



Derby City Pacesetter

FEW, Derby City Chapter #082, Louisville, Kentucky

Anne Ramsey, Editor

<http://fewderbycity.org>

Sept/Oct 2023

“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: **“Latinos: Driving Prosperity, Power, and Progress in America.”** Intensely bright colors like orange, red, yellow, and green represent Hispanic month. Also, the most important value in the Hispanic culture is Family. Latinos believe in putting family above everything. Traditional celebrations include activities like 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 19, make your vote count! Additionally, remember to contribute to Closing the Care Gap in October by supporting the annual campaign for Breast Cancer Awareness. Did you know that a lavender ribbon is a sign of support for those living with all types of cancer? However, on October 21 because breast cancer is still alive Americans are asking to wear pink. Also, did you know that about 30% of early-stage breast cancers eventually spread to parts of the body away from the breast? Though breast cancer is much more common in women, breast cancer affects men too. 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% 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

Pamela H. Richards
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 – Karen Cosby Smith
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.

FEW Monthly Meeting Info

Thursday, September 21, 2023, 5:30 p.m. ET
Program: Installation of Officers
Location: University Club, 200 East Brandeis Ave.,
Louisville, Kentucky 40208

Thursday, October 19, 2023, 5:30 p.m. ET
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.

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. If you cannot attend in person, you can also connect to the meeting via Zoom.

Member News



When the last issue of the Pacesetter came out, we did not know of any arrangements for Anita's funeral. Her funeral was held on Wednesday, July 19, 2023. Anita was a very shy, quiet person who did not disclose much about herself. Anita joined the Derby City Chapter on March 23, 2001. Even though she was a member of the Chapter for over 20 years, there were many things we didn't know about her. The following is an excerpt from her celebration of life.

A Life Well Lived

Anita Joyce Stringer embraced this life for 70 years. Born March 13, 1953, she slipped away quietly on July 4, 2023, after a short but valiant struggle with cancer. She was the first of six children born to Barbara West and Curtis Stringer and was a native of Louisville, Kentucky. A lifelong Catholic, Anita was a member of Christ the King Church and spent many years as a member of the choir there and at the Cathedral of the Assumption in downtown Louisville. She also played flute for the Psalm 150 Orchestra and sang on occasion with the Women's Day Choir of St. Stephen Baptist Church.

Pamela H. Richards
National President



Anita was educated at St. Bartholomew and Christ the King elementary Schools and attended Russell Jr. High School, where she learned to play the flute, participated in the band and sang in a choral group. Anita's love of music grew as a three-year member of the Louisville Central High School band, and she was recognized by her classmates as "Best Female Musician" upon graduation in 1971.

Following her parents in what became "family legacy and Tradition", Anita attended Kentucky State College in Frankfort and earned a Bachelor of Arts degree in Modern Romance Languages with a double major in French and Spanish. She played flute and piccolo for two years in the KSU marching and concert bands and participated in "HBCU Battle of the Bands" competitions both years. Anita was initiated into Beta Zeta Chapter of Alpha Kappa Alpha Sorority, Inc., and became a "Golden Girl" with 50 years of membership in April 2023.

Anita went to work during the final semester of her senior year as a substitute French teacher at Louisville Shawnee High School.

After graduation, she joined the permanent faculty at Shawnee and served the Jefferson County Public Schools for over 20 years, teaching both French and Spanish at various junior and senior high schools. Early in this period, Anita participated in a foreign exchange program spending a summer working in Marseilles, France, and earned a Master of Arts degree in French from the University of Louisville. She ended her career with JCPS as a home/hospital resource teacher for students with medical issues and in juvenile detention and worked on the administrative side of the Board of Education for a short time prior to retirement.

The next chapter of her life involved a short stint at the U.S. Census Bureau National Processing Center in Jeffersonville, Indiana, where Anita served as an Interpreter for Spanish-speaking residents responding to census questions and surveys. She joined the Derby City Chapter of Federally Employed Women, Inc. participated in numerous workshops and training programs, and, most recently, served as Chapter Secretary.

Anita served as primary caregiver for her parents until their deaths in 2008 and 2012. She loved reading, word games, traveling and the arts. She had a large collection of dolls and artifacts from faraway places, and often regaled listeners with stories of their origins and meanings. Unbeknownst to many, Anita was an avid trivia buff – she never missed an episode of "Jeopardy" and would astound us by flawlessly answering

questions in many diverse categories. She shunned all manner of things related to math and numbers but enjoyed drawing – she had an uncanny flair for spatial relationships and a knack for solving logic problems, of all things!

Anita was quiet and mild-mannered, with a surprisingly quick wit and a unique sense of humor that was too often hidden behind a shy smile.



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

July Meeting Highlights

By Anne Ramsey, Newsletter Editor



Tricia J. Gray, PHD, University of Louisville, Political Science

Dr. Tricia Gray, University of Louisville professor of Political Science, was our speaker for the July meeting. Dr. Gray's topic was Gender and Politics. Her research was mostly with Latin American politics. She stated that Latin America is a leader of women in politics, far more than the United States. Many Latin American countries have established quotas of women on ballots. The top three countries with women in politics are: Rwanda (61%), Cuba (53%), and Nicaragua (52%). Note that none of these countries are democracies.

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National President



Why aren't there more women in U.S. politics? Supply side is there aren't enough women to run; demand side is due to the authorities and public want women?

Policies to support more women in leadership are:

- Recruit more women of color and candidates outside of traditional networks
- Reduce the role of big money
- Improve wages for public service professionals
- Allow use of campaign funds for childcare expenses
- Foster a culture of equity and respect in campaigns

August Meeting Highlights



Cherie Hinkle, 1st Vice-President

Highlights NTP 2023 Columbus Ohio

By Cherie Hinkle, First Vice-President

A highlight of the National Training Program was held on Thursday July 13, 2023, at the Columbus Hilton.

Dr. Erica Pryor, CEO of EPLC Learning Today, and a commissioner of the Columbus Women's Commission, is active within the community. The Commission focuses on women's economic security, gender equity in the workplace, affordable housing, evictions, and financial empowerment. In 2017, the Commission worked to dismantle barriers and reduce gender-based inequities to improve the economic position of women in the community and is dedicated to implement reforms for advancing pay equity, promoting childcare, and reducing evictions. The Columbus Commitment motto – achieving pay equity.

The keynote speaker, Emily Martin, Vice President for Education and Workplace Justice at the National Women's Law Center (NWLC) spoke at length about the lagging inequities that continue to plague progress and focused on legislative issues as a central tool to make strides toward equality. She pointed to excuses men use to explain the lack of parity, for example, stating that women make poor choices. There is no statistical evidence that gender equality issues stem from poor choices. Emily spoke passionately about the NWLC's Times Up – Legal Defense Fund, which provides assistance for workplace sexual harassment and retaliation issues. NWLC is driving change in the courts, public policy, and in society. She discussed issues surrounding athlete discrimination, Title IX gender inequity in sports, equal pay, and the wage gap. Studies have shown that identical resumes with applicant names of John or Jen, receive unequal treatment even though the education and experience listed on the resume are the same.

She talked about the need to wipe out unconscious biases, overt discrimination, and close the wage gap.

Emily pointed to advances for gender equity in the workplace by pointing to the Chips Act funding childcare requirement. The Creating Helpful Incentives to Produce Semiconductors (CHIPS) Act contains an incentives program that leverages public dollars to implement a unique childcare requirement. The law requires that certain semiconductor manufacturers that apply for CHIPS funding must provide access to high-quality childcare for facility and construction workers. This is a good example of legislation that promotes equity by investing a stable source of funding for childcare infrastructure to address the diverse needs of employees as working parents, with the cost of childcare being distributed more broadly within the community.

She noted the absence of paid family leave and the importance to family/work life balance and compared the United States with other developed countries. The United States falls behind other countries in its fight for equality, but advances in this area will greatly assist women and assist the responsibilities of caregiver and of addressing children's needs in the home.

She talked about better pay transparency. Women historically fill lower paying jobs and, as a result, are prone to ask for a lesser salary in negotiations than her equally qualified male counterparts. Several states have enacted laws that require employers to share what they are planning to pay for positions. Restrictions on required salary history will help to align better

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opportunities for women in low paying jobs to gain access to more equitable pay.

Policy changes are made in the courts and legislative areas and Emily discussed being active at the ballot box to align with representatives who share women's unique needs so that public policy can be shaped by more women in Congress. She stressed the need to contact local and state representatives to advocate for women's issues.

The Paycheck Fairness Act would make it unlawful to prohibit an employee from disclosing salary, increase penalties for violations of equal-pay laws, address wage discrimination, and would require the EEOC to issue regulations for collecting data from employer compensation for use in enforcing laws prohibiting discrimination.

Raise the Wage Act. In July Congress reintroduced the Act to raise the minimum wage to \$17 by 2028. If passed, it would phase out exclusions allowing employers to pay less than minimum to tipped workers, young people, and people with disabilities. Low paying jobs are predominantly filled by black and brown women, and native women who work full time in childcare, home care, as cashiers, house cleaners and restaurant servers, yet live below twice the poverty line in these low paying fields. These jobs keep women and their families in poverty and drives the racial and gender wage gap. Women make up just under half of the U. S. workforce yet represent almost 2/3 of the workforce in the 40 lowest-paying jobs.

The Bringing an End to Harassment by Enhancing Accountability and Rejecting Discrimination (BE HEARD) in the Workplace Act. If passed, this Act would address and prevent all forms of workplace harassment and discrimination and ensure that employers can be held liable for harassment by supervisors.

The funding for stable childcare is set to expire September 30, 2023.

Emily pointed to needed advances in Annual Leave and Sick Leave, and greater work flexibilities to allow women to better balance / juggle family responsibilities. Back of the Global Pack – UN Women.org advises that gender inequality and the climate crisis are two of the most urgent challenges of today.

The Pregnant Workers Fairness Act was passed in the House and is modeled after the Americans with Disabilities Act. It would require employers to provide reasonable

accommodations to workers with limitations based on pregnancy, childbirth or related medical conditions. Gender equality requires reproductive health. Emily's keynote address at the NTP legislative luncheon stressed the importance of issues that align with FEW's mission to advance women in the government, as well as Tier III issues for women as a class. The discussion was a culmination of a week of empowering women. The discussion highlighted how being active and knowledgeable in legislative activity is key to advancing women's rights and keeping women's issues at the forefront of the political agenda. The event emphasized how the FEW's legislative focus area is key to advance women in government, all women in the United States, and around the world. The speaker shared intriguing insights into women's history, today's challenges, and a call to action for a better tomorrow.



Attendees at the August Derby City Chapter meeting.

Former U of L basketball star, Russ Smith, just happened to be hosting a signing event for his new bourbon line in the Pub at the same time as the Chapter meeting. Many of our meeting attendees visited the other room to purchase the new bourbon and have Russ Smith sign their bottles.

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National President





Cherie Hinkle, Russ Smith, Pam Pearson, Mary Lou Andres



Lauralee Northington, Russ Smith, Pam Pearson, Karen Cosby Smith

Women's Equality Day

By Mary Lou Andres, Legislative Chair

Women's Equality Day is an event celebrated around the nation commemorating the passage of the 19th amendment and women's right to vote. The Office for Women, together with several agencies, including the League of Women Voters (LWV), Delta Sigma Theta, the University of Louisville Women's Center and Jefferson County Public Schools (JCPS) Georgia Chaffee Teenage Parent Program (TAPP) School and Grace James Academy hosted a celebration on August 26, 2023, from 10:00 A.M to 12:30 P.M. ET at the Muhammad Ali Center.

The theme of the event, "Our Voices Matter", highlighted the ways women and gender diverse individuals champion advocacy and civic engagement. Artwork by students at the TAPP school was on display, the Real Young Prodigy's and students from TAPP performed. Dr. Jabani Bennett led a community movement exercise. Artist Joann Weis invited attendees to participate in a community art project after the program. Everyone was invited to make a small comment of your commitment to advocacy which will be included in a quilt of voices heard and committed today.

The performances were uplifting and energetic!

The panel featured student and community advocates who focused on gender equity, climate change, transgender rights and advocacy for pregnant and parenting students. I was really impressed by them all. Listening to their voices sharing personal stories of how all these issues impact them was enlightening as well as encouraging to know that the next generation is fully engaged in making life better for all.

League of Women Voters, Louisville Chapter President Dee Pregliasco spoke about the role of the LWV in registering and educating voters.

State Representatives Rachel Roarx (she/her) and Keturah Herron (she/they) encouraged the audience to consider politics to change policies that adversely affect women and minorities. Rachel is the youngest female ever elected to the Kentucky statehouse. I recall meeting her ten years ago at a Women's Equality Day event when she was only fifteen. I knew then she would one day be in politics! Both representatives said they don't like politics, but everything is political and that's the best way to make your voice heard.

Attendees were encouraged to bring period products for JCPS. The Louisville Office for Women interns Kimberly Duenez Gallegos and Alisya Solankhi conducted research on Menstrual Equity in Louisville. Period Poverty is the lack of access to menstrual hygiene products due to financial constraints. In our city of Louisville, Period Poverty affects people who menstruate in school (ages 9-17/college students) and women in poverty. In Kentucky, almost 20% of women live in poverty. One out of five teens cannot afford period products. The Pink tax or Tampon Tax contributes to Period Poverty. These necessary products are taxed extra since they are considered non-essential and a luxury. The tax that is added is also known as the pink tax because it is a form of gender-based discrimination. The average person who menstruates has 450 cycles in their lifetime, each cycle will

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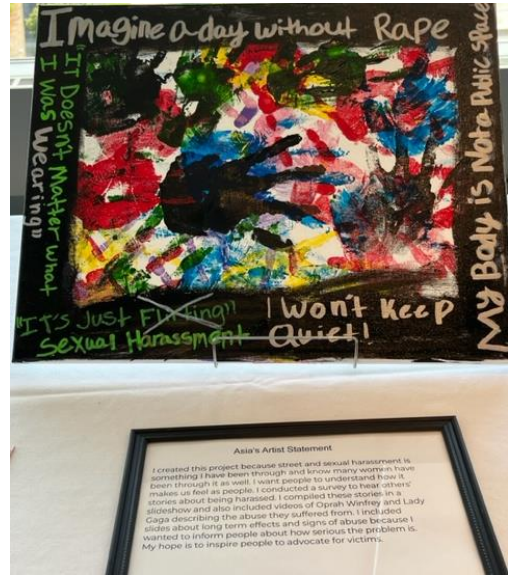


cost a person about \$20. Adding up these numbers results in a person spending about \$9,000 on their cycle in a lifetime. With \$9,000, a person can pay for a semester at a community college, buy a car, or put a down payment on a house.

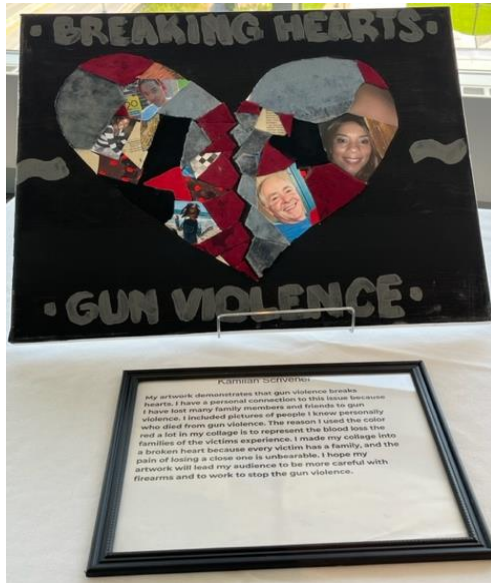
Do your part to be engaged! Register to vote and let your voice be heard.



Louisville Deputy Mayor Barbara Sexton Smith proclaims August 26, 2023, at Women's Equality Day.



TAPP Art Project



Stop Gun Violence

Ronald McDonald House

The Chapter is still collecting pull tabs from aluminum cans and toiletries to be donated to the Ronald McDonald house. Clients are always in need of toiletries when staying there. Please bring all donations to the meeting or get them to Becky Giles.

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National President





Derby City Chapter Newsletter wins second place at the National Training Program. Cherie Hinkle accepted the award in Columbus, Ohio at the NTP on behalf of the Derby City Chapter.

Installation of Officers

Derby City Chapter Officers for 2023-2025 will be installed on Thursday, September 21, 2023

President – Pam Pearson
1st Vice President – Cherie Hinkle
2nd Vice President – Paula Thompson
Secretary – Karen Cosby Smith
Treasurer – Becky Giles

Legislative News

By Mary Lou Andres, Legislative Chair

August 23, 2023, was Poll Worker Recruitment Day. For more information go to www.powerthepolls.org.

FEW's webinar recognizing Women's Equality Day "Accelerating Equality and Empowerment" was held on August 23, 2023. It was recorded and is available at www.few.org. Beth Winston of the Winston Agency was on the discussion panel. She identified two important goals to uplift women in federal service: 1) Ratify the Equal Rights Amendment (ERA) and 2) Voter Registration. We as women need to mobilize at the ballot box and spring back from setbacks/roadblocks. She sees a direct line between Federally Employed Women (FEW) and global goals. Global poverty is not gender neutral. Women are affected more by poverty due to the number of women in a single parent role as well as their lack of pay equity often caused by loss of work due to childcare responsibilities.

Per Panelist Tonya Saunders, FEW's Washington Representative, the ERA failed to pass on April 27, 2023, despite a 51 to 47 vote in favor. The Violence Against Women Act (VAWA) which passed in 2022 was strengthened by a reauthorization of several current programs.

Watching the webinar is definitely worth the 45 minutes of your day.

Breaking through Barriers of Breast Cancer Screening and Prevention

By Alison Burke, MSN, RN, Wellness Nurse Consultant



Other than skin cancers, breast cancer is the most common cancer among American women, and the second leading cause of death. Thankfully, the death rate is decreasing (down 1.3% per year) due to earlier detection and better treatment. As stewards of our health, the best thing we can do is take a preventive and proactive approach to our health. In honor of Breast Cancer Awareness for the month of October, let's discuss breast cancer, awareness, risk factors, and potential barriers to screening.

Breast cancer is abnormal cell growth that originates in the breast. It can often be seen on X-ray or felt as a lump. There are both non-cancerous (benign) tumors and cancerous tumors. Self-breast exams are no longer evidence-based

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National President



clinical recommendations, but breast self-awareness is. Some warning signs include: a new lump or mass, dimpling or puckering of the skin, a rash on the nipple or breast skin, retraction of the nipple, discharge from the nipple, and breast or nipple pain. You know what is normal for you--anything outside of your normal deserves mention to your provider.

As with most conditions, there are risk factors related to lifestyle and behavior and those that we cannot control. Some lifestyle/behavioral risk factors include consuming excessive alcohol, being overweight, physical inactivity, not having children, and some hormone therapies. Risk factors outside of our control include being anatomically female, age (most cancers occur >50), genetics, dense breast tissue, starting periods early (<12), and going through menopause after 55.

One important thing we **CAN** control is how we practice prevention. Taking care of your health by regularly exercising, maintaining a healthy weight, and limiting alcohol intake are all positive steps. Another positive step is to get a mammogram at the recommended intervals. The United States Preventive Services Task Force (USPSTF) recommends that women who are 50-74 years old and are at “*average risk*” for breast cancer get a mammogram every two years. Women 40-49 should begin the conversation with their provider about when to start mammograms based on their individual risk factor profile. A mammogram is an X-ray of the breast, and the benefits of early detection outweigh any possible harm from the small amount of radiation exposure.

So why doesn't everyone get the recommended screening? At first, cost may be a thought. The good news is that preventive screenings are often covered **IN FULL** by your insurance if you use a network provider. And if you do not have a provider or insurance, there are often community resources that offer free mammograms. A simple internet search of “free mammograms near me” may help you find a service. A final common concern is discomfort from the plates of the machine. Following a mammogram, most women report it “wasn't as bad as I thought” and the peace of mind that comes from getting the screening was worth any mild discomfort. Even with new treatments and astonishing advances in healthcare, there is no question that finding breast cancer early **BEFORE** there are signs of a problem is the most effective way to treat breast cancer. Please contact your insurance company or provider to inquire about when screening is right for you!

Become an Ambassador for Louisville Metro's Office for Women

The Office for Women Ambassadors is a 6-month training program for women and gender-diverse individuals who represent communities across Louisville.

Participants will:

- Develop and hone their leadership skills.
- Learn about issues impacting women.
- Explore government and community programs available to women.
- Serve as community liaisons, sharing information about services and communicating to government about women's needs in their communities.

Applicants must:

- Demonstrate a commitment to improving the lives of women and girls.
- Be 18 or older.
- Live inside Jefferson County
- Commit to attending all training sessions.

Applications open in the Fall 2023



Election Day is Tuesday, November 7, 2023

Kentucky - last date to register October 10, 2023. To register go to www.sos.ky.gov.

Indiana - last date to register October 9, 2023. To register go to www.indianavoters.com/.

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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: trainingyp@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



National News & Views

The special NTP edition of News & Views is now available. To view News & Views online, click [FEW News and Views NTP Edition 2023.indd](#).

We hope you enjoy this special edition of News & Views.

Up Coming Events

- ✓ September 12-14, 2023 -- NARFE Region X Conference, Frankfort, Kentucky; email Robert Allen, rvp10@narfe.org for more information.
- ✓ September 23-24, 2023 – Derby City Chapter retreat.
- ✓ Open season for health insurance is November 13 to December 11, 2023.

Deadline for articles for the next issue of the Pacesetter is October 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.

* 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.

Pamela H. Richards
National President

