



Derby City Pacesetter

FEW, Derby City Chapter #082, Louisville, Kentucky

Anne Ramsey, Editor

<http://fewderbycity.org>

Sept/Oct 2022

“Put FEW to Work for You”

- September – Civic Awareness Month*
- September – National Hispanic Heritage Month*
- September – National Voter Registration Month*
- October – Diversity Awareness Month*
- October – National Breast Cancer Awareness Month*
- October – National Domestic Violence Awareness Month*

period on October 12. This year’s theme is: **“Unidos: Inclusivity for a Stronger Nation.”** Traditional celebrations include such activities as cooking special dishes using savory spices and ingredients (i.e. cumin and paprika, corn, chili peppers, shredded beef and chicken, beans, tomatoes and more). Also, new games are played, reading of books by Hispanic and Latino authors, movie nights that focus on Hispanic and Latino culture and hitting the dance floor for some Latino or Spanish moves (salsa dancing or cumbia moves).

This year National Voter Registration Day is September 20 and remember to RISE to the occasion in October by supporting the annual campaign to increase awareness of breast cancer. Did you know a study found that women who use permanent hair dye and chemical hair straighteners have a higher risk of developing breast cancer than women who don’t use these products? Additionally, although women who have a family history of breast cancer are in higher risk group, most women who have breast cancer have no family history. In fact, statistically only 5-10 percent of individuals diagnosed with breast cancer have a family history of this disease.

“Strength Lies in Difference, Not in Similarities.” by Stephen Covey

“Diversity is Being Invited to the Party: Inclusion is Being Asked to Dance.”

Pam

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National President



President’s Message

September Awareness/Celebrations

– Civic Awareness Month, **National Hispanic Heritage Month**, National Recovery Month, **National Voter Registration Month**, National Preparedness Month, National Wilderness Month, National

Recovery Month, Library Card Sign-up Month and International Day of Peace

October Awareness/Celebrations – **Diversity Awareness Month**, LGBT History Month, **National Breast Cancer Awareness Month**, National Domestic Violence Awareness Month, National Cyber Security Awareness Month, National Reading Group Month, Indigenous People’s Day

The observation of American citizens whose ancestors migrated from Spain, Mexico, the Caribbean and Central and South America started in 1968 as Hispanic Heritage Week under President Lyndon Johnson. In 1988, President Ronald Reagan expanded celebrating of the histories, cultures and contributions of Hispanic American citizens to 30 days starting on September 15 to October 15. On August 17, 1988, National Hispanic Heritage Month was enacted into law. The day of September 15 represents the Anniversary of Independence for Latin American countries of Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Mexico celebrates its Anniversary of Independence on September 16 and Chile on September 18. Also, the American holiday of Columbus Day falls within the Hispanic Heritage 30-day

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 – Bobbie Mitchell
Diversity – Nancy Neveitt Stagner
Training & Scholarships – Karen Cosby Smith
Publicity – Donna Walker
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 – Pam Pearson
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.

FEW Monthly Meeting Info

Thursday, September 15, 2022, 5:30 p.m. EST
Program: To be announced
Location: University Club, 200 East Brandeis Ave.,
Louisville, Kentucky 40208

Thursday, October 20, 2022, 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.

Regular meetings are the third Thursday of each month.

New Meeting Location: Beginning with our March 2022 meeting we are meeting at the University Club, 200 E. Brandeis Avenue on the U of L Campus. For those unable to attend in person, you can also connect to the meeting via Zoom. We are looking forward to seeing everyone in person and at a new exciting location that we hope will be convenient for everyone.

Member News



Pam Pearson won a scholarship from the FEW Foundation to attend the Virtual Leadership Conference.



Cherie Hinkle has been appointed Credentials Chair and Special Assistant to the National President for Housing.

Cherie Hinkle is from Louisville Kentucky. She lives in Cincinnati, Ohio. She is employed at Internal Revenue Service as a Tax Law Specialist.

Cherie has a Bachelor of Arts, Bellarmine University in Louisville, a Juris Doctor, University of Louisville and a Master of Laws (LLM), San Diego School of Law. She is a member of the Kentucky Bar Association.

She is a Member of the Derby City Chapter in Louisville as its First Vice President. She also serves as the Southeast Region as the Legislative Chair. Cherie is a strong advocate for FEW's mission.

Email: housing@few.org and credentials@few.org



Pamela H. Richards
National President



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



Kentucky Secretary of State, Michael Adams

By Mary Lou Andres, Legislative Chair

Our speaker at the August meeting, Kentucky Secretary of State Michael Adams, presented an informative program. He explained the three main responsibilities of his office as follows:

1. Maintain records – land records dating back to 1792 when Kentucky split from Virginia to become a separate Commonwealth; Legislative records - every Bill, every Act, and every Executive Order.
2. Chief Business Officer – all businesses register with the Secretary of State and report annually for a \$15 fee (lowest fees in America). The Secretary of State's Office takes no tax dollars as it is subsidized by business filings and often gives money back to the Registrar.
3. Conduct Elections – Kentucky is the only southern state to make voting easier in recent years. Easier voting (more days to vote, no-excuse early voting, etc.) resulted in three million votes, our highest ever in 2021 with one million voters in the primary election and two million in the general election.

Secretary Adams said the new voting system allowed the State to contact mail-in voters if there was a question about their ballots. A voter can track their ballot to ensure it is counted.



Derby City Pacesetter Wins Again

The Derby City Pacesetter won 2nd Place Best Newsletter at the Virtual Leadership Conference. Congratulations!

July Meeting Highlights

The July Derby City Chapter meeting was cancelled due to the Virtual Leadership Conference at the same time.

August Meeting Highlights Legislative Matters

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Two initiatives the Secretary of State's Office are working on are:

1. Ensure there are enough poll workers for each election
2. Develop a program "Civic Health Index" to educate constituents on government functions and ensure voters know what they are voting for.

FEW Women's Equality Day Webinar was held on August 24, 2022. It was very informative and motivating with statements such as "Stay busy, action is the antidote of despair", "If they don't give you a seat at the table bring a folding chair" and "If you get a seat speak up, don't be silent." The latest bill regarding the Equal Rights Amendment (ERA) is stalled in the Senate. Use FEW's CQ Engage tool on www.few.org to write to Congress and encourage the passage of this legislation.

Take action now – Register and vote. If you have any suggestions for a voter registration drive at your agency or elsewhere, please contact Derby City Chapter Legislative Chair Mary Lou Andres at marylouandres@msn.com.

Virtual Leadership Conference Reports

Attendees at the Virtual Leadership Conference from the Derby City Chapter were Pam Pearson, Aretha Wilkerson, and Cherie Hinkle.

2022 FEW Virtual Leadership Summit Write-up

By Pam Pearson, President

This year I was honored to be selected as the 2022 FEW Foundation Scholarship recipient. What a surprise it was to receive the email notification. All the presenters were AWESOME and presented some valuable information that I can apply to my daily work life as well as personal life. Though, the Leadership Summit was virtual, the platform was well organized, and the presenters engaged us which made the courses time pass by fast for three-hour courses. I gained more knowledge on the Senior Executive Service (SES) program through attendance of Preparing for the Interview and Preparing and Writing Executive Core Qualifications Statements (ECQs) courses. The Mindset Emotions and Money course taught me more about myself when it comes to

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finances, type of spender and saver I am. Given the last three years the world has been in a pandemic, the course Normal Is Gone, and It Won't Be Back, dealt with coping with and embracing change. The speaker walked us through exercises on how to deal with change. Additionally, Getting Unstuck: Simple Tools for Managing Complex Conflict was another course where I learned about dealing with change management. I thoroughly enjoyed this year's FEW Leadership Summit and am very appreciative of being awarded a scholarship. The knowledge gained will enhance my marketable opportunities for career progression.

VLS III New Orleans LA 7/18/22

By Cherie Hinkle, First Vice-President

The Virtual Leadership Summit III (VLS) proved to be a success with notable training programs to promote upward mobility, inspirational guest speakers, and graduation ceremony for the first cohort of mentor graduates. The Keynote Speaker was Tony Chatman, of Chatman Enterprises.

As an inspirational speaker, Tony has worked with many corporations and government agencies to reach new heights of effectiveness by understanding themselves better. He was previously a chemical engineer with a burning desire to do what is right and see the big picture and the end result. He changed careers determined to be a bridge builder. He now helps leaders, teams, and diverse people to adopt empowering mindsets and strategies that allow them to adapt, reinvent, and transform results personally and professionally.

He mentioned that in the past, goals were often outlined as "getting from a diverse workforce, the same productivity as from a homogenous workforce." Diversity came into play, which entailed inclusion, and then equity evolved. What does inclusion mean to you? People want value and respect, break bias, and unconscious bias, affinity bias. He encouraged all in attendance to "expand your circle to incorporate Diversity." He pointed out how studies have shown that a diverse group is better at problem solving. Homogenous groups eventually think alike, while a diverse group challenges one another. Diversity beats talent. Diversity is important to Millennials. Tony delivered a TEDx talk in 2018: "How to Stop Settling for Less," and is the author of a book: "The Force Multiplier: How to Lead Teams Where Everyone Wins."

IRS Commissioner Charles Rettig joined the VLS virtually and applauded attendees by noting how FEW is creating pathways for people who follow.

He mentioned that the agency is reflective of the diverse communities we serve, and he pointed out how the agency has more direct dealing with the American public than any other agency.

He discussed his role at the IRS and of the successes of the agency during the pandemic to assist the most vulnerable in the nation. At a time when many had lost jobs and had serious health concerns, the IRS processed 161 million Economic Impact Payments totaling \$271 billion to assist with groceries, housing, and medical care. The information for the Economic Impact Payments were translated into 35 languages, and additional payments began to go out within two days after the passage of the Coronavirus Response and Relief Supplemental Appropriation Act of 2021, consisting of 147 million payments totaling \$142 billion.

He is the quintessential public servant who leads the agency that provides the national budget with 96% of gross receipts annually and has helped the nation through the pandemic by making a difference for those with no voice.

He spoke of his childhood growing up in Los Angeles, CA, where he encountered insensitive young friends who, at the age of five, told him they were surprised that his mother grew up in the states. They had made incorrect assumptions and made it known.

He is the first Commissioner in the history of the IRS whose spouse, Tam Rettig, came to the U.S. as a refugee from a refugee camp, and whose parents do not speak English, but now live in the U.S. He is also the first Commissioner to come to the IRS who has a son or daughter who is Active-Duty U.S. military who has deployed twice and has the privilege of wearing the flag on his shoulder. He takes his job seriously. Immediate past President Karen Rainey, who is employed at the IRS, thanked the Commissioner for sharing his insight and vision as a public servant and role model. The gala event was truly inspirational, motivating, and a tremendous success.

HEY, DID YOU KNOW THAT...? Your Agency's EEO Compliance Requirements: MD-715 and You – Part III

By Carol A. Dawson, Compliance Chair, and Lifetime FEW Member

COMPLIANCE WITH MD-715 for the federal government.

The intent of this compliance article is to build your compliance knowledge base, specifically regarding Equal Opportunity requirements applying directly to federal agencies and to encourage each FEW member to step up and ask the vital questions to hold agencies accountable. Regarding the "Efficiency" of MD-715, each federal agency must:

- **Have an efficient and fair dispute resolution process** and effective systems for evaluating the impact and effectiveness of their EEO programs. This is often the Alternate Dispute Resolution process for your agency; however, other similar dispute resolution processes may be utilized.
- **Maintain an efficient, fair and impartial complaint resolution process.** Agencies should benchmark against EEOC regulations at 29 C.F.R. Part 1614 and other federal agencies of similar size highly ranked in EEOC's Annual Report on the federal sector complaints process. (*This Annual Report is the report that doesn't get aggregated and completed until two or more years have passed after submitted to the EEOC and there is no follow-up to those agencies who are out of compliance with regulatory requirements*).
- **Ensure that the investigation and adjudication function of the agency's complaint resolution process are kept separate from the legal defense arm of the agency** or other agency offices with conflicting or competing interests.
- **Establish and encourage the widespread use of a fair alternative dispute resolution (ADR) program** that facilitates the early, effective and efficient informal resolution of disputes. Appoint a senior official as the dispute resolution specialist of the agency charged with implementing a program to provide significant opportunities for ADR for the full range of employment-related disputes. **Whenever**

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ADR is offered in a particular workplace matter, ensure that managers at all appropriate levels will participate in the ADR process.

- **Use a complaint tracking and monitoring system that permits the agency to identify the location, status, and length of time elapsed at each stage of the agency's complaint resolution process,** the issues and the bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information necessary to analyze complaint activity and identify trends.
- **Identify, monitor and report significant trends reflected in complaint processing activity.** Analysis of data relating to the nature and disposition of EEO complaints can provide useful insight into the extent to which an agency is meeting its obligations under Title VII and the Rehabilitation Act.
- **Ensure timely and complete compliance with EEOC orders** and the provisions of settlement/resolution agreements.
- **Maintain a system that collects and maintains accurate information on the race, national origin, sex and disability status of agency employees.**
- **Maintain a system that tracks applicant flow data, which identifies applicants by race, national origin, sex and disability status and the disposition of all applications.** *(Although the MD-715 went into effect in 2003, MANY agencies are yet to comply with this requirement and there is no known effort underway to ensure compliance; therefore, many agencies still do not maintain applicant flow data and hiring/promotion activity at each agency – this is the best method of determining discrimination, especially if it is class action discrimination, within an agency).*
- **Maintain a tracking system of recruitment activities** to permit analyses of these efforts in any examination of potential barriers to equality of opportunity.
- **Identify and disseminate best workplace practices.**

Once again, making it easier to step up and take responsibility in what takes place at your agency, recommend following up

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on just one of these requirements within your own agency. **Does your agency maintain a system to track all applicants, by race, national origin, sex/gender, disability status along with the disposition of each application?** All you need to do is ask this question of your Human Resources Department. This is a very basic requirement for all federal agencies that has been in place for nearly 20 years. Report back to me if you find your agency is not in compliance, and I will be quick to respond on how we can work together to ensure future compliance.



Election Day is November 8, 2022. Don't forget to vote!

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.

Up Coming Events

- ✓ September 27, 2022 – 6:00 p.m. Southeast Strong (SES) Session; Donna M. Daily, SES at Census Bureau.
- ✓ September 23-24, 2022 – Derby City Chapter Retreat.

Deadline for articles for the next issue of the Pacesetter is October 25, 2022.

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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