



## FREQUENTLY ASKED QUESTIONS

### **BPW Foundation**

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#### **Will I be a member of BPW Foundation?**

You may have the opportunity to become a part of a special membership class of BPW Foundation and continue to support workplace equity issues. The following is a list of potential signature programs and events that may continue:

- P&AC – events
- Advocacy and information regarding national issues
- Professional development
- Signature programs
- Women Joining Forces (WJF)
- YC and ID continue at state and local level
- Equal Pay Day work
- NBWW
- Resources on web available for download
- National summit/employer summit – Foundation would host
- Research and survey information
- National networking
- National and Federal Lobbying connections and opportunities
- Access to webinar based professional development

#### **As a member, what do I gain from the merger with BPW Foundation?**

Some of the potential benefits might include:

- Non-voting membership
- Freedom for local and state activities to focus on issues that impact working women, families and the community
- Inclusion in BPW Foundation research, focus groups, etc.
- Exclusive first-look at new research
- Special and enhanced donor/member benefits

#### **What is the communication process from BPW Foundation?**

Members of BPW Foundation will have the opportunity to receive regular communication from BPW Foundation and access to the website. If information is needed, BPW Foundation may be contacted through the current email address and/or phone number. Since there will no longer be a national membership organization, any traditional BPW member services questions should be addressed to your respective State and/or Local Organizations.



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**What is the governance structure of BPW Foundation?**

As part of the Plan of Merger, the Board of Trustees will be increased to twelve (12), four of whom will be BPW members. Applications to serve as a trustee are submitted to and reviewed by the BPW Foundation Governance Committee. Trustees are elected by the Board of Trustees. Terms are two -years. Non-voting members may have opportunities to participate and provide input regarding the strategic direction and programming of BPW Foundation.

**I thought BPW Foundation only distributed scholarships?**

BPW Foundation is the educational and research arm. The mission of BPW Foundation is empowering women achieve their full potential and partnering with employers to build successful workplaces *through education, research, knowledge, and policy* . BPW Foundation has developed a considerable reputation for the research on Women Veterans and Young Careerists. BPWF has also experienced favorable support from corporations and policy makers as a neutral convener of employee, workplace policy and employer discussions.

**Can a 501(c)(3) organization lobby?**

Yes. That is a common misconception of 501(c)(3) organizations. There are some restrictions for a 501(c)(3) organization regarding the level and type of lobbying they can do, however those restrictions will not prohibit BPW Foundation from being able to lobby in much the same manner as BPW/USA. A 501(c)(3) organization cannot have a PAC nor endorse candidates. The table bellows details the similarities and differences.

<b>Merger of BPW/USA &amp; BPWF</b>	<b>BPW/USA -- 501c(4)</b>	<b>BPW Foundation -- 501c(3)</b>
Public Education/Issue Awareness	✓	✓
Membership (tax-deductible)	✓	✓
Member Benefits	✓	✓
Affinity Relationships	✓	✓
Lobbying	✓	✓
Polling on issues	✓	✓
Professional Development	✓	✓
Voter Education & Registration	✓	✓
Candidate Education	✓	✓
Voter record / guide distribution	✓	
PAC	✓	

**What will happen to legacy items?**

The assets remaining will be transferred to BPW Foundation as part of the merger agreement.

Please direct any additional questions to [BPWmerger@bpwusa.org](mailto:BPWmerger@bpwusa.org).