



# THE EQUALITY STANDARD

## December 2010

This is the monthly publication on women's issues, local and global, published by Fifty-Fifty Leadership, A non-profit organization promoting women's equal leadership

**Merry Christmas!**  
**Happy Chanukah!**  
**A Good Kwanzaa!**

Our Vision  
**That 50% of  
leaders are  
women**

Our Mission

**To transform  
the culture  
within which  
we live to one  
that naturally  
includes  
women on an  
equal basis in  
the selection  
of leaders**

Visit our website,  
[www.5050Leadership.org](http://www.5050Leadership.org) or give  
us a call at  
**818.243.2322**

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### IN THE NEWS

☞ Brazil has elected its first female president, **Dilma Rousseff**. Rousseff defeated her centrist opponent, Jose Serra. Rousseff has served as ex-President da Silva's chief of staff, and as energy minister she helped turn Brazil into an energy giant.

☞ After spending 15 of the last 20 years under house arrest, Nobel Peace Prize laureate and renowned dissident **Aung San Suu Kyi** has been released.

☞ **Times are tough: Ola Mae Agee**, 87, was busted for selling crack from her Pensacola, Florida, home in an undercover drug bust. She'll be behind bars at least until she is almost 90-years-old.

✎ The Senate Judiciary Committee met Nov. 18 to discuss ratifying the **U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**. The act was signed by Jimmy Carter in 1979 but not approved by the Senate, although the 186 ratifying countries include all America's major allies. The seven exceptions include Iran, Sudan, Somalia and several small Pacific Island nations. Sandra Day O'Connor, the first female U.S. Supreme Court Justice, released on Thursday a letter in support of CEDAW, "Ratification of CEDAW would enhance the authority of the United States to advocate on behalf of women's rights in countries, including both CEDAW parties and non-parties, that do not respect women's rights to the same extent that the United States does."

### ✎ **Paycheck Fairness Act**

A bill aimed at stamping out wage discrimination based on workers' sex failed recently because it captured only 58 votes, 2 short of the 60 needed. The bill would have amended the Equal Pay Act in a variety of ways, including limiting employers' basis for differential wages, when responding to charges of wage discrimination based on sex, to reasons such as differences in workers' experience or training.

[Read more...](#)



## **...AND MORE NEWS**

I have included this item in this separate section to point out that what seems like good news, sometimes doesn't tell the whole story. Recently my husband pointed out a large ad covering the bottom half of two pages in the Wall Street Journal. The ad was titled, "Meet the authors of a modern-day automotive success story." Most of the ad featured a picture of 19 women who made the 2010 *Automotive News* list of 100 leading women in the North American auto industry. I would have been ready to cheer, but my skepticism made me look further. On the Automotive News' own website was the following note:

The 2010 list features many high-powered women with strong careers. But the 2010 group is outranked overall by the women on our last list in 2005.

In 2005, five women on the list were CEOs at automaker units or suppliers. In 2010, there are two. In 2005, 64 women on the

list had executive officer titles at automakers and suppliers. That compares with 51 in 2010.

Perhaps most startling: Close to half of the women on the 2005 list no longer are in the auto industry. Some retired, but many went to work in other industries.

[Read more...](#)



## 3<sup>RD</sup> ANNUAL WOMEN OF THE WORLD AWARDS

### Honorees Chosen!

The Women of the World Awards selection team met recently and from seventeen nominations, this year's honorees have been chosen:



**Tracy McCubbin**  
of One Kid, One World



**Andrea Herz Payne**  
of Aid Still Required



**Mireya Asturian Jones**  
of International women's  
Coffee Alliance

Watch for next month's Equality Standard to learn more about the work these amazing women are doing in the world.

### Save the date!

3<sup>rd</sup> Annual Women of the World Awards  
Saturday, March 12<sup>th</sup>, 2011



## LETTERS TO THE EDITOR

*Keep your comments coming! This month the weight loss articles brought many emails, a sampling of which are printed below. Ed.*

*This is a fabulous issue! Can't wait to read it all! Thank you.*

**Leigh Adams, Artist and Teacher**

*I loved the story on weight loss, but I suspect a lot of people would object to calling 12 step programs "faith-based"! I suspect many atheists and agnostics in particular in AA, OA, CA, FA, NA, DA, etc., would have difficulty with that!* **Sarah Burns, Feminist and Fundraiser**



Pictures of Cecelia Crawford, Before and After Surgery

*You are an expert interviewer - you really captured the essence of our discussion. I'm impressed. Thank you for the opportunity to tell my story.* **Cecelia Crawford, Nurse, slim advocate for bariatric surgery**

*Read your article on gastric bypass. Very very good.*

**Carolyn, Subscriber, Caregiver**

*I would like to thank you for inviting me to such a magnificent organization. Your information at the boot was helpful, I'll keep it in mine and try to go to one of your events.* **Isabel Ramirez**



**Carolyn Howard-Johnson, Author, Teacher, Feminist** sent this ad with this tongue-in-cheek comment: *this ad for catsup featuring a super technical woman. Guess we felt flattered and ran right out to buy the product.*



## GIFTS THAT KEEP ON GIVING

Once again this year we bring you ideas for gift-giving that will make you feel good, will provide much needed aid, and may even give you a tax write-off! Whether you choose Fifty-Fifty Leadership or one of these other organizations or not, perhaps it will inspire you to find a cause to support.

### FIFTY-FIFTY LEADERSHIP

Half of the population is female, yet decisions at top levels in every profession, trade, and government entity are being made by mostly males.

Fifty-Fifty Leadership promotes equal leadership for women and men. In its efforts it has programs to help those who want to hone their leadership skills, **Leadership Circles**.

Our sponsors include individuals like you and also includes:



There are many ways to help. Here's a few ideas:

### Leadership Circles

**\$50** will provide a FULL SCHOLARSHIP for one woman or girl to take one of the Leadership Circle programs



**\$40** will provide MATERIALS for one woman or girl to take one of the Leadership Circle programs

**\$25** will provide a HALF SCHOLARSHIP for one woman or girl to take one of the Leadership Circle programs

**\$10** will be added to the fund to provide SCHOLARSHIPS for women and girls who are committed to being leaders and wish to take one of the Leadership Circle programs

[www.5050Leadership.org](http://www.5050Leadership.org) or

email: [LC@5050Leadership.org](mailto:LC@5050Leadership.org)

### Subscribe to The Equality Standard

Although The Equality Standard is distributed free to thousands of readers, we will soon be switching to a delivery system that costs us a lot more than we are currently paying. Your subscriptions would help defray that cost.

**Annual Subscription to The Equality Standard: \$15**

[Click Here to Subscribe/Donate Online](#)

Or send your check, payable to Fifty-Fifty Leadership to:  
P.O. Box 11202, Glendale, CA 91226

Questions? Call 818-243-2322

### Promote your business

We have many sponsorship and advertising opportunities.

➤ Sponsorships of The Equality Standard are available – giving you the opportunity to promote your business monthly to our thousands of readers.

➤ Sponsor all or part of our 3<sup>rd</sup> Annual Women of the World Awards, and place an ad the Program Guide that will go to all attendees

➤ Love Yourself Event – sponsorships, exhibit tables, silent auction and raffle gifts and advertising

**Email us at: [Events@5050Leadership.org](mailto:Events@5050Leadership.org)**

### Shop at Amazon.com

Go to [www.5050Leadership.org/Products](http://www.5050Leadership.org/Products)

and click on the Amazon button. At no cost to you, everything you buy will send a small percentage back to us.

## Groupon



Do you eat out? Have facials? Do yoga? These and more are some of the things you can get at a real bargain by buying a "Groupon" – I got 3 yoga sessions worth \$60 for \$20 at Yoga House, \$50 off my check at La Luna Negra restaurant, among other bargains.

Go to [www.5050Leadership.org/Products](http://www.5050Leadership.org/Products) and click on the Groupon button like the one here and see what's being offered today. While you save money, a small percentage will be given to Fifty-Fifty Leadership (at no cost to you) as a promotional fee from Groupon.



## AID STILL REQUIRED



Who thinks about Katrina, the Pakistan earthquake, Haiti or the tsunami anymore? No one. No one, that is, except Aid Still Required whose mission it is to champion forgotten issues and support eco-friendly projects after the story has left the headlines. Aid Still Required's CD compilation is simply one of the best collections ever ("A beguiling CD"- Seattle Times) with tracks donated by Paul McCartney, Norah Jones, Bonnie Raitt, Eric Clapton, Sarah McLachlan and many

more. Give the gift that gives back!!

The CD is just \$20 at [www.AidStillRequired.org/Angel](http://www.AidStillRequired.org/Angel) You can also get the CD for free if you sign up for a monthly donation

*(I bought the CD, it is a great compilation – I have been playing it all week. Ed.)*



## HEIFER INTERNATIONAL



Our catalog highlights the life-changing model that has helped families become self-reliant for more than 65 years. In the catalog you'll see the goats, heifers, chicks and other gift animals that give families around the world a promise of hope.

Many catalogs will fill our mail and inboxes, but no other catalog will offer the hope and promise of The Most Important Gift Catalog in the World. It offers over 20 unique gifts perfect for the holidays. Honor your loved ones with gifts that provide the tools for families to rise above poverty. What a great way to celebrate the holidays!



Browse these gifts now in our online gift catalog.  
You're sure to find the perfect something for that special someone.  
Heifer International has ways to donate from as little as \$10 –  
giving a share of a trio or rabbits, a flock of chicks for \$20,  
and much more. [www.heifer.org](http://www.heifer.org)



## **SOMALY MAM FOUNDATION**

There are still over 2 million women and children who are trafficked as sex slaves. Somaly Mam was a sex slave herself who escaped and has devoted her life to helping free other girls and women.

Through their online store, The Empowerment Store  
<http://www.empowermentstore.org/>

You can buy a survivor-made product and help a survivor become financially self-sufficient as she embraces her new life..



## **PATHFINDER INTERNATIONAL**

A global leader in reproductive health.

Pathfinder International's mission is to ensure that people everywhere have the right and opportunity to live a healthy reproductive life.

Your gift today will ensure women like Esther in Tanzania have more choices about their reproductive health throughout their lives. Give them the same choices that you have to lead a healthy life—and support them on the journey to a better future. ([www.pathfind.org/MakeAChoice](http://www.pathfind.org/MakeAChoice)).

Whatever we each do, collectively, we'll have an impact.  
And that's what will truly change the world.



## **GIVING ON A PERSONAL NOTE**

🌀 **Annalee Siller**, a Fifty-Fifty Leadership volunteer also heads the Women's Guild at her church in the city of Bell. She is collecting toiletry items and blankets for local homeless shelters in the Los Angeles area with a goal of distributing at least 200 toiletry packets and blankets for the holidays.

Do you have lots of those little toiletry items from your hotel visits? This is a great way to use them. They include:

- |             |                     |                   |
|-------------|---------------------|-------------------|
| Shampoo     | Toothpaste          | Q-tips            |
| Conditioner | Hand Sanitizer      | Mouth wash        |
| Tooth brush | Pocket size kleenex | Disposable razors |

Body Lotion  
Chap stick

Comb  
Hair Brush

Wipes

All are needed.

Also, if you have extra blankets, how good you'll feel knowing that you are helping to keep a homeless person warm. Gently used and washed, please.

Any of these donations that you can make by Dec. 10<sup>th</sup> will be appreciated. The Women's Guild will assemble the items on Dec. 11.

Annalee will pick up your items or you can mail them, or a donation if you prefer – check payable to St. Matthias Women's Guild (Toiletry/Blanket Drive on memo line) to:  
6518 Bear Ave.  
Bell, CA 90201

🌀 **Lilian Mercado** is a person who gives on a personal note. She is currently working hard on behalf of two families: one grandmother whose grandchildren have been taken away from her by the court and put into foster care and for adoption, even though she has been raising them and they are being well cared for. Lilian needs help with attorneys fees.

Another family is up in the desert. This is a brave young woman who also is fighting for her children and lives in a metal shed in the back of someone's house because she has not been able to get work. Born in Mexico, orphaned at 4, abused for years, she has a family member who is willing to sponsor her and who has signed papers for her to get a green card, but in the meantime she needs a home for her and her children, work, and an attorney to help her with custody of 3 of her children.

Want to help Lilian help these families? Email her at: [lilimer7@yahoo.com](mailto:lilimer7@yahoo.com).



## Volunteer Opportunities with Fifty-Fifty Leadership

We have outstanding volunteers, some working on their own, some working on teams. We are growing and have plenty of opportunities for you to join us – whether you have one hour a week or ten. Below are some ideas of where you can help. Still not sure? Email us at [volunteers@5050leadership.org](mailto:volunteers@5050leadership.org)

Volunteer@5050Leadership.org



Call: 818-243-2322

### Event Planning Team

Whether you want to chair and manage an event or give an hour or two to help make events happen, join our fun teams – we have two – one to put on our 3<sup>rd</sup> Annual Women of the World Awards upcoming in March, or the other, to put on small and large events throughout the year

### PR Team

*Do you have experience in any part of public relations? We have openings for volunteers to*

Write Press Releases

Contact/ follow up with the media

Increase online promotion on Facebook, Twitter, other websites

### Fundraising

*Are you creative? Are you okay with asking people for things? We have openings to help us expand our fundraising.*

Affiliate programs ready to be added to our website and promoted

New affiliate programs set up

Campaign for special event sponsorship

Membership development and follow up

Following up with previous vendors, in-kind donors and more

## Administrative

*Are you detail-oriented? Organized? Like to put things in order? A whizz on the computer? Have an hour a week? We have an opening for you to help with our*

Office organization

Following up phone requests

Helping volunteers feel good about the work they are doing

Helping the fundraising, PR and Event teams



## START THE YEAR OFF WELL

### **A Woman with Wings: The Journey Within**

### **A workshop on Journaling and Creativity**

Saturday, January 15<sup>th</sup>

2:00 – 4:00 p.m.

Fifty-Fifty Leadership presents

**Experience the creative process.**

**Connect with your passions, dreams and desires**

**Connect with the wisdom within**

*"There is great wealth in sharing your creativity and compassion in your own, unique way. By doing so, you become a leader, a mentor **A Woman with Wings** - that brings about positive change – to yourself, your family, your community, and ultimately the world – one girl, one woman, one person at a time."*

Patricia Varga, A Woman with Wings

The Journey Within is a workshop that inspire creativity and wisdom.

By exploring a series of exercises and guided meditations, Patricia helps participants to define themselves, their lives, their wishes and dreams, and to move with - rather than against - the inevitable challenges of life.

#### **Benefits:**

Self-insight – clarity - relief from stress and anxiety - being connected and grounded - genuine self expression - decisions made from the heart, not just the intellect.

Everyone has the voice of hope and love and creativity within them.

Writing exercises and guided meditations, music, art, words, images and color to inspire the feeling and writing process.

Feelings are precursors to great insights, innovation, and wisdom.

Time and time again, workshop participants who are seeking clarity and a stronger sense of self, tell me that any type of life challenge is a chance to know more – about their strength, courage and ability to communicate from the heart - which is a wonderful gift to themselves and others. This conscious communication is the basis for love. It's this love that is the magic



**About the workshop leader, Patricia Varga:**

**Patricia Varga | Founder, Woman with Wings**

A Woman with Wings began in July of 1993 when founder Patricia Varga picked up a pen and started writing about the journey of Woman ... her challenges and fears, her joys ... and how she ultimately learns to mentor herself and then other women. The resulting manuscript "A Woman with Wings: The Journey" is the basis for all of Wings products, services and programs.

A 25-year veteran of publishing and media, Patricia has worked on a wide range of publications, including Outside Magazine, Men's Health, Elle Decor, House Beautiful, Town & Country, Business 2.0, The Los Angeles Times, The New Yorker and The Economist/economist.com. Varga has also worked in sales, marketing and content development for companies such as Times-Mirror, Conde Nast, Hearst, and Hachette. She is currently a partner at PSN, Inc. Professional Social Networks Inc, a media company that publishes peer-to-peer networking websites for Sr. Level Executives.

Varga is a graduate of Stanford University and Harvard's Publishing Procedures Program. She continues her education and love of visual communication at Art Center College of Design, Pasadena, California.

**Fee:** \$50 includes Specialty Paper and Artist Pen

***First 10 to sign up receive a leadership note card package, 10 note cards and envelopes – retail value: \$20***

**Location:** 1017 S. Fair Oaks Blvd.  
2nd floor -Offices of PRI  
Pasadena, CA 91105



## WOMEN AROUND THE WORLD

☞ Authorities in Chengdu, in China's south-western Sichuan province, are only hiring young, attractive women for their law enforcement jobs, in the hopes that this will improve their district's image, reports The Guardian.



The advertisement reads: Chinese city wardens wanted: "must be young, female and pretty. Only good-looking women under 23 need apply to become a Chengdu law enforcement officer." Specifically: candidates for law enforcement jobs must be female, aged between 18 and 23, over 5'2" tall, attractive and with a good temperament. Their contracts will end when they turn 26."

"Their main job is to present a good image so they have to be good-looking," said the human resources director of the law enforcement bureau. "And when they get older, they will get married and have children so it will not be convenient for them to do such work. Having them leave at 26 is for their sake."

*Source: Care2Causes*

### ☞ **From World Pulse: HELP PASS THE INTERNATIONAL VIOLENCE AGAINST WOMEN ACT**

In partnership with [Women Thrive Worldwide](#), [World Pulse](#) is asking women around the world to use our voices as instruments for change in **saying NO to gender-based violence** and to put pressure on the United States government to pass the International Violence Against Women Act (I-VAWA).

**World Pulse is gathering women's testimonies from around the world**, on the real consequences of violence, both personal and observed, and the global economic change that is possible when women and girls are protected and valued in every society.

**Your letters will be bundled and sent directly to U.S. President Barack Obama**, Secretary Hillary Clinton, and other key U.S. Senators, urging them to pass I-VAWA. Our collective voices from across the globe will demonstrate that the world cannot afford to continue ignoring the voices of women.

Join us in this campaign and help make I-VAWA a reality. As

individuals, our voices have significance, but bound together as a global community of grassroots women leaders, our voices and actions have POWER!

### **What is I-VAWA?**

**The International Violence Against Women Act (H.R. 4594, S. 2982) is a major step and unprecedented effort to end violence against women and girls across the globe.**

If passed, it would for the first time comprehensively incorporate proven solutions to ending gender-based violence into all U.S. foreign assistance programs, as well as make ending violence against women a diplomatic priority. It would require the U.S. government to invest in grassroots women's organizations that are successfully working to reduce violence in their communities, and respond to critical outbreaks of gender-based violence in armed conflict in a timely manner.

The I-VAWA would place women's equality initiatives high on the global agenda—like promoting women's economic opportunity, addressing violence against girls in school, and working to change public attitudes—making a huge impact on empowering millions of women worldwide to lift themselves, their families, and their communities out of poverty.

### **Why is I-VAWA needed?**

**At least one out of every three women around the world has been beaten, raped, or otherwise abused in her lifetime—**

with the abuser usually someone known to her—ranging from rape to domestic violence and acid burnings to dowry deaths and so-called honor killings.

***Gender-based violence is a major cause of death and disability for women aged 15 to 44 years, rating higher than deaths caused by motor vehicle accidents, cancer, and malaria.*** And the psychological consequences associated with sexual violence and domestic abuse leaves women incredibly vulnerable and jeopardizes the well-being of families, fractures communities, and stalls the economic development of a nation.

### **16 Days of Activism Against Gender Violence**

In addition to collecting your letters and sending your voices to the

U.S. halls of power, **World Pulse will select and publish the most powerful letters** in a new editorial column of our online [Magazine](#), throughout the [16 Days of Activism Against Gender Violence](#) to demonstrate the power of voice and unified action!

[Read more...](#)



## MOVIES



**“Made in Dagenham”** is about a 1968 strike by 187 female workers at the Ford assembly plant in the London suburb of Dagenham, a three-week walkout that pitted the women against management, their union, and often their own husbands and boyfriends. And it was a success: In 1970, Parliament passed the Equal Pay Act, ending wage discrimination between men and women.



## DID YOU KNOW...

A study by the Center of Philanthropy at Indiana University found that in every income level, households headed by women are more likely to donate to charity in larger amounts and more often than those headed by men. *Source: Wired Women*

The most popular cookie in America is the chocolate chip cookie, which is attributed to Ruth Wakefield circa 1933.

*Source: LBN Alert*



## HEALTH

### The Catering Doula

Given that today, there are accommodations in many public restrooms that make it easier change babies’ diapers and women aren’t made to feel like pariahs for doing something as natural as breast-feeding their babies, I wasn’t surprised when my daughter told me that she would be using nontraditional support when it came time to deliver her baby. She planned to deliver in a hospital with a doctor, the way all of the women in my family have done for the past 100 years except that she was going to use a “doula”.

Turns out there is a vast difference between a midwife and a doula.

A midwife is a health care professional who provides care and delivery support to childbearing women during their pregnancy, labor and birth, and during the postpartum period. They also care for the newborn through to six weeks of age, including assisting the mother with breastfeeding.

According to Wikipedia, a doula is: someone, often trained but not required, who provides non-medical and non-midwifery support (physical and emotional) to a woman leading up to and during her labor and delivery. A labor doula may attend a woman having a home birth or a woman laboring at home before transporting to a hospital or a birth center, where she will continue her support. They do not perform clinical duties such as heart rate checks or vaginal exams, or give medical advice. Labor doulas rely on techniques like massage and position changes to help women through labor.

There is growing evidence that suggests that having a doula results in easier labor and an easier delivery.

I contacted Karen Glasgow, who provides a service she calls, The Catering Doula. Karen was energized as she talked about what a doula does –

Sharon: Why have you called your service, “The Catering Doula”?

Karen: Because I love to cook, I’ve combined that with serving my clients as a doula. I cater to both their birth needs and their sweet tooth. One of the perks of my doula service is that my clients gets to choose from a dessert menu of my specialties and I bring their favorite treat to our postpartum visit.

Sharon: Do you enjoy this work?

Karen: I love my work. The fulfillment I get from doing this makes the long hours worth it.

Sharon: How does one reach you?

Karen: I have a [website](#) and I can be reached by phone. My email address is [thecateringdoula@gmail.com](mailto:thecateringdoula@gmail.com) or clients can reach me at (323) 821-2528.

*Excerpted from an article by [Sharon Kyle](#)*

[Read more...](#)



## EVENTS

Tell us about events in YOUR area that we can post here.



**Wednesday, December 8**

**5:30 – 7:30 p.m.**

**Women at Work – Open House**

Come and join us to celebrate the holidays  
and learn more about our services!  
Light refreshments will be served.

RSVP [cmikula@womenatwork.org](mailto:cmikula@womenatwork.org)  
or call 626-796-6870 ext. 0



**Saturday, January 15<sup>th</sup>**

**2:00 – 4:00 p.m.**

**Fifty-Fifty Leadership presents**

**A Woman with Wings: The Journey Within**

**A workshop on Journaling and Creativity**

Experience the creative process.  
Connect with your passions, dreams and desires  
Connect with the wisdom within

Fee includes Specialty Paper and Artist Pen  
*Location: 1017 S. Fair Oaks Blvd.  
2nd floor -Offices of PRI  
Pasadena, CA 91105*



**Friday, January 28, Saturday January 29**

**Leadership Success Summit**

**Upside Thinking**

**“Moving Forward: Prosperity in Tough Times”**

**Ontario, California**

*Thanks to Ellen Snortland, Personal Safety Expert,  
Feminist and small business owner for letting us know about this*

It's designed for professionals of a particular attitude –  
those who are seeking to increase their ability to achieve  
and succeed and are looking for proven strategies to help them.

Led by:

Ellen Rogin, CPA, CFP, Ann Covery, Natasha Allrich, Faith Rivera,  
Smita Vasant and Hilda Kennedy

**Fee: \$397**

**For more information on the speakers, the agenda, time and location**

**[Click here](#)**



## FINAL WORDS

*As the year draws to a close and you look at the clean slate of the new year, these three women have some words to inspire you:*

*“Not accepting who I was created to be. Fought it for years, accommodating other’s small visions and mindsets so they didn’t feel so threatened around me. From a very young age I wanted to own a million dollar company. In the 60’s when I was a little girl, this was unheard of. But God had put a dream into my heart. At 46, I’ve built 11 companies, all 6 & 7 figures, fighting the “inside voices” that held me back for so long. Do I have the ‘voices’ still? Yes, but it confirms I’m on track, rather than off”*  
Sandi Krakowski (CEO & Founder, A Real Change International)

*"Women are the most powerful drivers of economic growth"* Shin Nakyun,  
Korean Member of Parliament.

*“I’m tough, I’m ambitious, and I know exactly what I want. If that makes me a bitch, okay.”-Madonna.*



**Members and Subscribers: If you are changing your email address, remember to let us know so you will continue getting the newsletter uninterrupted.**  
**If you received this newsletter in error, please hit “Reply” and write “Remove” in the subject line.**