



Derby City Pacesetter

FEW, Derby City Chapter #082, Louisville, Kentucky

Anne Ramsey, Editor

<http://fewderbycity.org>

Jan/Feb 2023

"Put FEW to Work for You"

*January is Financial Wellness Month
January is National Mentoring Month
January is National Blood Donor Month
January 16 is Martin Luther King, Jr. Day
February is African American History Month
February is American Heart Month
February 20 is Presidents' Day*



President's Message

January Celebrations and Observances— **Financial Wellness Month**, National Blood Donor Month, National Mentoring Month, National Stalking Awareness Month, National Tea Month, National Braille Literacy Month, National Hobby Month, New Year's Day, **Martin Luther King, JR Day**, National Trivia Day, Religious Freedom Day, and International Holocaust Remembrance Day
February Celebrations and Observances— **American Heart Month**, Black History Month, **Random Acts of Kindness Week**, National Library Lover's Month, National Canned Food Month, Low Vision Awareness Month, Groundhog Day, Valentine's Day, Mardi Gras, and President's Day.

The Roman Emperor Julius Caesar instituted January 1 as the first day of the year to honor Janus, the Roman God of Beginnings, whose two faces allowed him to look back into the past and forward into the future. Today the tradition of reflecting over the past and looking forward to the future, a fresh start still exists. In fact, New Year's Day is one of the most celebrated holidays in the world, kicking off with fireworks at the stroke of midnight in each time zone. Some other traditions for the holiday include making resolutions, champagne toasts, and eating certain foods for good luck. For example, in my family black eyed peas, cabbage and pork is our annual New Year's Day dinner for good luck and

prosperity throughout the year. Fish is also, thought to be a good luck food, along with long noodles for longevity. Also, watching football and parades have become a tradition on New Year's Day for many families in the United States. Additionally, some New Year Eve's customs to usher in the New Year consist of attending Watch Night Service at church, parties or just ringing in the New Year watching the lighted Ball drop on TV in New York City Times Square. One thing that never changes on New Year's Eve throughout the world is at the stroke of midnight, no matter the time zone, a New Year begins on the first of January in all countries.

In closing, though the world has progressed from the effects of the pandemic and people are moving around more as things are opening up, I continue to pray for more Kindness and Love throughout the world in 2023. It would be nice to see people exercising Hope and Faith too when remembering the legacy of Dr. Martin Luther King, Jr. and spreading his humble spirit in the month of January. Embrace a New Year of appreciating the contributions of the African American History and the importance of Financial Wellness. As women, I challenge you all to Love on your sister by participating in random acts of kindness week and remember the importance of maintaining a healthy heart for yourself. Additionally, for the Derby City Chapter, I wish everyone Peace, Love, Happiness, and the Best New Year!!

*Wishing Everyone a Happy & Prosperous 2023
Pam*

Pamela H. Richards
National President



2021 – 2023 Chapter Officers and Committees

President – Pam Pearson
1st Vice President – Cherie Hinkle
2nd Vice President – Paula Thompson
Secretary – Anita Stringer
Treasurer – Becky Giles

Audit – Susan Janssen/Angela Feldman-Harkins
Community Involvement – Becky Giles/Cathy Hinkle
Diversity – Nancy Neveitt Stagner
Training & Scholarships – Karen Cosby Smith
Publicity – Lauralee Northington
Budget & Finance – Paula Thompson
Membership – Lauralee Northington
Programs – Cherie Hinkle
Bylaws – Anita Stringer
Compliance – Carol Dawson
Legislative – Mary Lou Andres
Newsletter – Anne Ramsey plus all Officers and Committee Chairs
Mentoring – Aretha Wilkerson
Parliamentarian – Esther Thomas

If you are interested in serving on any Committee or would like information about any Committee, please contact Pam Pearson, pampe@bellsouth.net.

Regular meetings are the third Thursday of each month.

Thursday, January 19, 2023
Thursday, February 16, 2023
Thursday, March 16, 2023
Thursday, April 20, 2023
Thursday, May 18, 2023
Thursday, June 15, 2023
Thursday, July 20, 2023
Thursday, August 17, 2023
Thursday, September 21, 2023
Thursday, October 19, 2023
Thursday, November 16, 2023
December 2023

All regular meetings are held at the University Club, 200 E. Brandeis Avenue, Louisville, Kentucky. Beginning in February, the Pub will be open, and we can order our meals ahead of the meeting, which will begin at 5:30 p.m. If you cannot attend in person, you can also connect to the meeting via Zoom.

Member News

No news this time.



If you have news about yourself or another member to share, please let me know. Send information to anneramsey@bellsouth.net.

FEW Monthly Meeting Info

Thursday, January 19, 2023, 5:30 p.m. EST
Program: To be announced
Location: University Club, 200 East Brandeis Ave.,
Louisville, Kentucky 40208

Saturday, February 16, 2023, 5:30 p.m. EST
Program: To be announced
Location: University Club, 200 East Brandeis Ave.,
Louisville, Kentucky 40208

Reservations Requested – Contact Cherie Hinkle,
cmhink01@yahoo.com.

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November Meeting Highlights



Janice Balden Gutter, speaker at the November meeting

By Anne Ramsey, Editor

On November 17 Janice Balden Gutter presented the program Caregiving, A Daughter's Story and The Discrimination Triangle – Physical, Age and Disability. Janice works at the Burton Blatt Institute, Syracuse University. She is the Minority Program Outreach Coordinator – Diversity, Equity and Inclusion at the Southeast ADA Center. She is a native of Louisville, Kentucky. She has a Master of Science in Human Resource Education from the University of Louisville, a Master in Business Administration (MBA) from Bellarmine University, and a Certificate in Diversity, Equity, and Inclusion from the University of South Florida.

In 2010 Janice published a book "Caregiving, A Daughter's Story" about her experiences in caring for both her mother and father during their final years.

Phase I. Preparing for Caregiving. Assure legal documents such as trusts and insurance are complete. Know about the insurance and talk to the doctors. Do your research.

- Prepare yourself – gather your caregiving team (family, friends, caregivers)
- Get YOUR self-care plan in place
- Workplace preparation
- Professional Development

- Have "THAT" difficult conversation with family and loved ones

Phase II. Survive Caregiving.

Phase III. Recover.

The second portion of Janice's presentation was Fighting Discrimination. She has a new book coming in 2023.

Janice can be contacted at janicebaldongutter@gmail.com

December Meeting Highlights

There was no business meeting in December. The regular meeting was replaced by a social outing to the Whodunnit Murder Mystery Dinner Theatre on Saturday, December 17. Twelve members, family and friends attended the dinner performance of "Sherlock Holmes: Silenced Night! Our own Paula Thompson won the "Most Creative" prize for the evening which was a ticket to an upcoming performance. Even though Paula didn't guess the killer, she won a prize.



Paula Thompson with a cast member

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National President



Legislative News

By Mary Lou Andres, Legislative Chair

VoterVoice is FEW's online advocacy tool. It features the ability to find your elected official, federal campaigns and current events. Go to the Legislative tab on www.few.org to sign up for alerts.

FEW's Legislative Program is dynamic at the national, state, and local levels. Our legislative agenda works in concert with our mission of representing federally employed women's concerns and interests before legislative and judicial bodies. The Legislative Program is one that is both pro-active and defensive in monitoring urgent Congressional proposals in order to assess the impact on women. FEW accomplishes our mission by establishing close communication with the current Administration and Members of Congress to promote the needs and concerns of women in the federal service.

Tier I issues are considered of utmost importance to female federal workers today and include downsizing of civilian and military personnel, equal employment opportunity, family member care, retirement, and issues affecting women in the military.

Tier II issues have an impact on all federal employees, regardless of gender and include compensation, employee benefits, Hatch Act reform, the National Performance Review, and safety and health.

Tier III issues affect women as a class and include economic empowerment, health care, and violence against women. The Equal Rights Amendment and voter education and registration activities are given Overall Priority status as they permeate each and every issue above.

In the new year FEW will be releasing the FEW Scorecard for the 117th Congress and developing, through member input, a Legislative Agenda for the 118th Congress. Everyone should have received the latest Legislative Update from FEW's National Office. If you can't find it in your email, you can go to www.few.org under the News Center tab to find it.

It included the latest information regarding:

1. Diversity, Equity, and Inclusion concerning The Consumer Protection Bureau's Union's push for better pay and fewer pay gaps.

2. Tier I issue regarding the minimal number of women who are federal law enforcement officers and the efforts of the U. S. Marshal's Service to change that statistic.
3. Tier III issue regarding a record number of women who will serve in the next Congress.

I hope everyone will take the time to check out FEW's Legislative Program at www.few.org and respond to upcoming emails requesting input from members on developing the Legislative Agenda for the 118th Congress.

National Training Program July 10 – 14, 2023 Leveling UP For Success Ready, Set, Grow!

Memo to FEW Regions and Chapters: ALL MEMBERS

I am thrilled to announce the 54th FEW National Training Program (NTP), scheduled for July 10-14, 2023, at the Hilton Downtown Columbus Hotel in Columbus, Ohio. Our theme is "Leveling Up For Success: Ready, Set, Grow!" The vibrant colors will be black, white, and fuchsia or hot pink accents.

Initiate Career Growth

The NTP is FEW's premiere training and networking event, attracting thousands of federal, state, local government, and military personnel, contractors, vendors, corporate sponsors, and partners from across the country each year. With over 50 specialized courses on Human Resources, Information Technology, Project Management, Leadership, Diversity, Equity, Inclusion, and Accessibility, the NTP is designed to provide you with advanced knowledge and practical ways of initiating career growth.

Agency Forums

The NTP will also house the 2023 FEW Agency Forums, where leading subject matter experts in the fields of training, diversity, equity, inclusion, and accessibility from across the federal government will trade best practices, lessons learned,

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and strategize improvements to share with their respective organizations. Agency leaders may contact ntpchair@few.org or trainingvp@few.org for more information on how to participate.

Early Bird Registration and Scholarship Preparation

Early bird registration for FEW members will begin in February 2023. Be on the lookout for more details coming soon, along with registration links. The FEW National Scholarship application has already been announced and will open for submissions in March 2023. Contact scholarships@few.org for more information and learn how you can prepare now.

Spread the Word

Please share this amazing opportunity by forwarding this email to your colleagues, supervisors, managers, and leaders in training, diversity, equity, inclusion, and accessibility. Like, engage, and repost FEW's social media messages. Engage with FEW!

LinkedIn: <https://www.linkedin.com/company/federally-employed-women/>

Facebook:

<https://www.facebook.com/federallyemployedwomen>

Instagram: <https://www.instagram.com/fewnational/>

Twitter: <https://twitter.com/fewnational>

For questions about communications, social media, or engaging with FEW, email communications@few.org.

Pamela H. Richards
National President
Federally Employed Women

How to be an Ally When you see Harassment

By Nancy Neveitt Stagner, Diversity Chair

Harassment is becoming more and more common today. You may run into it anywhere: at work, on the street, on public transportation, or at school. The question is: what can a caring individual do to stop this or, at least, mitigate it? It's ugly, even frightening, and we don't like to think about it, much less have a plan.

Well, then! I recently took a short class to address just that issue. They provided five techniques for bystander intervention. They are:

- **Distract**
- **Delegate**
- **Document**
- **Delay**
- **Direct**

Let's have a look at these. You are walking on a city street to meet a friend for lunch and you see two men making rude remarks to a woman wearing a hijab. The first technique is **Distract**. You can drop your briefcase between the woman and the men and make a drama about picking it up or the hole in the sidewalk that tripped you. You can go up to the woman and say "Jasmeen? I haven't seen you in ages! How are you doing?" Start a conversation with her – ask her to go across the street to get some coffee or to lunch. Anything to get her away from these men. You can interrupt the men to ask for directions. The sky is the limit here. Pretending to know the person being harassed is a popular choice, though. And this choice seems to be one of the more popular choices just because it is so innocuous.

You are on the subway and see some teenagers are harassing an older person or a pregnant woman who is sitting in a seat that the teenagers want so they can all sit together. The second technique is **Delegate**. Get help from other bystanders. They probably want to do something but don't know what or how. Ask them to press the emergency button or call "911". Ask some big strong looking guy to intervene. You can ask for anything, just involve other bystanders.

You are at a school event and see several teenagers start hitting another student. The third technique is **Document**. Take out your cell phone and start filming. Make sure they see you. Once they have stopped or left, offer the video to the victim. You will want to ask them if they want it to be turned in to the authorities or not, as doing so may cause even more troubles for them. Key take away is that they decide what to do with your documentation, not you.

You are attending a concert and see a group of people attacking another group of a different sex, gender, nationality, religion, whatever. You cannot stop a group by yourself, but you can stay around to offer help afterwards. Help may be as simple as saying "can I help you in some way?" Or calling an ambulance. Or being a concerned citizen. Offer to give a

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National President



statement to their insurance company if needed. This technique is called **Delay**.

You are having lunch at work and overhear an employee telling inappropriate jokes to other employees. You can name the behavior if you are comfortable doing so and call it out. Or, if you don't want to be that direct, go up to the employee telling the joke and ask them to explain it to you because you don't understand it. Ask questions about it. Keep asking questions until they give up. This is called the **Direct** technique.

All of these techniques can be a small gesture. It doesn't have to be some big dramatic action. The main thing we are going for is to support the victim and to allow other bystanders to do so as well, if they want to do so. We want to make this type of behavior look and feel abnormal, as it should be. The degree of involvement is up to you, the individual bystander, and it depends on your comfort level with the situation.

For any of you who may be interested in this short training for your organization, the website is: <https://righttobe.org>

New Riff single barrel bourbon, Knob Creek Ky Rye Whiskey Bulleit Old Fashioned Cocktail. Retail \$120. Watch email for the details and date of the drawing.

We plan on a Bundtlet cake fundraiser for Valentine's Day. Watch for details.

New Year, Healthier You



Onyi Mgbah, BSN, RN
Wellness Nurse Consultant
Federal Health Products & Services
Blue Cross Blue Shield
740 W. Peachtree Street NW, Atlanta, GA
M: 470-453-4832

As women, so much is expected of us, and usually, we end up putting everyone else first at our own expense. This is the reason why we must prioritize ourselves. One of the best ways we can do this is to pay attention to our health. We cannot be there for those we love if we are exhausted and unhealthy.

There are several ways to take control of your health, and I know this can be challenging in the beginning. To start this journey, I want to suggest using the acronym W.O.M.E.N to help you start slow and practice these five things:

Wellness visits, Own your health, Mental health, Exercise, Nutrition

A new year, birthday, or celebratory mark is a good time to set goals like these. Research shows that it takes 21 days to turn a daily practice into a habit, so don't give up if it feels like some things are taking longer to stick. It will take practice to prioritize yourself daily, but your health will thank you for taking the first step.

Remember that you are a member of your healthcare team.

You are in charge and that is an exciting responsibility.

Five Action Steps To Prioritize Your Health This Year



\$5 a chance or five chances for \$20.

Pamela H. Richards
National President



Schedule Your Wellness Visits

Each year, there are some recommended wellness screenings that you should include in your annual physical if it is not already. Some of them are screenings for blood pressure, cholesterol, diabetes/blood sugar, cancer screenings (breast, cervical, skin, and colorectal), bone density, and depression. Also, if you haven't done so, discuss getting your vaccines updated during your visit. Most insurance providers include these in your benefits so ask for a list of preventive wellness incentives.

Own your health

Your journey is unique. Ask questions about your health so you know when something is wrong. By asking, you know the topics and concerns that you should discuss with your healthcare provider and wellness coach. As you take control of your health, focus on setting attainable goals based on YOUR specific needs. Try breaking big goals into smaller action steps and create a checklist if that helps. Start with a plan and then do it. It is very important to celebrate your progress, not only your success.

Mental health

Gratitude is a healthy practice for mental wellness. You can practice this through journaling or by saying what you are grateful for out loud. We can all learn to laugh more especially with the people we care about.

As much as possible, don't ignore stressors. If you need to, talk with a trusted friend, counselor, or therapist. At times, a simple conversation can help us process some of the overwhelm that comes from our numerous roles as women-daughters, friends, sisters, partners, mothers, grandmothers, and coworkers- the list goes on. Finally, take one day at a time.

Exercise

Physical movement is vital for fitness, improved mood, anxiety, and stress management. Exercise can be simple and doesn't have to be long or painful. Activities as easy as walking, swimming, stretching and dancing are ways to get your body moving. Even without going to the gym, you can beat the fourth leading risk factor of global mortality which is physical inactivity. It is shocking that it accounts for 3.2 million deaths a year because of all the increased risk it contributes to for the average person. Moving is essential to

total well-being and is worth adding to our daily routine. The benefits greatly outweigh the sacrifices we must make to do it.

Nutrition

To maintain good health, there should be a balance of healthy eating and exercise. Foods rich in vitamins, minerals, and antioxidants are good for brain health and the immune system that keeps us healthy. In addition to that, always eat a balance of healthy fats, protein, and carbohydrates.

When shopping, check the nutrition labels of your favorite foods. For snacks, aim for fruits, vegetables, and unsalted nuts, including fiber-rich and whole-grain options. Another tip is to portion your meals and drink water. Water aids digestion which assists your bodily functions and protects important organs. It is important for your kidney, brain, and heart function as well. Four to six cups a day is recommended, however, you should talk to your doctor about the best amount for your health.

We all know that making changes can seem like added stress in the beginning especially when our plates are already full of life's responsibilities. Hopefully, these action points have been helpful to give you tips on where to start. Feel free to make use of our Online Health Center available by scanning the QR code below for more information to prioritize a healthier you this year. Happy New Year!



REFERENCES

<https://www.webmd.com/a-to-z-guides/ss/slideshow-drink-enough-water> <https://www.who.int/data/gho/indicator-metadata-registry/imr-details/3416>
<https://www.cdc.gov/physicalactivity/basics/health/index.htm>
<https://www.womenshealth.gov/healthy-eating/healthy-eating-and-women>
<https://www.health.harvard.edu/staying-healthy/how-much-water-should-you-drink>

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National President



Give Away Winners

The names of the two winners of the FEW tote bags with portfolio, flashlight and ink pen from the Health Fair at the Census Bureau on November 3 are: Autumn Stoner and Denise Nein.

National News & Views

The July/August edition of News & Views is now available. We will continue to strive to provide a behind the scenes look at FEW's National, Region and Chapter levels and the activities they conduct to support FEW's mission and to engage with our sponsors and partners. In addition, we hope everyone can use the newsletter as a marketing tool when recruiting new members, reaching out to potential sponsors and when conducting agency visits.

To view News & Views online, click: [FEW News and Views July August 2022.indd](#) If you would like to provide feedback, please send to few@few.org.

We hope you enjoy this edition of News & Views.

FEW Announces Leveling Up for Success Training Series

 FEDERALLY EMPLOYED WOMEN Leveling Up for Success Training Series		
10 NOV	2023 SESSION 1 12:00 PM EST.	Maintaining an Inclusive Culture in the Modern Workforce
23 MAR	2023 SESSION 2 12:00 PM EST.	Women in Leadership Positions: The Importance of Strategic Risks
15 JUN	2023 SESSION 3 12:00 PM EST.	Women in Leadership Positions: The Importance of Powerful Communication
14 SEP	2023 SESSION 4 12:00 PM EST.	The Influence of Allies on the Development of an Inclusive Culture
16 NOV	2023 SESSION 5 12:00 PM EST.	Connecting in a New Reality Using Strategic Networking
14 MAR	2024 SESSION 6 12:00 PM EST.	Maintaining Team Resilience Through Change & Uncertainty
13 JUN	2024 SESSION 7 12:00 PM EST.	Techniques for Creating a Meaningful Mentoring Partnership
Pamela H. Richards FEW National President		
Contact: Khadejah M. Brown Email: trainingvp@few.org		
Working for the Advancement of Women in the Government		

The FEW "Leveling Up for Success" training series explores ways to "level up" to the next attainable level in any given area of your career. It will provide tools to help you zero in on your objectives and identify what is necessary to achieve them.

The series features webinars on inclusive work cultures, strategic risk-taking and networking, resilience, allies, communication, and cultivating relationships. Each session will include time for questions and answers.

Note: Attendees have the option of receiving a certificate of attendance. Acceptance of the certificate is contingent on completing all seven series sessions.

Webinar dates and topics are subject to change. See schedule and few.org for more details.

Pamela H. Richards
National President



Up Coming Events

- ✓ July 10 – 14, 2023 – National Training Program; Columbus, Ohio.
- ✓ September 23-24, 2023 – Derby City Chapter retreat.

Deadline for articles for the next issue of the Pacesetter is February 25, 2023.

The Pacesetter is published bi-monthly as a means of sharing the many issues of interest to all FEW members and potential members. Articles are welcome from all sources. The editor reserves the right to edit for space requirements. The published views do not necessarily reflect the organization's stand or that of any person except as stated in the article. Send any articles or ideas to Anne Ramsey, Editor. Phone: 502-451-2127. E-mail: anneramsey@bellsouth.net.

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National President



* Stars indicate required fields



Membership Application and Renewal

Please mail this application and a \$45 check to: **Federally Employed Women**
P.O. Box 715551
Philadelphia, PA 19171-5551

* Member Type	(Check one)	Member ID	Gender	
New Member	<input type="checkbox"/>	(N/A for New Members)	Male	<input type="checkbox"/>
Renewal	<input type="checkbox"/>	ID:	Female	<input type="checkbox"/>
Former Member	<input type="checkbox"/>	ID:		

* First Name:		* Home Address	
* Last Name:		Line 2	
* Daytime Phone: () -		Line 3	
* Evening Phone: () -		* City	
* Email Preference	Home <input type="checkbox"/> / Work <input type="checkbox"/>	* State / Zip +4	/ -
* Home Email:			
* Work Email:			

Employment Demographics

Department/Agency or Private Company

Pay Class	Pay Grade	Employment	Race	FWP/EEO
GS <input type="checkbox"/>	GS 1-4 <input type="checkbox"/>	Federal <input type="checkbox"/>	American Indian <input type="checkbox"/>	FWP Full Time <input type="checkbox"/>
ES <input type="checkbox"/>	GS 5-8 <input type="checkbox"/>	State <input type="checkbox"/>	Asian/Pacific <input type="checkbox"/>	FWP Part Time <input type="checkbox"/>
GM <input type="checkbox"/>	GS 9-12 <input type="checkbox"/>	Local <input type="checkbox"/>	Black <input type="checkbox"/>	EEO <input type="checkbox"/>
SES <input type="checkbox"/>	GS 13-15 <input type="checkbox"/>	Private <input type="checkbox"/>	Hispanic <input type="checkbox"/>	Other <input type="checkbox"/>
WG <input type="checkbox"/>		Retired <input type="checkbox"/>	Caucasian <input type="checkbox"/>	Not Applicable <input type="checkbox"/>
Other <input type="checkbox"/>		Unemployed <input type="checkbox"/>	Other <input type="checkbox"/>	

Job Series Number Service Comp Date

Referred / Recruited by:

*Chapter Selection (REQUIRED FIELD)

*Check # (Required)

I heard of FEW from: (select ONE please)

Chapter Meetings / Programs <input type="radio"/>	Blacks in Government <input type="radio"/>	Internet Search <input type="radio"/>
Member Referral <input type="radio"/>	FAPAC Conference <input type="radio"/>	Friend <input type="radio"/>
National Training Program <input type="radio"/>	IMAGE Conference <input type="radio"/>	Co-Worker <input type="radio"/>
Regional Training Program <input type="radio"/>	SAIGE Conference <input type="radio"/>	Other <input type="radio"/>

Please mail only applications and checks to the lockbox. The lockbox is not for general correspondence.
For information about Federally Employed Women (FEW) or to join online, please visit: <http://www.few.org>

Please note:

- Annual membership dues are \$45 total.
- Eligibility for Chapter membership is contingent on National membership.
- No refunds will be made after an application has been received in the lockbox.
- Contributions or gifts to FEW are not deductible as charitable contributions for federal Income Tax purposes.

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National President

