



BPW Foundation's Legislative Platform

Preamble

The Equal Rights Amendment, as authored by Alice Paul, shall stand first, foremost and above all other items which may appear on the national platform of this Federation until equal legal rights for women and men become guaranteed in the United States Constitution, because all statutory law derives there from.

The Equal Rights Amendment "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex."

Platform

Economic Equity

Ensure pay equity and equal educational and economic opportunities at all stages of life; and promote affordable, quality dependent care to help ensure economic self-sufficiency for women.

Health

Ensure reproductive choice and full access to all reproductive health services and education; ensure funds for research into and protections for women's health care needs; and encourage the development of a national health care policy recognizing the special health care needs of women.

Civil Rights

Ensure equal rights and remedies for women in all phases of their lives; support affirmative action; and eliminate all forms of harassment and violence against women.

St. Johnsbury BPW offers an annual *Professional Development Workshop*. The one-day program provides informative and educational breakout sessions promoting both professional as well as personal growth.

St. Johnsbury BPW funds an annual *Educational Advancement Incentive Scholarship*. The scholarship is to assist those returning to or continuing their higher education as part of a plan to move forward in their working career. BPW recognizes there are many women furthering their education while working in the public or private sector or are self-employed.

Camp BPW is a program that targets teenage girls from challenging living situations who would benefit from participation in a day-long event designed to give them experience and confidence in real world strategies for success.

The *Virginia Allan Young Careerist Program* is a signature event that recognizes and celebrates the accomplishments of successful young individuals, and provides training, leadership and development skills. The Program introduces participants to Business and Professional Women and offers unique learning opportunities for personal and professional growth and leadership experiences through participation in networking, workshops, public speaking, interviewing and group activities.



**Advocating for Successful Workplaces
for Women and Employers**

Business and Professional Women

www.vermontbpw.org

www.bpwfoundation.org

Successful Workplaces

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

Advocacy for working women and families – a cornerstone for the work of BPW Foundation which informs and guides our research and programming and vice versa. Public policy focus areas include small business, women veterans, women in the green economy, equal pay and work-life balance. We also mobilize our grassroots network in support of policies that promote successful workplaces for women and employers.

Workplace Transformer™ - showcasing policies and best practices of companies that are improving the workplace. BPW Foundation's role is the bridge between working women and employers to establish and sustain work environments that quite simply "work" for women and families.

Employer Resources – products, research and information to assist companies in branding themselves as women and veteran-friendly.

Rawalt Online Resource Center, an online clearinghouse as well as the hub of BPW Foundation's knowledge sharing activities. BPW Foundation has expanded the scope of the resource center to meet the need for on-demand knowledge. Users can access a growing archive of current and historical documents on issues affecting working women and their employers.

BPW Foundation Publications, inform policy decisions and highlight issues impacting the 21st century workplace and workforce.

Empowered Workforce

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

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

Women Joining Forces: Closing Ranks, Opening Doors® - provides research, resources and support to women veterans transitioning from the military into their civilian lives. The focus has been educating veterans and employers on the support necessary for a successful re-entry into the workforce.

Young Careerist – an examination of the needs and challenges of Generation Y women and their managers, in today's multi-generational workplace. This project gives a voice to a distinct group of working women who are vital to developing a diverse and skilled workforce.

Moving Working Women From Red to Green – is BPW Foundation's pilot project to train and educate women for green sector careers. Women in non-traditional employment sectors is an issue that BPW Foundation has historically studied. Research and program development will continue to ensure that women are represented and have access to careers in non-traditional industries including green jobs and sustainability.



Business and
Professional
Women's
Foundation

Advocacy Focus Areas

Equity and Access for Working Women – BPW Foundation's research examines workplace issues and informs its policy work. For the first time in history, there are four generations in the workforce at the same time. This multi-generational workplace presents new challenges and opportunities for both employees and employers. Equity and access for all generations of women is critical for the success of workplaces and families. Our advocacy has focused on pay equity, financial and retirement security, STEM and health care.

Work-Life Balance – Ninety percent of American mothers and 95 percent of American fathers report work-family conflict. BPW Foundation recognizes that this is a family issues and proposes a multi-prong approach: advocating for workplace standards legislation, developing employer tools and empowering all employees to request and use flexible policies. BPW Foundation supports the Healthy Families Act (paid sick days) and the Federal Employees Paid Parental Leave Act (paid paternal leave) and expansions to FMLA, Paid sick leave, paid parental leave, workplace flexibility, and affordable child care are all necessary tools in the quest for work-life balance.

Working Women in the Green Economy – BPW Foundation strives to increase the number of women in better paying, non-traditional fields and ensure that careers of the future are pursued equally by all genders. Through partnership and our *Women and the Green Economy* initiative we are exploring women's demand for green jobs and how to ensure that they are recruited trained and retained for the sustainable jobs of the future. BPW Foundation supports the Women & Workforce Investment for Nontraditional Jobs (Women WIN Jobs) Act that will invest in a new federal grant program to help recruit, prepare, place and retain women in high-demand, high-wage nontraditional jobs.

Women Veterans in Transition – BPW Foundation is the first organization to research women veterans transitioning from active duty into the civilian workforce. Their extensive research on the needs of women veterans and how to ensure their successful re-entry is especially critical as veterans become and increasing percentage of the workforce. BPW Foundation supports the expansion of FMLA benefits to families of both wounded veterans and active service members and upcoming policy that further recognizes the contributions of our service members, especially women.