BuildingWomenPower. This plan encompassed three aspects to increase working women's total effectiveness: Politically - by supporting working women's issues through BPW's nationwide network; Professionally - by accessing the tools needed for career advancement and entrepreneurial success; and Personally - by developing skills through BPW's Individual Development Program, the Young Careerist Program and the partnership of CHOICES.

The Individual Development Program was published in 1994 with a program developed by Rosemary Agonito, Ph.D. The program and materials were copyrighted in 1994 by the National Federation of Business and Professional Women. All Clubs and Federations were instructed to utilize this program rather than the separate programs previously used by Clubs and Federations.

Shortly after the 1994 update, the Individual Development program added a speaking competition which included progressive competitions with winners from Club competitions, going to State competitions and those State winners, participating in the National Competition. The prepared speech portion of the IDP was a challenge for many attendees. However, many attribute their ability to speak both at work and publicly because they overcame that challenge through IDP. The other portion of the speaking training was through impromptu speeches. The participants were given a topic, ten seconds to consider the topic, and then they were to speak on that topic for two minutes. I recall an instructor said the reason for impromptu speeches was "the fact that you didn't leave home every morning prepared for questions you would be asked that day, so you needed to be able to think on your feet".

In July 2004, the Individual Development Program was updated recognizing that the Individual Development Program was one of the key programs of BPW/USA and a testament to the belief in making a difference for women today and for the future of BPW. Dr. Trish Knight, BPW/MI, Past National President, was recognized for her leadership, dedication and hard work in updating and producing the materials.

At the 2005 National Conference, a training meeting was held for the Individual Development Chairpersons from each State Federation and any members who were seeking certification to conduct the IDP course. The materials were shared with that group on a CD which we were all delighted to take home instead of a 3" binder containing the facilitator's guides, participants guide and resource handouts.



In 2020, the NFBPWC Individual Development Committee accepted the challenge to update the 2008 program, developing PowerPoint slides for easier presentation and update the programs. Additionally the program name was changed to Life-long Leadership and Learning (L3) Program.

.../...

The L3 Committee continues to update the modules as necessary and expand the topics. Originally the program consisted of lessons in conducting meetings, parliamentary law, and club leadership.

Topics such as Teamwork, legislation, BPW History and Women's History, Officers and Chairs leadership were added over the years. Lessons for public speaking, both prepared presentations and impromptu topics, were also added.

In 2005, topics including Business Etiquette, Advocacy, Writing your legislators, and media relations were added. The current program includes fifteen topics with more topics being added to include The Art of Networking, Leadership vs Management, Time Management, Project Management, and Stress Management-Self-care.

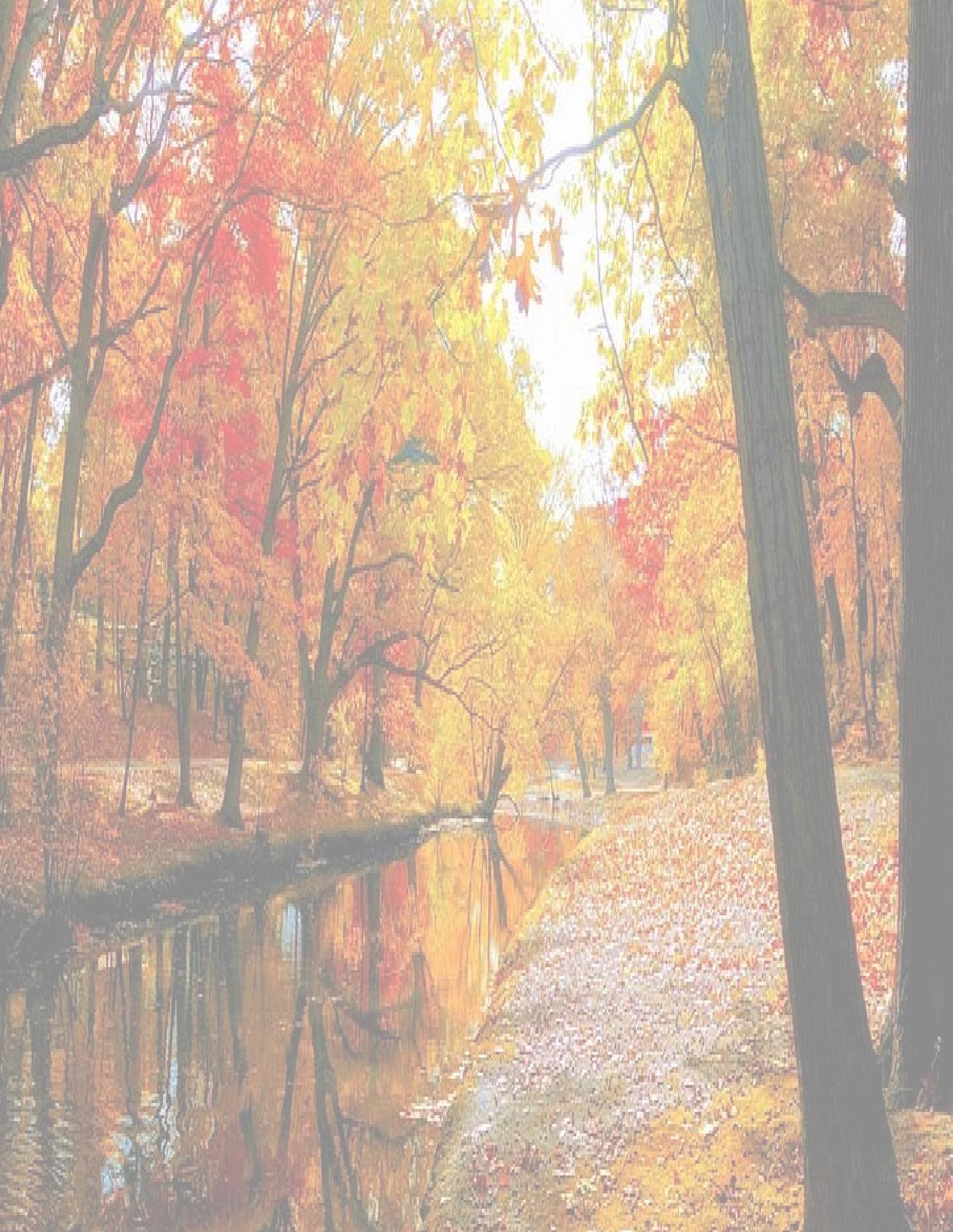
If you ask some of your more seasoned members, they will likely respond that the Individual Development Program is one of the best experiences they have had during their BPW membership. The goal of the current L3 Chair includes working with all of the NFBPWC committee chairs to hopefully incorporate L3 programming with that specific committee's goals as well as creating any new modules that would be beneficial for members.

Please follow the activity of the L3 Committee on the NFBPWC website and in the NFBPWC magazine. Members are encouraged to work with their State Federation or Club leadership to ensure L3 activities are happening for their state/club membership. You can direct questions to [L3Chair@NFBPWC.org](mailto:L3Chair@NFBPWC.org)

"The beautiful thing about learning is that nobody can take it away from you"

**B.B. King**







The Bill Screening Committee is pleased to announce The Legislation Corner appearing for the first time in this issue of California Woman. Writing articles for The Legislation Corner will give us the opportunity to discuss committee activities or projects with the membership. We will also be able to highlight bills that we are monitoring.

The current CFBPW Bill Screening Committee consists of the Chair Elaine Aftergut and members Shaaron Casey, Joanne Mitchell and Elaine Sierra. We select bills to screen that meet our California Federation Public Policy Statement, using the official California Legislative Information website (<https://leginfo.legislature.ca.gov/>). We take positions -- to support, oppose or watch -- on a manageable number of those bills, legislation of higher priority, including those addressing focus issues. The committee considers each bill's prospects for being enacted, member referrals and views, the positions taken by other similar organizations sharing our public policy concerns, and publicly available information and media coverage. Then, we monitor the bills selected.

Members who learn of additional bills that address issues set forth in our California Federation public policy statement are encouraged to refer them to the screening committee. (The best time to do that is the first few months of California's legislative sessions, January through March, when the screening committee selects bills on which CFBPW will take positions)

In August of this year, Emily Van Vleck, National Federation Vice-President for Advocacy convened a virtual meeting to explore developing a tool kit for states to use if they want to start a legislative screening committee. Invited attendees included Elaine Aftergut from CFBPW and a representative from Colorado, the only other state besides California that now has such a committee. Elaine explained CFBPW's screening process to help inform National's development of a toolkit. In turn, the toolkit may help the CA Federation improve our screening process.

Here are three bills chosen to be highlighted in our first edition of Legislation Corner. They address two of the focus areas adopted at the CFBPW Annual Conference in May, 2024: housing security and reproductive justice.

.../...

## Housing security

The first bill – AB 11 – would establish the California Housing Authority as an independent state body to address the state’s affordable housing crisis by developing mixed-income social housing. The bill defines social housing as publicly owned, mixed-income, rental and ownership housing that is under public control and oversight, with the aim of keeping the housing affordable in perpetuity. The Housing Authority would address the gap between regional housing needs and affordable housing, helping localities by financing mixed-income social housing that will be made available to households unable to afford market rent. Furthermore, residents of the housing units would have the right to participate directly and meaningfully in decision making affecting the operation and management of their housing units.

## Reproductive justice

The other two bills aim to improve maternal health and pregnancy outcomes.

**One – AB 55** – would allow more alternative birth centers to be established, to address the lack of medical facilities able to meet the need for birthing care. Alternative birth centers are designed to provide care for low-risk women with uncomplicated pregnancies who are expected to have uncomplicated births. The bill would remove a barrier to licensure and Medi-Cal coverage, that is, remove the requirement that they also offer comprehensive perinatal services. However, it would require that the alternative birth centers provide pregnancy and postpartum services that meet certain standards, including, but not limited to, psychosocial assessments, nutritional assessments, and overall health, childbirth, and parenting education.

**A related bill -- SB 32** -- would require the state to develop and adopt standards for the geographic accessibility of perinatal units. The aim is to ensure timely access to healthcare and support services during pregnancy, childbirth, and the postpartum period up to a year after delivery.

To become law, proposed legislation must pass both houses of the California legislature (the Assembly and Senate), and be approved by the Governor, all within specified timelines. All three bills are nearing the last steps before going to the Governor, but may not clear those steps.

We urge clubs and members to take an interest in these bills and consider actively advocating for legislation the state federation is supporting. The Screening Committee posts the status of CFBPW bills on the state website periodically. We encourage members to track the progress of our bills at <https://bpwcal.org/legislation/>.

By standing together, we can better fulfill the purpose of our Public Policy platform and advocacy: to promote equity, political and economic self-sufficiency for working women in all phases of their lives.

**Elaine Aftergut and Elaine Sierra**  
**The Screening Committee**

## **Legislation Status Updates**

**AB11 In senate committee on housing and GO.**

**AB40 4/21 read 3rd time. Urgency clause adopted. Passed and ordered to the Senate.**

**AB42 In Senate awaiting assignment to committee.**

**AB50 4/21 read a third time. Urgency clause adopted. Ordered to Senate.**

**AB54 5/12 referred to Senate. Referred to committee on Health and Judiciary.**

**AB55 5/12 passed in Assembly. Ordered to Senate.**

**AB65 6/18 in the Senate. First hearing cancelled at request of author.**

**AB67 5/25 Held in assembly appropriations committee. May become a 2 year bill to be carried over to following session.**

**AB89 4/1 Failed to pass in arts, entertainment, sports and tourism committee. 4/2 Failed in Committee under joint rule.**

**AB224/SB62 6/11 In Senate. Referred to committee on Health.**

**AB250 5/29 To Senate. Referred to committee on RLS for assignment.**

**AB260 5/19 In Senate. 6/11 Passed health committee. Hearing set in Business Professions and Economic Development for 6/23.**

**AB292 4/1 hearing cancelled at request of author. Still in Assembly.**

**AB603 3/19 hearing cancelled at request of the author.**

**AB969 6/2 Passed in Assembly. In Senate. 6/11 Referred to Human Services committee.**

**SB32 6/2 Passed in Senate. 6/9 In Assembly and referred to Health committee.**

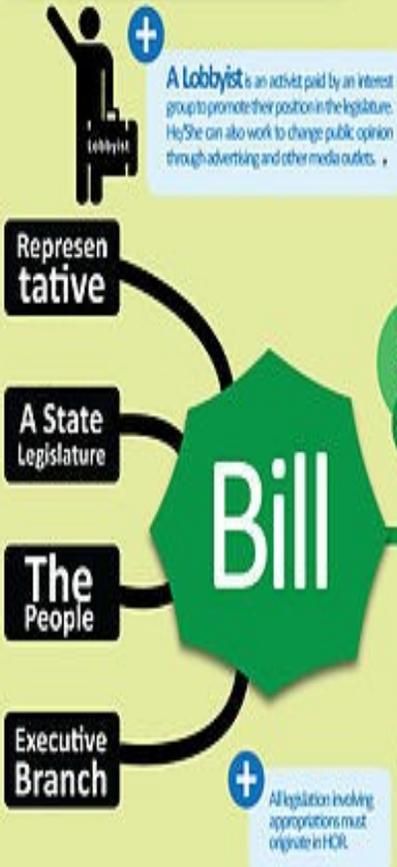
**SB578 6/2 Passed in Senate. 6/9 In Assembly and referred to committee on Labor and Employment.**

**SB590 5/20 Passed in Senate and sent to Assembly. 6/5 Referred to committee on Insurance.**



# HOW OUR LAWS ARE MADE

*"Congress shall have Power... To make all laws which shall be necessary and proper"*  
**U.S. Constitution Article 1 Section 8**



**The code of a bill**  
**H. R. 301 [110]**  
 House Of Representatives # in which bill was received Congressional Session

+ CBO or Congressional Budget office is a non-partisan office charged with checking and creating budget estimates.



+ **Filibuster:** A Senator or group of Senators deliver speeches and "hold" the floor indefinitely hoping the prolonged debate will prevent passage of a bill. A filibuster can only be ended if a motion to end it is carried by 60 votes (a super majority).

+ **A Reconciliation** bill is part of the budget process and allows Congress to make changes in law to conform with budget levels set in the budget resolution. It has become an alternative way to pass contentious legislation in the Senate because it only requires a simple majority to pass.



Dear CFBPW Members,

As your state Bylaws/Resolutions Chair for 2025-26 I want to address and bring to your attention a couple of issues from our state Annual Conference held last May 2025.

## **1. Bylaws**

All three proposed state Bylaws amendments passed with the first one to Article XVII – Meetings, Section 4 being amended by striking 45 and inserting 30 so now it reads “A Call to the Public Policy Conference is to be sent thirty (30) days prior to the opening day of the Conference.”

## **2. Policies and Procedures**

- a. The document has been retyped by our Parliamentarian Sandy Thompson and approved by the presiding president Anne Marie Johnson and is now posted to our website - along with our updated Bylaws.
- b. This document states that the Policies and Procedures may be amended by the Board of Directors by a majority vote.

The Bylaws Committee has agreed to adopt the same procedures as our Bylaws in Article XX Section 1 regarding Amendments. All proposed amendments to the Policies and Procedures shall be submitted in writing to the CFBPW Bylaws Chair at least sixty (60) days before they are to be considered. These proposed amendments shall be included in the Call to the meeting at which they are to be considered.

## **3. Reminder**

Policies and Procedures

### 1. Administration

D. "All items for distribution to the members must be routed through and approved by the President." This includes articles to the *California Woman* Editor.

.../...

#### **4. Volunteer/s**

Would you be interested in serving on the Bylaws/Resolutions Committee and see how amendments are processed? Then just give me a call or an e-mail, addresses listed in the Officers and Chairs list President Sher mailed out about a month ago.

#### **5. Questions**

If you, your club or district has a question regarding bylaws, resolutions or policies and procedures do not hesitate to contact me.

**Trudy Waldroop**

**Bylaws/Resolutions Chair**



**California North District  
July 2025 Training**

***Parliamentary Quiz: How much do you know?***

- 1) The principles of parliamentary procedure are:
  - One topic discussed at a time
  - One person speaking at a time
  - Rights of every member; the majority as well as the minority, and those members present and not present

**True** [Reference RONR 12th edition, page xlix]
  
- 2) A speaker speaks from a podium?  
**False.** It's a lectern. [throughout]
  
- 3) The name of the seconder of a motion should be named in the minutes?  
**False** [Section 48:line 5 (1)]
  
- 4) A Treasurer's Report is always adopted.  
**False** [Section 48:line 20-6]
  
- 5) The motion Previous Question requires a second, is not debatable, is not amendable and takes a 2/3 vote?  
**True** [SS 16, t4, and t24] t is for table
  
- 6) The presiding officer can never vote.  
**False** [44:12 The presiding officer can vote by ballot or to create or to break a tie, if they choose.]
  
- 7) Steps to being recognized  
**First, rise** (or raise your hand if confined). **STOP !**  
**WAIT** to be recognized by the presiding officer.  
After you are recognized, state your name, club or district/title:  
whether you have a question **OR**  
want to make a motion (i.e. I move TO... or I move THAT... )  
speaking for or against the motion on the floor.  
**True** [3:30—35]
  
- 8) Name 4 of the 14 motions that DO NOT require a second.

Division of the Assembly	Filling Blanks
Motion from a Committee	Nominations (not just elections)
Objection to Consideration of a motion	Orders of the Day
Parliamentary Inquiry	Point of Order
Reconsider of a motion	Request Information

[Ref: t6 – t32]

**Trudy Waldroop**  
**PSP, member of NAP: National Association of Parliamentarians, and**  
**CFBPW Parliamentarian to several PSPs**



# CALIFORNIA FEDERATION OF BUSINESS & PROFESSIONAL WOMEN (CFBPW) 66TH ANNUAL PUBLIC POLICY CONFERENCE

**THEME: "FOOD" FOR THOUGHT: DRIVING PUBLIC POLICY FROM THE GROUND UP!**

**LIVESTREAM: [HTTPS://WWW.FACEBOOK.COM/CALIFORNIABPW/](https://www.facebook.com/californiabpw/)**



**DR. CHRIS TARVER,  
DBP, RN. CNS,  
NEA-BC, EBP(CH)**

Executive Director, Professional Practice & Nursing Excellence and Clinical Practice Education & Professional Development  
City of Hope National Medical Center  
(Duarte, CA)



**L.A. MAYOR KAREN BASS**

**(INVITED)  
Guest Speaker**  
(Los Angeles, CA)



**KIESHA HAUGHTON**

Founder & CEO, Abeja Intl Dev., Inc.  
Owner, Bantu Village, LLC And Former Regional Dir., Maryland Small Business Development Center & Managing Director, Maryland Women's Business Center  
(Tanzania, Africa)

**3-4** | **100**

**COURTYARD BURBANK HOTEL**  
2100 W Empire Ave  
Burbank, California 91504

**RSVP NOW!** [bjdavis1001@gmail.com](mailto:bjdavis1001@gmail.com)

**CFBPW--PROMOTING AND SUPPORTING EQUITY FOR WORKING WOMEN IN ALL PHASES OF THEIR LIVES AND PROMOTING PERSONAL EMPOWERMENT AND PROFESSIONAL DEVELOPMENT SINCE 1919**





Article for newsletter CA Woman  
Sher Singh – President  
July 2025 Submission:

## Will Women Reach Full Parity in Our Lifetime?

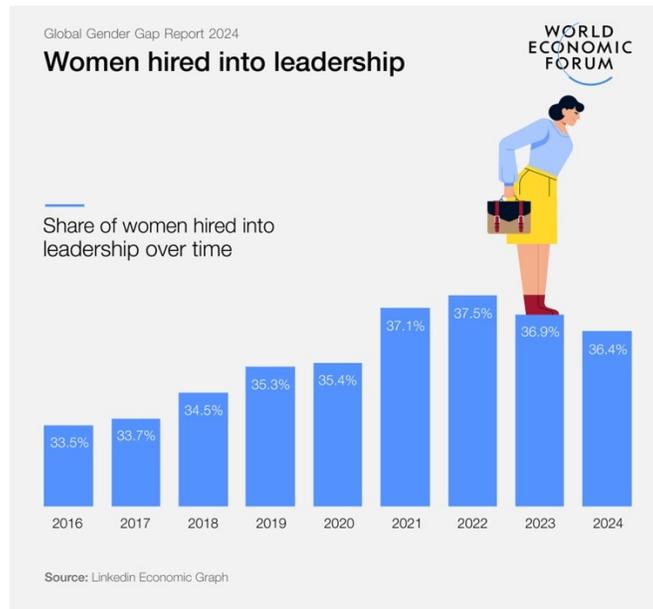
I would like to share with you this very relevant information in today's world and where women in general stand with fair wages. An article discussed in my NFBPWC role as JDEI Chair.

I want to talk about the Global Gender Gap Index. Each year it benchmarks the current state and evolution of gender parity across four key dimensions (**Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment**). It is the longest-standing index tracking the progress of numerous countries' efforts towards closing these gaps over time since its inception in 2006.

It is a lot readying to get through, so I am bringing to your attention a portion of this report. The World Economic Forum report 2024, explores several areas of note. In their findings where parity (*the state or condition of being equal, especially regarding status or pay*) for women remains five generations away.

- *Global gender gap sees only a slight improvement and will still take five generations to close at current progress.*
- *Improvement in political participation of women has the most impact as it is where the gap is largest, with top-level positions remaining largely inaccessible for women globally.*
- *With over 60 national elections in 2024 and the largest global population in history set to vote, women's political representation and the overall gender gap could improve.*
- *Parity in global labor-force participation is recovering, reaching 65.7%, up from a pandemic low of 62.3%.*
- *Women's representation in AI engineering has doubled since 2016, but significant underrepresentation in STEM (Science, Technology, Engineering, Math) fields and AI (Artificial Intelligence) remain.*
- *Explore the full report, infographics and more [here](#); share on social media using the hashtag #gendergap24.*

There are some positive developments despite ongoing challenges. Parity in labor-force participation rates for women have rebounded to 65.7% globally, from a low of 62.3%. Latin America and the Caribbean achieved an overall gender parity score of 74.2%, as well as its highest economic parity score to date (65.7%), driven by strong parity in labor-force participation and professional roles, and the second highest regional political empowerment score (34%). This success story in Latin America can serve as a model for other regions.



We are not progressing; in fact, we slightly went down. Hence the predictions that the parity for women lies five generations away. According to the study, the gender gap is narrowing but the collective rate of progress has slowed down. Without a bold push forward, it will take 134 years to reach full and equal pay.

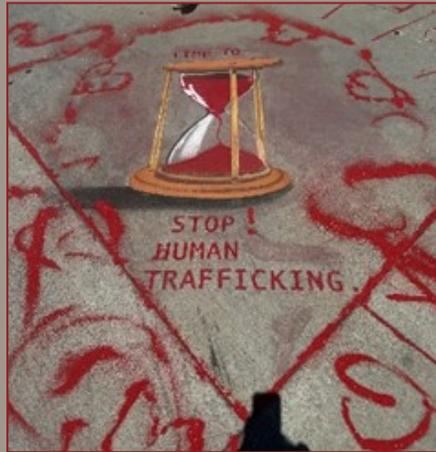
Our national Advocacy webpage states the following on this subject, *“The Alice Paul Equal Rights Amendment shall stand first and foremost above all other items of the advocacy platform until Equal Rights have been guaranteed in the United States Constitution - i.e. “Equality of Rights under the law shall not be denied or abridged by the United States or by any State on account of sex.”* Have you looked at this page lately or anytime?

Here is one example of the continued fight for women’s rights. On April 3rd, 2025, EQUAL MEANS EQUAL’s Legal Advisor and renowned impact litigator Wendy Murphy filed *EQUAL MEANS EQUAL v Donald J. Trump* in Federal Court on behalf of individual plaintiffs and all women to demand that the United States Government allow women to register for the Selective Service, should they so choose.

So, we can see that it is an ongoing gender gap, rights, dialogue, and actions. We need to get engaged, be informed, educate ourselves, and encourage others to join us!

*Sher Singh*  
President





Burbank Club

## The red Sand Project

On Saturday, July 26 the **Burbank Club** participated in the **Red Sand Project**. The Red Sand Project is to increase public awareness around the global issue of human trafficking. The event invited participants to pour red sand into cracks in the sidewalk, symbolizing the people who have “fallen through the cracks “ of society due to exploitation, forced labor and sex trafficking. Burbank members Gloria Salas, Shaaron Casey, Denise Luckhurst and Sandy Thompson participated.

The event was held just prior to the United Nations World Day Against Trafficking in Persons which is observed on July 30 each year. The Red Sand Project was originally the idea of **artist and activist Molly Gochman** to bring to engagement around this global issue. Currently all 50 states and more than 70 countries participate with more than one million people taking part.

Sandra Thompson, *PNP*



Shaaron Casey, Gloria Salas, Sandy Thompson



Shaaron Casey

## ***THIS IS WHY WE DONATE TO THE CALIFORNIA BPW EDUCATION FUND.***

*The article below was written by CEF loan recipient, Jordan Bennett.*

*After Jordan completed one year of payments,  
the CEF Board voted to convert her loan to a grant.*

Since graduating from Santa Clara University in June of 2024, my life has been filled with a lot of change. I no longer wear the "student" title, my family moved from California to Oklahoma, and I was preparing to move out of the country for my first duty station. Fast forward to October 2024, I attended the Army Medical Department Basic Officer Leaders Course (AMEDD BOLC). AMEDD BOLC is a three month course that taught myself and other officers what was expected of us as Medical Service Officers and leaders. BOLC consisted of a classroom portion, where we spent time learning about the different medical roles of care that the US Army provides. Additionally, we trained in the field for approximately 10 days, where we practiced what we learned in the classroom, as well as tested our day/night land navigation skills and weapons qualifications. I was also extremely lucky to have met many amazing and intelligent people there, who provided camaraderie and pushed me to do my very best. I remember being excited to find out that four of the people that I met at BOLC were also slotted to go to Korea with me! We have all gotten closer as we have spent a lot of our free time trying Korean food and traveling. Our favorite meal is Dak-galbi! I highly recommend it.



After BOLC graduation in December, I got to spend Christmas with my family before I left for Korea. I was able to say my goodbyes and fly out two days after Christmas. The flight to Korea was long but I made it there in one piece. I spent the first couple weeks in-processing with my unit, 502nd Field Hospital and was placed in the Operations section in Battalion Staff. My role largely consists of planning training and ensuring that the whole Field Hospital runs smoothly. I have learned so much under my supervisors and other leaders. There is something so fulfilling about showing up to work everyday in the uniform I am proud to be wearing. It is incomprehensible how much I have learned during my first 8 months. The best part is that most of the time, it is life lessons I learn. How to be a better manager, how to interact, motivate, and inspire people. One of my favorite memories was learning how to drive some of our tactical vehicles.

I was the Convoy Commander for our last field training exercise, so it was important for me to be knowledgeable on the equipment that we would be using. My NCOs and team encouraged me along the way and they had a few laughs at my expense seeing the Junior Officer behind the wheel of the vehicle.



It's fun that I can say I am licensed to drive certain tactical vehicles! If it wasn't for the Army, I would have never been able to have this experience. I can't think of a better job than working in the military!

I have also been lucky enough to compete in several different opportunities to push myself to be better. I completed my first Norwegian Foot March which is an 18.6-mile ruck march with 25lbs on my back in 5 hours and 15 minutes. That was one of the most physically and mentally challenging things I have done. However, it was absolutely worth it when I crossed that finish line!



This past June, I also competed in the German Armed Forces Badge where I earned Silver. It consists of a physical fitness test, a swimming test, a ruck march, and a shooting qualification. This was a fun three day competition that pushed me to excel.

Throughout my time here I have earned two Army Achievement Medals (AAM), one for my successful work as a Convoy Commander. I oversaw over 800 miles of Driver's Training and training 20 primary and alternate drivers. I was lucky enough to have had such a great team of NCO's who continued to execute the mission with my guidance. The other AAM I received was for my contribution in raising funds for our annual Army Emergency Relief (AER) campaign. My unit was able to beat last year's contribution, which was amazing. This program serves as financial aid for emergencies that service members may face during their time in service. I am proud to be a part of a unit that gives back to amazing programs such as AER.



Not only have I been enjoying work, but I have been fortunate enough to be able to spend a lot of time traveling. In February, I was able to visit Guam, which was beautiful. It was a wonderful break from the freezing snow that I was experiencing in Korea (visiting Lake Tahoe, and Lake Almanor in the Winter did not prepare me for the cold temperatures in Korea). I was able to travel with other Lieutenants and we all had a blast.



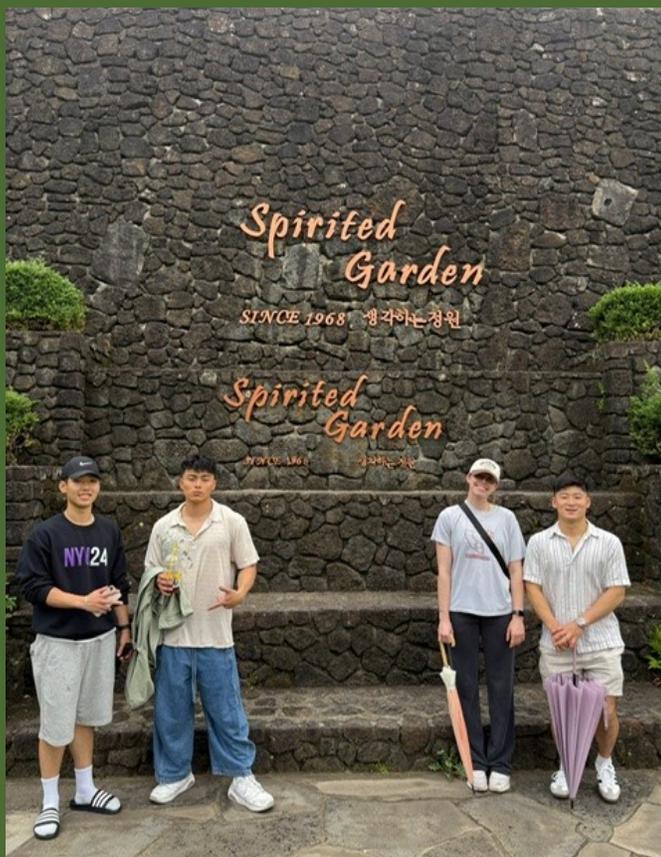
We have traveled and explored a bunch of Korea already. My favorites have been Seoul, Busan, and Jeju Island. All of which had delicious food and fun new things to try. We just returned from the Philippines in July. I swam with the Whale Sharks and saw the second largest Sardinie Run in the world. I am currently planning my next trip to Taiwan in October and am hopeful that I will be able to go to Japan in November and meet my sister there. I am so blessed to do something that I have always wanted to do. Traveling has been one of my biggest dreams, and I am so fortunate to have been given this opportunity.

My original tour length here in Korea was only for a year, however, I have decided to extend for another year (December 2026). Once my first year is complete, my goal is to find an opening as a Platoon Leader. One thing that I have missed being on Battalion staff is that I work with many Senior Officers and Senior Enlisted Leaders and so I do not get to work directly with the soldiers. I am excited to take on this next step in my journey and work more directly with soldiers. Allowing me to grow and develop my leadership by really getting the chance to lead others instead of just planning in the background. This new opportunity would allow me to see the planning I am doing currently come to fruition in the field through the execution process. I am looking forward to what's ahead, but also reminding myself to enjoy the moment.

I am truly thankful to all the people who have supported me along the way. To my friends and family, their encouragement and support means the world to me. A very special thank you to my sister, who has made the hard days better and has always been a call away. To my high school volleyball coach, for believing in me and pushing me to always compete at my best. His motivation and drive made me the competitor I am today. To my Army mentors, thank you for helping shape me into the leader that I am today. By showing me how leaders set the expectations, always leading by example. Lastly, thank you to BPW. None of this would have been possible without your generosity, my dream school, D1 athletic career, and of course, my career that I'm excelling in and am absolutely proud to be a part of. You have made my dreams come true. I will never have enough words to truly express my gratitude.

Thank you.

## Jordan Bennett





## **BUSINESS AND PROFESSIONAL WOMEN**

### **CALIFORNIA NORTH DISTRICT**

*Working Together To Reclaim Our Heritage.*

### **News of the District**

August 2, 2025

Greetings BPW California North members.

The **Summer Training** was a huge success. The presenters and presentations were professional and well received. Participation from the 21 participants was lively and the presenters knew their stuff. There were BPW members from across the country as well as global participants.



### *Meetings*

#### **CND FALL CONFERENCE**

The BPW California North District (CND) Fall Conference is set for Saturday **September 20, 2025**.

It will be **virtual only** from 9:00a – Noon. Please mark your calendar now. Programming is still in the developmental stage. If you'd like to present to the group, or can suggest a topic/speaker please contact me at [jkw@gbis.com](mailto:jkw@gbis.com). We have time on the agenda for two (2) 30-minute presentations.

Business will include electing a Nominations Chair for the District in preparation for District **elections in April 2026**. Also, the selection of the **District Representative and President's Alternate** to the **CFBPW Fall Board of Directors** meeting will be determined. The Board of Directors Meeting is scheduled for Friday morning (10/03). [Because your District President has a Board vote as CFBPW Secretary, the District is entitled to an alternate vote. Please consider volunteering for this...otherwise the District loses one of its votes.]

We will also discuss issues to be covered during the October 3-4, 2025 **Public Policy Conference** set for Burbank Courtyard. The CFBPW 2024-2026 date does not look right. Should it be even dates/years? Public Policy Statement and Focus Issues will be reviewed for possible modifications and input from members is essential. Every member can contribute.

This conference is in conjunction with the **CFBPW Fall Board of Directors Meeting** set for the morning of October 3. Although both meetings will be hybrid you are encouraged to attend in person to experience the BPW sisterhood and non-session education.

# Club Updates

## **CLUB NEWS**

**Berkeley BPW** President Maria reported that on July 21, 2025, our members Michele Husby (State Finance Chair), Monique Lee (California Woman/Web Coordinator), and Manjul Batra (Small Business Chair) all represented our club at the State CFBPW Chair meeting. Their active participation and continued commitment are greatly appreciated. On June 13, 2025, the Berkeley club joined the Indo-American Chamber of Commerce of Northern California Program meeting via Zoom. **Mr. Karikey Sharma**, spoke on his life journey overcoming his battle with cancer and finding purpose through art. A tribute to resilience, a meditation on finding purpose through art. and a reminder that even the most uncertain beginnings can lead to something extraordinary. The Berkeley club will continue to explore ways to develop partnership with other organizations.

**Chico BPW**, whose members represent three northern counties, is planning a community recognition event for National Business Women's Week (NBWW), October 18. The event will recognize local women community leaders.

**Downtown Sacramento BPW** will again participate in the Workforce Development Symposium in Sacramento and expects to give two \$250 scholarships for certification in trades and business. They continue to work with their BPW Twin, St. Andrew Jamacia (currently developing a blog).

**MEMBERSHIP UPDATE:** 34 members in California North District

Chico BPW = 5 Members

Berkeley BPW = 10 Members

Downtown Sacramento = 18 Members

Member-at-Large = 1

**Welcome New Members: Downtown Sacramento**

**Kelley Castro (August 6)**, Sacramento Steps Forward, PWLE - [kellykcl@gmail.com](mailto:kellykcl@gmail.com)

**Ranita Harris (March 25)**, Owner-Fun Friends Entertainment- [msranitaharris@gmail.com](mailto:msranitaharris@gmail.com)

**Dual Member, Cherril Lou (CJ) Jacobson (Conejo Valley)** - [retiredbees@yahoo.com](mailto:retiredbees@yahoo.com)

*Enjoy Summer's End*



Katheirne Winans  
President  
BPW California North District



downtownsacramentobpw  
president@gmail.com



<https://www.linkedin.com/in/marjorie-beazer-380313214>

# DOWNTOWN SACRAMENTO BPW WELCOMES ITS NEWEST LADY BOSS!

INTERNATIONAL CHANGE, DEVELOPMENT & INNOVATION, AND  
PUBLIC POLICY LEADERSHIP CONSULTANT TAKES UP NEW ROLE  
WITH BPW SACRAMENTO CLUB



**MARJORIE C. BEAZER**  
PRESIDENT, DOWNTOWN BPW  
2025-26

"When we show up, the world has no choice but to sit up and take notice, 'cause they know transformative war is about to be waged! RIGHT has no color, expiration date, nor season—it just and always is relevant and unchanging!"

~Ambassador Marjorie Beazer

Please join Downtown Sacramento BPW Club in welcoming our incoming 2025-26 President, Marjorie C. Beazer. With this year's theme: "Optimizing Purpose Through Innovation, Organizing and Never saying never (OPTIONS)" is where Ms. Beazer plans on focusing her wealth of experience and expertise on identifying and creating sustainable and game-changing OPTIONS-rich environment for women, girls, and their allies to thrive!

An international, regional, and local public policy, leadership, business development (entrepreneurship), psychosocial health and wellness, capacity building and innovation Consultant, Speaker and Lecturer, Ms. Beazer epitomizes BPW's commitment to being a force for the professional development and advocacy priorities of BPW and our allies.

Executive Director of Sacramento, CA's H.O.P.E. Consulting, Inc., a socioeconomic and sociocultural change and development not-for profit, Ms. Beazer's plan is to bring her know-how and networks to bear on helping guide Downtown Sacramento BPW's ongoing work with bring our mission and vision to life for our communities here in the Sacramento, California area. With a 106-year long history serving and advocating around important issues such as education, advocacy, strategic partnerships, and empowerment, Ms. Beazer and the Downtown Sacramento BPW Club is poised to make history yet again, and again, and again.

Here's lookig forward to an OPTiONS-filled year and beyond!



# CASTING CALL

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## Casting Call for Business and Professional Women

Seeking three (3) members and non-members to portray significant California BPW Members.

Are you or do you know a closet or experienced thespian with a passion for representing the achievements of BPW's California's women of influence? We invite you to participate in this Casting Call for presentation at the October (3 or 4) Public Policy Conference. Your presentation can be in-person or virtual.

### About the Casting Call

This opportunity is open to women who wish to honor and embody the legacy of influential BPW California members throughout history. Selected participants will have the chance to bring to life the stories of women who have made significant contributions to the BPW community, celebrating their impact on business, professional advancement, and leadership.

### Who Should Apply?

- Women currently active in business or professional fields
- BPW members and supporters
- Individuals passionate about women's empowerment and leadership

### How to Participate

1. Submit a brief biography and a picture of the historical CFBPW member OR notable woman or ally you want to portray along with your contact information and a color headshot of you.

**To: Marjorie Beazer at [beazermc@gmail.com](mailto:beazermc@gmail.com)**

**By: September 15, 2025**

### Important Dates

- Application Deadline: 09/15/2025
- Notification of Selection: 09/22/2025
- Portrayal Event: Saturday, October 3, 2025

### Why Participate?

By joining this casting call, you will help illuminate the stories of trailblazing women and our allies, inspire others in your community, and strengthen the network of business and professional women.

Ready to make a difference and be part of this inspiring initiative? Submit your application today and help us showcase the legacy of important California BPW members!

### Questions?

Contact: **Marjorie at [beazermc@gmail.com](mailto:beazermc@gmail.com) or 916.836.7955**

# VALLEY SUNSET DISTRICT

This past spring our Members-at-Large, "MALS" hosted the Annual Conference where we learned about the UNHOUSED in our communities, and the positive and productive steps that are being implemented to actually make a difference.

Our June Training was facilitated by Past National President, Sandra Thompson who used the latest modules available on the national website. Please visit [www.nfbpwc.org](http://www.nfbpwc.org) for more of their excellent information.

Our planning has scheduled the following dates:

- \* Fall Conference September 20
- \* Holiday Party December 6th
- \* Winter Conference February 21
- \* Spring Conference April 25

Meanwhile, **the Burbank Club** hosted an expert on the topic of Trafficking.

**The Hollywood Club** was invited to the Woman's Club of Hollywood to meet 90 year old actor, George Chakiris from WEST SIDE STORY.

**Conejo Valley's** President, Lydia presented slides of current-day Australia from her tenth trip there.

BPW covers a wide range of subjects so please invite others to attend our functions. We look forward to welcoming them! There is so much to learn from each other. Come and join us. Grow with us.

**Cherri-Lou Jacobson**

*Valley Sunset President*





**The beautiful 100-acre DESCANSO GARDENS 13 miles northeast of Los Angeles was where members of Valley Sunset District spent WOMEN'S EQUALITY DAY & BPW INTERNATIONAL'S BIRTHDAY.**

**It was a time to connect with one another and with the animals, plants & habitat that have called the garden home since 1959.**

**We enjoyed a day of discovery, fun, & lunch!**

**The CEO of Descanso Gardens, JULIANN ROOKE, is a VAL SUN BPW member and her goal of creating an environment of rejuvenation has been very successful.**

**Just ask all the feathered friends there!**

[descansogardens.org](http://descansogardens.org)

C-L Jacobson, VSDP



# SIERRA MAR DISTRICT

Sierra Mar consists of three BPW Clubs,

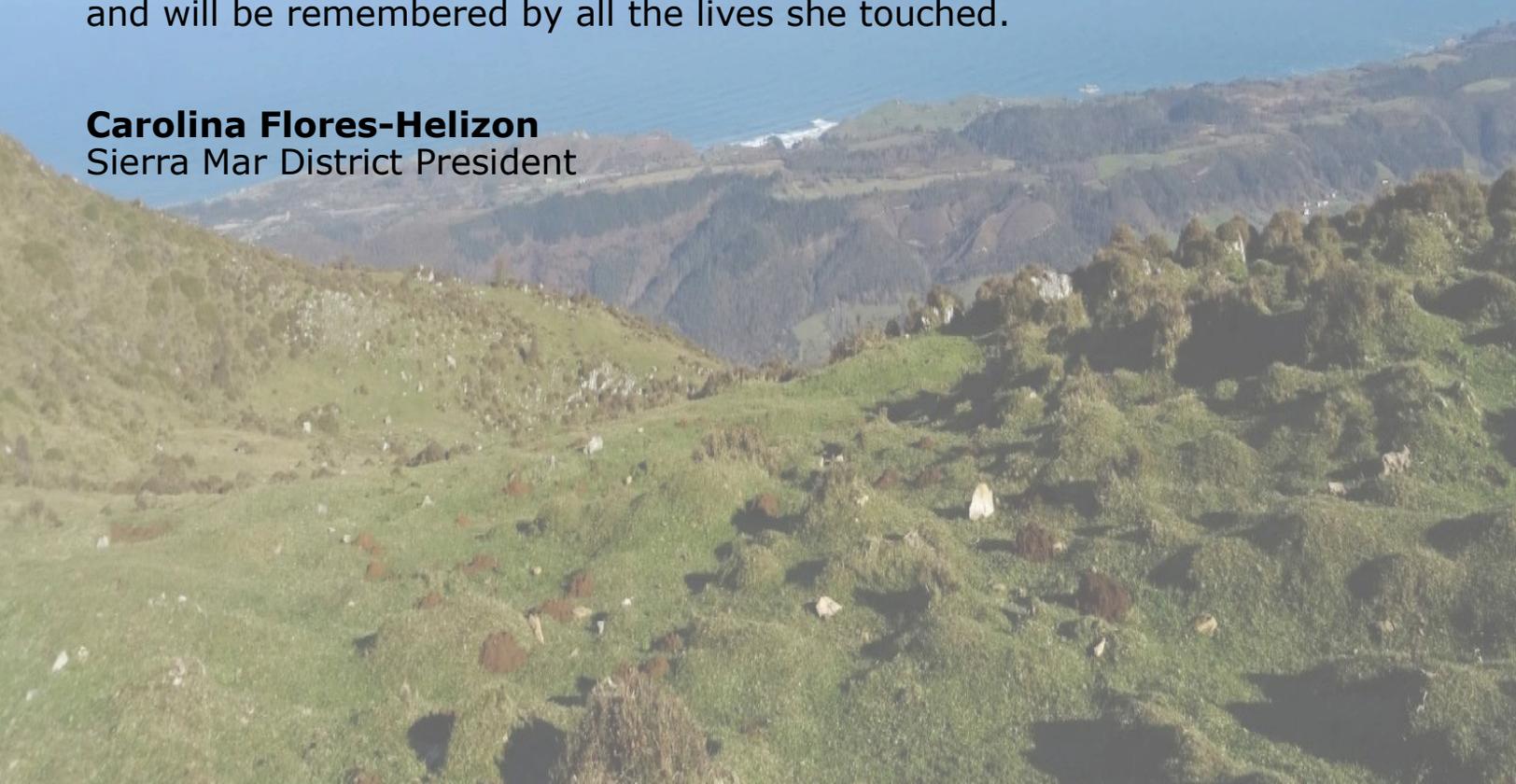
- East L.A. Montebello, President JoAnne Mitchell with 18 members,
- East Valley, President Sally McMahan has four members, attend Zoom talks, by State, National.
- El Monte, President Mavis Hansen has seven members, they have a fundraiser for giving a scholarship to an adult woman for continuing her education, and staying employed.

The Club will be celebrating 100 Years of existence and has been serving the community since 1925. This Celebration will take place on October 18th at the District Conference.

We Stand together for helping women, in the workforce, over Medical issues and want to reach out to younger women.

To hear what they're working towards, Sierra Mar District Linda Wilson was a member with a gift of much knowledge who can never be replaced, and will be remembered by all the lives she touched.

**Carolina Flores-Helizon**  
Sierra Mar District President





# AUGUST ANGST

I've never liked the month of August even as a little kid. August was the month that we started getting ready for the school year. The kids that spent the summer at their upper ranches worked hard to get all the work done before they moved back to town. Winter comes early in Wyoming. The kids in town were getting swims at the swimming pools and teenagers were working hard to make spending and college money off the booming tourist trade. It would all shut down after Labor Day!

There was a bright spot though in the middle of the month the high school football try outs would start at the football field. They would be in the evening so we girls would go and pick out our boy friends for the next school year!

We had spent the summer dating the college men and the rodeo circuit cowboys. (We were a fickle lot!) It all came to an end after the big Labor Day Rodeo and the first day of school but there were those football players! (Come to think of it, in retrospect maybe August was not so bad?)

Fast forwards 2025 and my Augusts here in Chico. I have been here since August 2022. These last three years have been event filled. I was diagnosed with skin cancer and had it removed from my nose in Yuba City. I had an excellent surgeon and have minor scarring. I have met and am still meeting a lot of nice people and feel very included socially.

July 1, 2024 I was hit by a car while taking my morning walk. The cleaning crew of a neighbor backed out of the drive way without looking! It fractured my left knee which left me in a wheelchair, brace and hours of physical therapy for six months. (Not fun but I had help) There went that August.



I wonder what this August will bring it seems that Chico closes down this month but there are a lot of community activities all over Butte County. I am going to go to the rodeo at the Butte County Fair.

I will attend the August Chico BPW meeting. We are planning an event for business women's week in October.

I will not walk behind any parked cars> I will not go swimming without a life jacket, life guard and sunscreen. (I burn fast, easy and badly)

Whatever you're doing this month have fun, be safe and plan on coming to Chico is October! (Detail will be sent in a timely manner)

Take good care of yourself you are important to the world

Constance J. (Connie) Stahl

*CFBPW President 2005-2007*

*Love, Connie*



**WELCOME BACK TO THE BUTTE COUNTY FAIR  
WHERE WE  RE CELEBRATING FAMILY  
ROOTS  BUCKLES AND BOOTS **



## The Courage to Reinvent: From Small-Town Girl to The Authentic Coach

*By Gloria Bailey-Ray, MPA, CPC*

When you grow up in a small rural town with limited opportunities and few mentors, something inside still whispers, *There's more for you than this*. My hometown was close-knit and grounded in strong values. Raised in the heart of the Bible Belt by devout Christian parents, I learned the importance of integrity, compassion, and respect—for all people, regardless of race, religion, or background.

I was a dreamer, always reaching beyond what I could see. I remember telling my high school counselor that I wanted to become a doctor. She smiled gently and said, “Baby, there aren’t no Black doctors around these parts.” She suggested I become a teacher, a nurse, or a homemaker. I chose nursing—not because I gave up, but because I chose the door that was open while quietly planning to build my own house.

### **A Leap of Faith**

I married young and had a son, but continued my nursing studies, always pulled by the belief that I was meant for more. That inner nudge pushed me to take a leap of faith and move to Northern California with my son, knowing only one person—my uncle. It was bold. Brave. And honestly, terrifying.

Eventually, I transitioned into the pharmaceutical industry. My nursing background opened doors, and I built a successful career as a representative and later a leader. But the journey was far from easy. I faced resistance—subtle and overt—from those uncomfortable with my confidence. One director admitted she didn’t like me because I was “too powerful.” I didn’t fully understand what that meant back then.

I endured microaggressions and systemic roadblocks many women of color know too well. Those experiences inspired my first book, [\*“U” Didn’t Get The Memo: Navigating Corporate America\*](#), to let others know they’re not alone—and that they have power, choice, and a voice.

### **Listening to the Whisper**

For over 25 years, I’ve led, coached, trained, and mentored others. But early in my career, I didn’t know to ask for—nor was I ever given—a mentor. Like many women, especially women of color, I was left to figure things out on my own. I came to realize that many people are hired into jobs with no clear guidance, no roadmap, and no one to show them how to progress. Companies often hand out handbooks, manuals, and onboarding paperwork—but no one really explains what matters most.

As I dug deeper, I saw that this wasn’t just an oversight—it was a “well-kept secret.” So many individuals don’t know what they need to do to succeed simply because no one told them. That realization stirred something in me. I wanted to change that narrative. I began researching what it meant to be a mentor, and, through that journey, I discovered life coaching.

.../...

I became fascinated by the idea of helping others bridge the gap between where they are and where they want to be. I learned that with the right coach, the process can become a catalyst for positive change, learning, and growth. Coaching offers support, structure, focus, accountability, and real solutions. That understanding lit a fire in me—and I knew I had found my next calling.

Eventually, I felt ready to fully embrace that calling. I became a Certified Professional Life Coach and launched my business, **It's Essential, LLC**, stepping into my next chapter as [The Authentic Coach](#).

### **Becoming The Authentic Coach**

At first, I kept one foot in corporate, applying for roles I once thrived in—but door after door stayed shut. And still, that voice inside whispered, *You have more to give*.

Reinventing yourself in midlife isn't easy. There's no roadmap—just questions: *Am I too old to start over? Will anyone take me seriously? Can I really make a living doing what I love?*

But I leaned into what I knew: myself. The same gifts I'd used to lead in boardrooms—clarity, confidence, and connection—became the foundation of my coaching practice. So, I got up from the table that had held me down. ["When To Get Up From The Table-When Love Is Not Being Served."](#)

Today, I support midlife professionals—especially women—who are ready to reclaim their power. I help them rediscover clarity, rebuild confidence, and walk in their truth. I don't offer fluff—I offer transformation. "Authenticity is my Superpower" isn't just a tagline. It's my truth.

### **Let Me Be Real With You**

Leaving a steady paycheck for entrepreneurship can be overwhelming. I've had sleepless nights asking, *Did I make the right decision?*

But each time a client finds her voice, sets a boundary, or dares to dream again, I'm reminded—*this* is why I chose this path. Reinvention isn't about having all the answers. It's about having the courage to ask new questions.

### **Advice for Women Ready to Reinvent Themselves**

I don't have all the answers, but I've learned a few truths:

1. **Trust the Nudge** – That whisper or gnawing inside? It's your direction.
2. **Start Where You Are** – You don't need it all figured out. Just begin.
3. [Invest in Yourself](#) – Coaching, education, self-care, ask questions—you're worth it.
4. **Protect Your Vision** – Not everyone will understand. That's okay.
5. **Keep Your Goals Close** – Let your results speak for themselves.
6. **Take a Social Media Break** – Growth often happens in silence.
7. **Surround Yourself With Positivity** – Seek mentors and communities that breathe life into your dreams.

.../...

## You're Never Too Old to Begin Again

I'm living proof that it's never too late to pivot, reimagine, and rise. Reinvention is both personal and professional. And I'm cheering for every woman bold enough to say, *This isn't the end of my story.*

One of the most empowering outcomes of my reinvention was launching my own business. **It's Essential, LLC** didn't just give me a new title—it gave me ownership of my time, talents, and voice. I no longer needed permission to lead, create, or grow. I could build something that reflected my vision, values, and worth.

### The Benefits of Owning My Own Business

- **Freedom & Flexibility** – I own my schedule and decide how I show up.
- **Purpose-Driven Work** – Every client, program, and session align with my mission to uplift and empower.
- **Creative Control** – I no longer fit into anyone else's mold. I created my own lane.
- **Legacy Building** – This isn't just work. Its impact. I'm building something that outlasts me and inspires others.

The most important thing I have learned on this journey is "You don't need permission to build what's already been placed in your heart."

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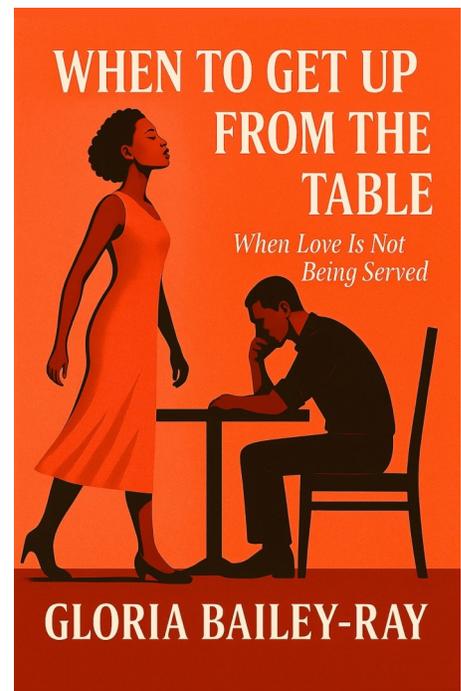
### About the Author

**Gloria Bailey-Ray**, *The Authentic Coach*, is a Certified Professional Life Coach, motivational speaker, author, and founder of *It's Essential, LLC*. She empowers midlife professionals through career transitions and reinvention with clarity, confidence, and compassion.

### Connect with Gloria:

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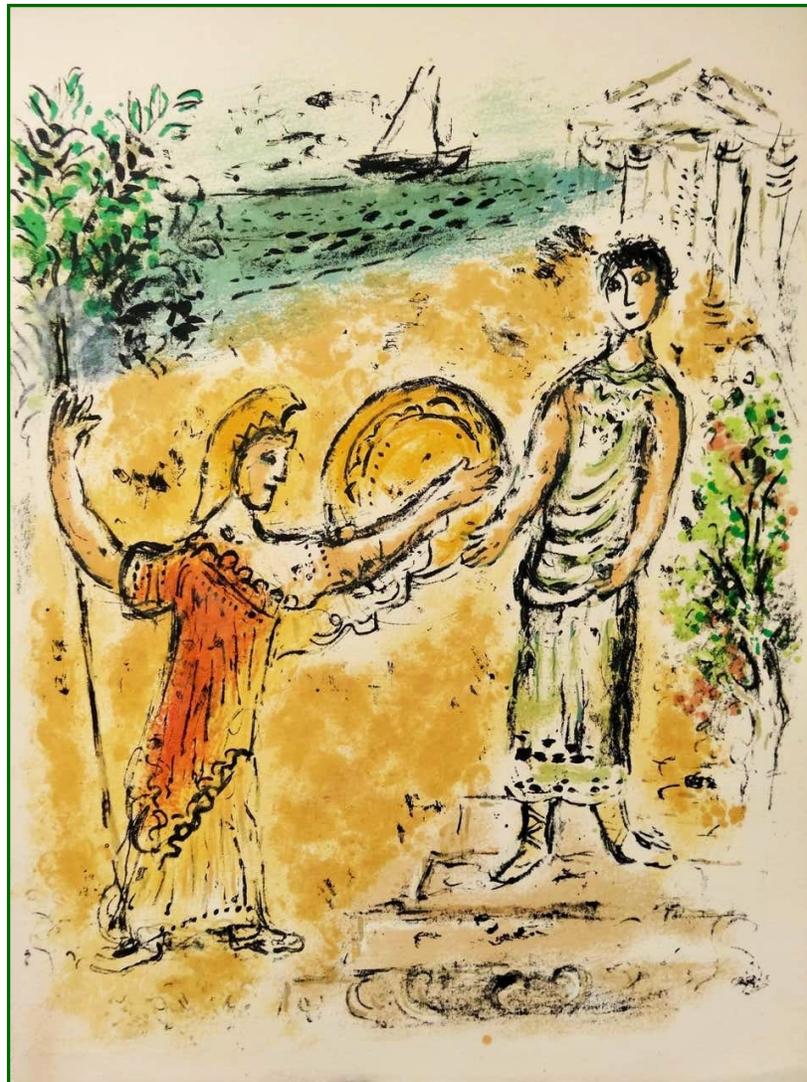
# ΔΦΔ ΨΘV ΚΠΘW ?

THE WORD 'ΜΣΠΤΘR' ....

The word 'Mentor' comes from the Greek word, Mentōr in Homer's The Odyssey. It was the name of the friend of Odysseus and adviser of Telemachus (the goddess Athena in disguise) which makes the first mentor character female!

**Art by Marc Chagall (1887–1985) Homère: L'Odyssee (1975)**

art by Marc Chagall



Provided by  
Cherri-Lou Jacobson

## One of the Only Businesses in America Created **by and for Women** is a Chic and Historic Los Angeles Hotel



Life was very different for American women in the 1920s. Voting rights had just become legal in 1919, women couldn't open a bank account without a male co-signer for another 50 years, and checking into a hotel unaccompanied by a man was essentially forbidden. But in 1926, a group of feminists from New York opened their own women-only hotel, allowing female travelers to reclaim their independence safely. Hotel Figueroa became a salon for trailblazing women to discuss politics and host rallies — a tradition that continued into the future when it became an official LA County Voting Center for the 2024 presidential election. Designed in a Spanish Colonial architecture style, the hotel was funded by the Young Women's Christian Association (YWCA) for the protection and advancement of women.

Maude N. Bouldin was the spearhead behind the hotel's launch and the first woman to manage a hotel in the United States. A maverick for her time, Bouldin was an aircraft pilot and motorcyclist (you can even spot a photo of Bouldin on her motorcycle in the hotel's lobby). Her influence attracted female leaders from across the state to meet at the hotel to discuss social, economic, and political equality for women, such as the prominent California League of Women Voters.

The YWCA eventually sold the hotel following the Great Depression and the crash of 1929, and the building became open to all genders in 1930. In 1978, under new ownership, the hotel became a Moroccan-styled accommodation with actual roaming camels but was restored to its original Spanish style in 2016 when it was acquired by the current management. Just 17 miles from LAX, Hotel Figueroa is a beating heart in Downtown Los Angeles and a must-visit for staycationers and outside visitors.





Hotel Figueroa is also home to the Artist Alley, a corridor of hanging art featuring local female artists and a nod to the founding women's dedication to spotlighting women's creativity, intellect, and self-expression. Continuing with their creative experiences, this chic hotel partners with Two Faced Ceramics to bring guests themed ceramics classes on the poolside patio. Among its 268 rooms, the hotel has everything from basic queen rooms to king suites. Several rooms also come with accessible bathrooms. The hotel prides itself on being pet-friendly but requires a \$50 non-refundable fee per fur baby.

The hotel also features four stunning dining spots: the La Casita poolside lounge and bar, Café Fig (open for breakfast, brunch, and lunch), the Mediterranean restaurant Deme, and Bar Magnolia, featuring a vibey cocktail area. If you prefer to dine off-site, check out the "tallest open-air bar in the Western Hemisphere," Spire 73. Hosting a small party? Bar Alta, a cozy speakeasy, hides behind a bookcase near the lobby that can host 50 guests. Built in the 1950s, LA's only ground-level pool sits on the original YWCA site.

Situated in Downtown Los Angeles, Hotel Figueroa is within walking distance of the Crypto.com Arena, Peacock Theater, and plenty of restaurants, bars, movie theaters, and hotels. This part of Los Angeles is brimming with things to do. Explore DTLA's vibrant neighborhood that's a bibliophile's dream come true and Pico-Union's artsy charm, trendy food, and vintage soul. A day at the beach at Santa Monica Pier is only 15 miles from Downtown, while Beverly Hills and Hollywood Boulevard are less than 10 miles away. However, if you're hoping to spend most of your time lounging in Hotel Figueroa, you're in luck, as this stunning, historical property is itself an entertainment hub.

**Contribution:** *Cherri-Lou Jacobson*

# THE FIRST CONVENTION

EVER CALLED TO DISCUSS THE

## Civil and Political Rights of Women,

SENECA FALLS, N. Y., JULY 19, 20, 1848.

---

### WOMAN'S RIGHTS CONVENTION.

---

A Convention to discuss the social, civil, and religious condition and rights of woman will be held in the Wesleyan Chapel, at Seneca Falls, N. Y., on Wednesday and Thursday, the 19th and 20th of July current; commencing at 10 o'clock A. M. During the first day the meeting will be exclusively for women, who are earnestly invited to attend. The public generally are invited to be present on the second day, when Lucretia Mott, of Philadelphia, and other ladies and gentlemen, will address the Convention.\*

---

\* This call was published in the *Seneca County Courier*, July 14, 1848, without any signatures. The movers of this Convention, who drafted the call, the declaration and resolutions were Elizabeth Cady Stanton, Lucretia Mott, Martha C. Wright, Mary Ann McClintock, and Jane C. Hunt.



Lucretia Mott, c. 1859–1870, Carte de Visite Collection, Boston Public Library.

Enjoy the video



Sculptor Lloyd Lillie's "The First Wave" statues in the Women's Rights National Historical Park Visitor Center. On the far left are Elizabeth Cady Stanton and Frederick Douglass (with **Lucretia Mott** and **James Mott** not visible behind them); of the two women in the front, the one on the right is Martha Coffin Wright; the man and woman standing together in the rear are Thomas M'Clintock and Mary Ann M'Clintock. The others are unidentified.

# Women's Equality Day, August 26, 2025



Dear Friends of Wild West Women,

Celebrate your Right to Vote on Women's Equality Day, and Always - by Voting!  
Remember: We were not **GIVEN** the right to Vote; we did not just “**win**” the vote. We gave our all, even life itself, for the VOTE.

As Carrie Chapman Cate pronounced, after the Ratification of the 19<sup>th</sup> amendment,

"To get the word 'male' in effect out of the Constitution cost the women of this country seventy-two years of pause less campaign. During that time they were forced to conduct fifty-six campaigns of referenda to male voters; 480 campaigns to get legislatures to submit suffrage amendments; 47 campaigns to get constitutional conventions to write woman suffrage into state constitutions; 277 campaigns to get state party conventions to indorse suffrage; 30 campaigns to get presidential party conventions to indorse suffrage; 19 campaigns with nineteen successive Congresses; and it was necessary to get the consent of 36 state legislatures."

And we should also add: Women learned and practiced the strategy of the Picket and non-violent direct action, being arrested, going to jail on trumped up charges, and force feeding for extended time. This is the time to honor these women with Protection, Preservation, Perseverance and Persistence.



August 26<sup>th</sup>, 1970, commemorating the 50<sup>th</sup> anniversary of the 19<sup>th</sup> Amendment, American

women called for a general STRIKE. Women removed themselves from all that they do and took to the streets. 100,000 women across the country marched in rebellion and demanded EQUALITY. 50,000 New York women said, Women of the World Unite at the intersection of Fifth Avenue and 53rd Street, marching on to Bryant Park.

Within the year, Representative Bella Abzug presented a bill in Congress to designate August 26 as “Women’s Equality Day.” The bill stated, “The President is authorized and requested to issue a proclamation annually in commemoration of that day in 1920, on which the women of America were first given the right to vote.” \*It has since been assigned to the archivist. In the current administration, this would be Marco Rubio.

While it sounds like we need to keep an eye on the archivist and watch for any federal proclamation, know that we carry the demand for Every Day to be Women’s Equality in our hearts.

## Ways to Celebrate & Take Action on Women’s Equality Day

- Make sure you are registered and have the documentation required in any event.
- Shop Women Owned business
- Give your sisters, of all connections, a call and offer your ear.
- Attend any local or zoom events celebrating women's equality
- Thank the people who are in service to the women and girls in your community
- Visit our [YouTube channel](#) and WATCH OUR SHORT FILM, [Votes for Women](#) TO REMIND YOU OF OUR SUFFRAGE VICTORY.



## OUR PRECIOUS VOTE

Keep your eye on [House Bill HR22](#).

Disguised as a safeguard to identify every voter, this bill does not allow for the common practice of brides taking the groom’s name; thus, changing their last name. That translates into as many as 69 million women would lose their precious vote.



The Safeguard American Voter Act, (**The SAVE Act**) is working its way through Congress with little opposition. In roll votes, it has passed 220 – 208. Be sure to talk about this with your women’s gatherings. You will discover many are not aware of it. Remember that is part of the plan.

Some may think, This is taking women back to 1950, actually in 1950 women had the right to vote. Women being included in her husband’s vote is more reminiscent to 1776, when Abigail Adams cautioned John.

## VOTING RIGHTS & the 19th Amendment



**THEN & NOW  
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**LIVE WEBINAR**

**AUGUST 26<sup>TH</sup> 2025  
7:00PM ET & 7:00PM PT**



**Free Webinar to Celebrate Women's Equality Day from the National Women's History Alliance.**

**Tuesday, August 26 – FREE**

Celebrate the Suffrage Movement *Then & Now*. how the energy and commitment of the past is being forged in the work and leaders of today.

**[Program Details Click Here](#)**

**Event Details:**

Date: Tuesday, August 26th, 2025  
7:00 PM PDT **[CLICK to Register for PDT](#)**  
7:00 PM EDT **[CLICK to Register for EDT](#)**

## Events in Los Angeles & Long Beach CA.

Adrin Hazarian  
COACH/CHAIRMAN - FIERCE WOMEN

*Honoring Women's Suffrage*

A CONVERSATION ON RIGHTS, REPRESENTATION, AND THE ROAD AHEAD  
W/ A SPECIAL SCREENING OF "INEZ MILHOLLAND - FORWARD INTO LIGHT"

**TUESDAY, AUGUST 26TH | 7:00 PM - 9:00 PM**  
CAHUENGA GENERAL STORE  
5510 CAHUENGA BLVD

W/ SPEAKER MARTHA WHELLOCK, BOARD PRESIDENT OF NATIONAL WOMEN'S HISTORY ALLIANCE

RSVP Here: <https://bit.ly/4mIG5Jz>

**Celebrate Women's Equality Day  
Tuesday, August 26, 7pm  
*Honoring Women's Suffrage*  
with Martha Wheelock.**

Screening a suffrage film with discussion on what the movement teaches us about protecting voting rights today.

**THE 3RD ANNUAL  
LONG BEACH WOMEN'S FAIR**

THE FIU FEMINIST ALLIANCE

WOMEN'S EQUALITY DAY

**Free and FUN for ALL!**

Tuesday, August 26 2025 \* 3pm - 7pm

**Recreation Park**  
4900 E. 7th St. Long Beach, CA @ The Social Hall

40+ booths of organizations  
All in service to Women & Girls  
Fierce Woman Awards Ceremony

Music - Entertainment - Secret Circus - Refreshments

**3rd Annual Long Beach  
Women's Fair  
Tuesday, August 26, 3pm - 7pm**

Featuring 50+ booths of orgs & services for Women & Girls.  
Beautiful Recreation Park  
Refreshments, Music, Circus

Click to RSVP :  
[Honoring Women's Suffrage](#)

~

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the kids & the dog.

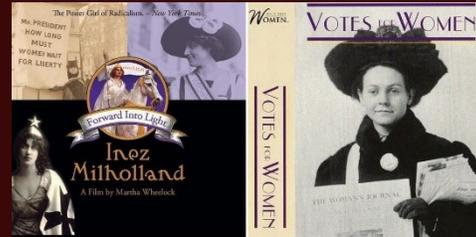
2025 FIERCE WOMAN  
AWARDS 6pm

\*\*\* FREE \*\*\*

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List at our website: [wildwestwomen.org](http://wildwestwomen.org)  
Request yours today:  
[info@wildwestwomen.org](mailto:info@wildwestwomen.org)



On August 26, let's honor the past, protect the present, and fight for the future. Our right to vote depends on it. Start a conversation about how Women Won the Right to Vote. Not Given, Not Assumed. The Vote is Precious!

Martha Wheelock  
Wild West Women, Inc  
[Martha@WildWestWomen.org](mailto:Martha@WildWestWomen.org)  
818-970-0097



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*With so many valid concerns on the subject of data, we want you to know that every name entered in our mailing list is someone we encountered. Maybe at a music or film festival. Maybe at a book fair, a women's conference, the PTA or the grocery store. We are so grateful that you ride with us. We are Wild West Women.*



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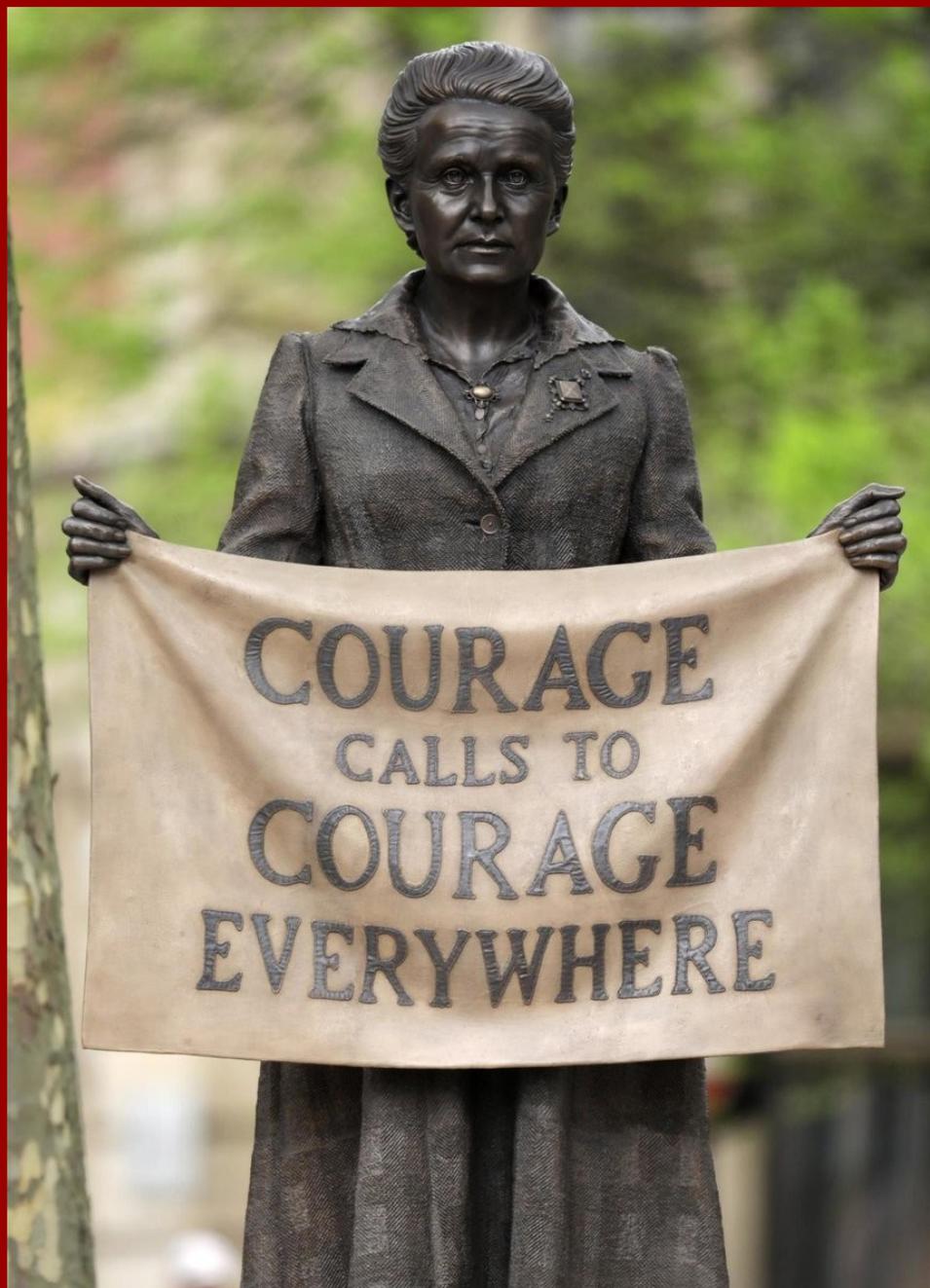
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**Gillian Wearing's statue of  
Suffragist leader Millicent Fawcett, 2018,  
Parliament Square, London.**

**The words are a quote from Fawcett on the death of suffragette  
Emily Wilding Davison,  
who stepped in front of the King's horse at the Derby, 1913.**



# Pack Horse Library Project

During the 1930s, the US "book women" of Kentucky, aka "packsaddle librarians," delivered books to remote and isolated communities in the Appalachian Mountains on horseback, riding in rain, snow or heat ...

The **Pack Horse Library Project** was a [Works Progress Administration](#) (WPA) program that delivered books to remote regions in the [Appalachian Mountains](#) between 1935 and 1943. Women were very involved in the project that eventually had 30 different libraries serving 100,000 people. Packhorse librarians were known by many different names, including "book women," "book ladies," and "packsaddle librarians."<sup>[1]</sup>  
<sup>290</sup> The project helped employ around 200 people and reached around 100,000 residents in rural Kentucky.<sup>[2]</sup>

[Pack Horse Library Project - Wikipedia](#)





**” Each time a woman stands up for herself...  
she stands up for all women.”**

**Maya Angelou**

## **Lucy Deane Streatfeild, 1865-1950**

Woman of the Day suffragist, nursing sister Lucy Deane Streatfeild, born OTD in 1865 in Madras, one of the first female factory inspectors appointed by the Home Office. In 1898, she warned against the risk asbestos posed to workers, especially women. Her warnings were largely ignored.

Lucy qualified as a nursing sister at Chelsea Infirmary, trained as a health worker and lecturer with the National Health Society, and after a spell inspecting workshops and factories employing women in London, was appointed as one of Britain's seven female factory inspectors by the Home Office.

The previous Chief Inspector of Factories would have disapproved. In 1879, he said, "I doubt very much whether the office of factory inspector is one suitable for women...The general and multifarious duties of an inspector of factories would really be incompatible with the gentle and home-loving character of women."

For twelve years, Lucy travelled extensively throughout the UK and Ireland, by train, bus and bicycle, observing and reporting on the working conditions of women in factories, with the objective of alleviating dirty conditions. In those days, men were mainly employed in supervisory and skilled work. Women were allotted poorly-paid piecework and longer hours.

She faced hostility from employers and was not allowed to reveal the nature of her work to workers, mainly to protect them from retaliation or dismissal.

In Ireland, she was exasperated by the "truck system", an antiquated practice dating from about 1464. Employees would "pay" their women workers with goods or with vouchers that could be exchanged for goods...at the employer's own shop at inflated prices. It was debt bondage - or as we would describe it, modern slavery. She was especially critical of the priests who failed to stand up for the women and noted there was "utter disregard for law and justice, terrible tales of the corruption of the magistrates".



.../...

In the 1898 Annual Report of the Lady Inspectors of Factories, Lucy and her old friend Rose Squires reported their concerns about the "dusty trades" of asbestos sifting and carding despite it being lauded by manufacturers as "the magic mineral". Their findings "easily demonstrated danger to the health of workers, and...ascertained injury to bronchial tubes and lungs...medically attributed to the employment of the sufferers".

Lucy wrote, "The evil effects of asbestos dust have also instigated a microscopic examination of the mineral dust by Her Majesty's Medical Inspector. Clearly revealed was the sharp, glass-like jagged nature of the particles...and where they are allowed to rise and remain suspended in the air of a room, in any quantity, the effects have been found to be injurious."

Subsequent warnings by other female Inspectors of Factories were published in the annual reports of HM Chief Inspector of Factories, but they were ignored.

Lucy retired from her post in 1906 due to ill health and it was not until 1911 that clinical evidence indicated a connection to asbestos exposure.

By 1918, many insurers would not offer life insurance to asbestos workers but it was still manufactured with no plans by employers to reduce asbestos production and insufficient safeguards to prevent or limit the "evil effects" of exposure. The 1928 and 1933 reports said that asbestos workers were unlikely to survive ten years on the job, and few who had worked there since leaving school would reach 30.

In 1924, 33-year-old Nellie Kershaw of Rochdale died, the first death officially attributed to asbestos. She'd worked in a factory spinning raw asbestos into yarn and was given no support whatsoever by her employers. She died in poverty.

It took 67 years from the date of Lucy's findings - and two women doctors, one of whom is tomorrow's WOTD - to establish the risk asbestos posed to women who washed their husbands' work overalls. She died in 1950, aged 84.

Contribution Cherri-Lou Jacobson,  
*VS District President*





If you love ice cream, have you ever wondered who first came up with the idea of an ice cream cone? Woman of the Day inventor and chef Agnes Marshall, born OTD in 1852 in London, described a cone made of ground almonds in her hugely successful cookery book in 1888, sixteen years before one was first demonstrated at the 1904 St. Louis World's Fair.

Agnes invented quite a few things - the Marshall's Patent Freezer (patented in her husband's name), which made a pint of ice cream in under five minutes; an ice-breaking machine; an "ice cave" (a cooler box) for storage; and over 1,000 different ice cream moulds. She was known as the Queen of Ices.

Her early years were humble. She'd been a kitchen maid and domestic servant but at 25, she married an older man who provided her with the support she needed to open and run her own businesses, own property (the Married Women's Property Act of 1882 made this possible) and conduct a successful speaking tour of the country.

Agnes's first step was to buy and rename a cookery school in Mortimer Street, London, as Marshall's School of Cookery. Within a couple of years, she had increased attendance from forty students to nearly 2,000, teaching them English and French cuisine, particularly ices. It became a springboard for her other business ideas: a food shop selling syrups and flavourings, an agency supplying domestic staff, and a shop selling kitchen equipment under the Marshall brand.

.../...

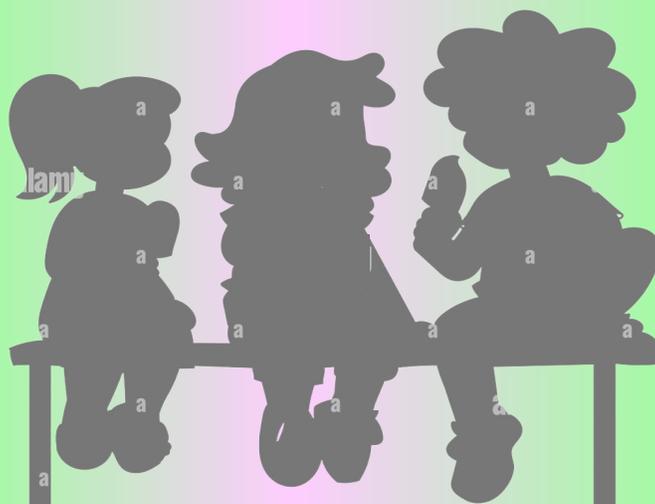
From 1886, she edited and published a weekly magazine called *The Table*, featuring recipes and culinary advice as well as opinion pieces on a wide variety of subjects including women's rights and the working conditions of kitchen servants in private homes.

Agnes was the first to propose using liquid nitrogen to make ice cream and made a series of predictions: cars would "revolutionise trade and facilitate the travelling of the future", food would be transported across the country by refrigerated vehicles, and large food stores would put butchers, greengrocers and fruiterers out of business. She wasn't wrong.

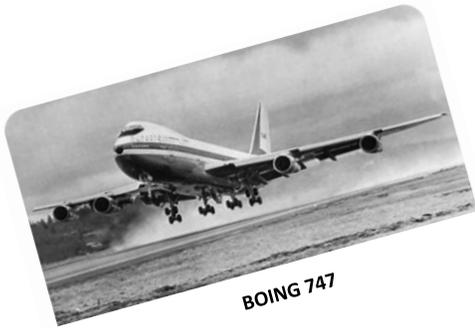
In 1888, she embarked on a tour of Britain to coincide with the publication of her second cookery book, *Mrs A.B. Marshall's Book of Cookery*, which sold 60,000 copies, and each of her lectures attracted an average of 600 spectators. They watched in amazement as she cooked large, complicated meals before their very eyes, assisted by her team of helpers.

Agnes died in 1905 at the age of 52 following a horse-riding accident but as the Victorian equivalent of Delia Smith and Julia Child, she contributed significantly to the increasing popularity of ices and ice creams - plus she invented the ice cream cone, thus making ice cream a portable treat.

**Contribution Cherri-Lou Jacobson**



.../...



DC-8 cockpit

Woman of the Day **Norah O'Neill** born OTD in 1949 in Seattle, was the first woman cargo jet pilot, the first woman in the world to pilot a Douglas DC-8 and the first to fly passengers on a Boeing 747.

**She co-founded the International Society of Women Airline Pilots.**

She didn't even consider learning to fly until she was 23 and only in circumstances many women would sympathise with. Her husband was having an affair. He broke the news to her by filing for divorce when his girlfriend became pregnant.

Norah had a degree in journalism but on impulse, she took up a job offer to model skiwear - she was an expert skier anyway - and flew to the top of Mount McKinley in Alaska for a five-day shoot to give herself time to think. Her flight there was unglamorous, lying down on the floor of a cargo plane strapped in with the cargo, but on the return flight, she insisted on sitting in the cockpit. It changed her life.

"As I looked out the cockpit window, I felt curiosity and wonder and fear, but I did not immediately recognise the welling up of need from deep inside me...I was in love."

There was no point in going home to Seattle so she served drinks in a popular bar in Kodiak from 9pm to 5am, slept for a couple of hours in the basement furnace room of an old house where she did housework in lieu of rent, and spent every penny of her earnings on flying lessons at the airport.

Within months, she completed the practical flight test required for a pilot's licence - the FAA Examiner told her it was the best test flight he had observed in thirty years - and scored 100% on the written exam. A flying school owner took a leap of faith when he took Norah on as a flight instructor but he stuck with her because she was a natural aviator.

.../...

"While working as a 23-year-old flight instructor in Alaska, the boys - I call them boys because they were immature - told the company owner, 'We don't want to work for a company with a woman. It is embarrassing to us.' I felt horrible and wanted to quit. But, if I quit, they would win."

It was the right decision. She made learning fun and once they'd got over their shock of being taught by a woman, students actually started asking for her.

In 1974, Norah became the first woman pilot employed by Alaska Central Air. Neither equipment failures nor all-night flights through mountainous terrain in terrible weather fazed her. The hardest thing was overcoming a wall of misogyny from her male colleagues but she powered on through.

It was much the same two years later when she became the first woman to work for the Flying Tiger Line, the first scheduled cargo airline in the USA and during the Cold War, a military charter operator for personnel and cargo. It's now owned by FedEx. Norah clocked up 22,000 flying hours with them and in 1977, was the first woman to pilot a Douglas DC-8.

In 1980, she became the first woman airline pilot to fly a passenger Boeing 747 and to land in Korea, Japan, Malaysia, Saudi Arabia, Hong Kong, and the Philippines.

"Life was not measured by the number of breaths one took but by the moments that took one's breath away. I thought of the other marvelous things I had viewed from the cockpit. These were God's gift to pilots: snow crawling down the Rockies, sunrise over the Grand Canyon, the vast green mat of the Amazon jungle, the twisting silver road of the Mississippi, and the top of Everest—a cone 10,000 feet below. I had seen the Great Wall of China curving below, the harbor at Rio, the starkness of the Australian Outback, the towering plume of Mt. Saint Helen's ash, the curvature of the earth at the North Pole the deep blue of the stratosphere. I had crossed the equator, awed by sun streaked evenings, dappled earth, velvet night, and spun-silver clouds...On night over the north slope of Alaska, I turned off my small plane's lights and flew, just a dark spot against the starry skies, in to the green and yellow and pink of the dancing of the Aurora Borealis."

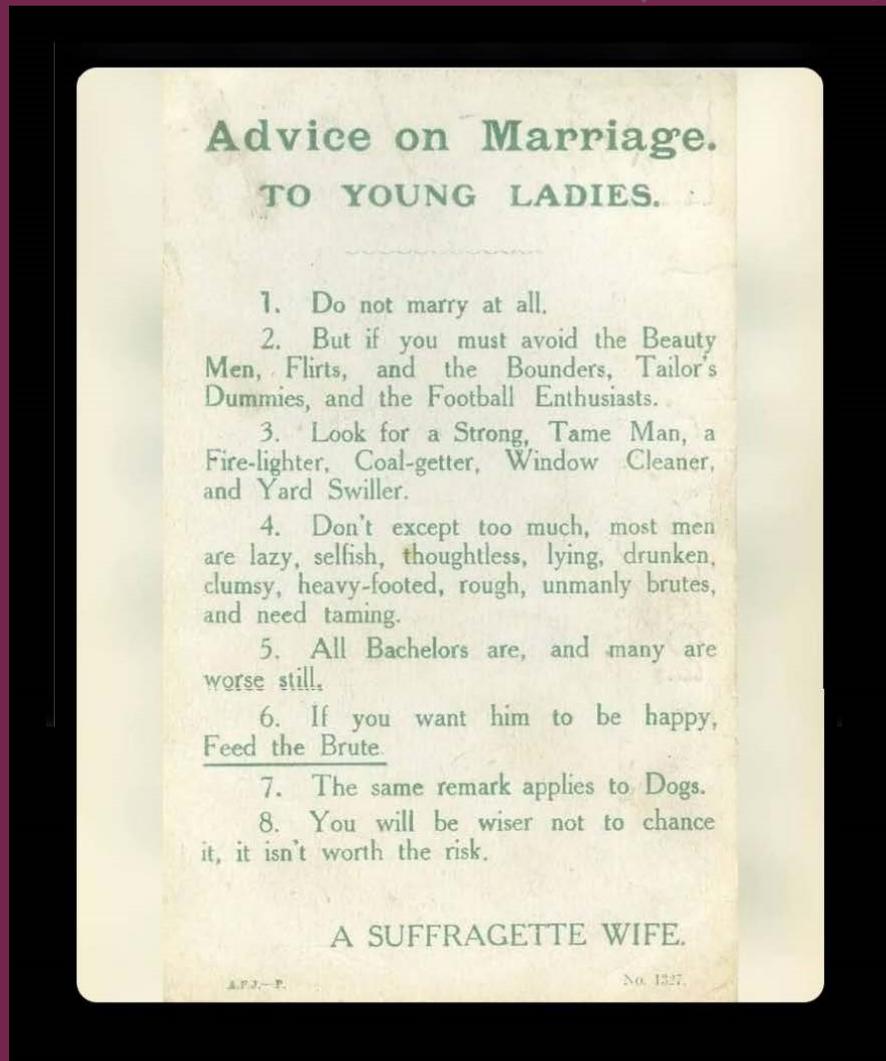
Norah gave her wings up after 35 years. She died in 2017 at the age of 68.

"Life was glorious and fun and brutal and grueling. I am grateful for every moment of my journey."

**Contribution Cherri-Lou Jacobson**



# Marriage advice for young ladies from a suffragette, 1918.



The Pamphlet is on display at  
the Pontypridd Museum in Wales.  
The suffragette is unknown.



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