



Derby City Pacesetter

FEW, Derby City Chapter #082, Louisville, Kentucky

Anne Ramsey, Editor

<http://fewderbycity.org>

May/June 2022

“Put FEW to Work for You”

*May 1-7 is Public Service Recognition Week
May is Asian/Pacific American Heritage Month
May is Mental Health Awareness Month
May is National Mobility Awareness Month*



President’s Message

May Awareness/Celebrations –
Mental Health Awareness,
Asian/Pacific American Heritage
Month, Jewish American Heritage
Month, National Inventor’s Month,
National Bike Month, National
Mobility Awareness Month, National
Foster Care Month and Older Americans Month

June Awareness/Celebrations – **LGBT Pride Month,** GLBT
Book Month, Black Music Month and National Oceans Month

Since May 1949, the Mental Health America organization has observed mental health with the help of other organizations and affiliates across the country. Before the Women’s suffrage movement of the early 20th century women didn’t have rights independent of men, which left women without a voice in the medical field or the world of public policy. Women mental health issues were overlooked and stigmatized, basically silenced for years. It wasn’t until women begun to challenge societal norms and centuries old gender roles that women’s mental health became a talking point globally. This is when physicians started to diagnose and treat women for anxiety, depression and other mental health illnesses with therapies and medications. Statistics show mental health conditions such as depression and bipolar disorder affect women in different ways in more women than men. Additionally, did you know studies show that 1 in 5 adults live with a mental health disorder and that don’t include those living with undiagnosed disorders. Still today many women are battling the historical stigma surrounding women’s mental health treatment, feeling ashamed to open up about their struggles while juggling many responsibilities to perfection without complaining. However, the pandemic has truly tested the world emotional and social well-being millions of people have experienced unexpected

isolation from the mandatory lock-down to prevent spread of the COVID-19 virus, cutting many off from socializing with family and friends for long periods of time. Millions have also experienced the stress of their daily life being turned upside down, adjusting to the norm of wearing face masks in public to social distancing. Many Women have even had to leave the workforce to home school their children, forcing them to take on the profession of Educators. Many families have experienced the loss of loved ones without a proper “Good-bye” leaving families with no closure. These events brought on by the pandemic have surely taken its toll on millions of people mental health in the form of isolation, stress and uncertainty because how we think, feel and behave is vital in connecting with others, our decision-making skills and other aspects of daily life. When one is healthy mentally, they’re able to enjoy life, and feel good about themselves.

In closing I would like to share the following quote from First Lady Michelle Obama:

“Women in particular, need to keep an eye on their physical and mental health because if we’re scurrying to and from appointments and errands, we don’t have a lot of time to take care of ourselves. We need to do a better job of putting ourselves higher on our own ‘to do’ list.”

June 2021 marked the celebration of Juneteenth becoming the 12th Federal holiday and the first new Federal holiday since 1983. Juneteenth is made up of the words ‘June and nineteenth,’ to represent the day of June 19, 1866, the slaves in Texas were informed that the Civil War had ended and freedom of all slaves.

Pam

2021 – 2022 Chapter Officers and Committees

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

Working for the advancement of women in the government

Member News

Welcome to new members Cathy Hinkle, Census Bureau and Josephine Buckner, District Judge.



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

- 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.

March Meeting Highlights



Judge Lisa Langford, Jefferson County District Court

By Anne Ramsey, Editor

Judge Lisa Langford, Jefferson County District Court was our guest speaker at the March meeting. Judge Langford previously worked as an auditor for the Department of Agriculture in Chicago for three years and also worked at Humana, and General Electric Answer Center for five years. She got her BA at Kentucky State University and law degree at U of L Law School.

Judge Langford went to law school with her aunt on a buddy program. She thought she would be a public defender but ended up as a prosecutor for 14 years – “where I was supposed

FEW Monthly Meeting Info

Thursday, May 19, 2022, 5:30 p.m. EST
Program: Mental Health Awareness
Speaker: Chip Cosby, Cosby Mental Health and Wellness
Location: University Club, 200 East Brandeis Ave., Louisville, Kentucky 40208

Thursday, June 16, 2022, 5:30 p.m. EST
Program: To be announced
Speaker:
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 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.

to be.” She has been a trial attorney and a civil attorney. She won election to a four-year term as judge in 2018 and us up for re-election in the general election. She told us that there are 17 judges in division courts covering all of Jefferson County. Of those, 16 are currently females.

Josephine Buckner, District 12 Judge also attended the meeting.

April Meeting Highlights



Carol Dawson, EEO Guidance, Inc.

By Carol Dawson, Compliance Chair

The April meeting presenter was Carol Dawson, and instead of a presentation on EEO, Carol talked to the Chapter members who were present about Gratitude and the importance of finding reasons to be grateful in our lives.

Carol explained that it is not happiness that brings us gratitude, but rather gratitude that brings us happiness. She went further than the simple word, “thanks,” and talked about how we can all be more grateful in our lives. Members took a short test to show how grateful they already are in their lives and then she asked this question, “If you only had the things today, that you paused to be grateful yesterday, what would you have? Were you actively grateful for your vehicle? Food to eat? Clothes to wear? Family? - -or would you be walking everywhere, hungry, naked and lonely today?”

Carol passed around small white rocks and smarties for each member to write what they are most thankful for, and everyone was encouraged to keep the rock in a purse, desk, or vehicle to remind them to be grateful. Carol spoke about the importance of showing your gratitude every day and keeping a daily journal. Studies show that the best way to journal happiness is to write at least one thing you are grateful for and then 3-5 reasons why you are grateful for this person, organization, or item. She gave every member a journal to encourage this activity.

Do unexpected things for others for no reason and see how it feels. Just tell them, “It is just because...,” also, take some time to write to someone you care about and tell them why you love/care for them. Be specific. Notes with an envelope were passed out to encourage each participant to write their gratitude note and send it in the next 24 hours.

“Misery and gratitude cannot exist in the same space.” Carol explained that we simply cannot feel overwhelmed with negative feelings if we take the time to find reasons to be grateful in our lives. We all need to focus on what we have instead of what we don’t have. When we are living a grateful life, we can have improved health and mental well-being, enhanced empathy, reduced aggression, improved sleep, and enhanced self-esteem.

As a child, Carol said she started to feel a bit depressed about things that were bothering her about each day. Her father taught her, before her feet hit the floor each morning, to think of just one thing that was going to happen that day that would make her happy. It could be a friend she would see in class, a favorite class, teacher, or something happening after school. She has continued to practice this form of gratitude to start off her days and encourages others to try it.

Carol also taught the group how to change events in their lives typically perceived as negative into something to be grateful for. For instance, instead of being sad about losing a job, think of how this could provide an opportunity to do something you may enjoy more...or that it may provide more time for family and friends.

Gratitude changes everything. Find your gratitude and become a happier person.

Derby Basket Raffle



Anne Ramsey was the winner of the Derby Basket drawn at the meeting on April 21.

Legislative Matters

By Mary Lou Andres, Legislative Chair

Below are the current issues FEW is supporting. Please go to www.few.org and engage in our grassroots advocacy – it's your right and your responsibility.

Current FEW Action Alerts

Click on an action alert below and Take Action today!

- **Federally Employed Women Support for Equal Pay**

This bill addresses wage discrimination on the basis of sex, which is defined to include pregnancy, sexual orientation, gender identity, and sex characteristics. Specifically, it limits an employer's defense that a pay differential is based on a factor other than sex to only bona fide job-related factors in wage discrimination claims, enhances nonretaliation prohibitions, and makes it unlawful to require an employee to sign a contract or waiver prohibiting the employee from disclosing information about the employee's wages.

The bill also increases civil penalties for violations of equal pay provisions.

- **FEW Supports the Violence Against Women Act H.R. 1620**

FEW supports (H.R. 1620), on behalf of the health and safety of millions of women.

- **FEW Supports the ERA!**

In America men and women are not guaranteed equal rights by law yet, this vote is a crucial step towards addressing the inequality and finishing the job that Alice Paul and many suffragists started almost a century ago. You are encouraged to weigh-in with your Senators and Representatives! Ask them to support S.J. Res 7 and H.J. Res 17!

- **FEW Supports Paid Family Leave, H.R. 564**

The pandemic and the pressing issue of gender equality has highlighted the need to make access to paid leave for American workers permanent. We encourage you to support H.R. 564, the Comprehensive Paid Leave for Federal Employees Act.

While checking out the FEW website, take the time to update your contact information. Using a personal rather than a government email will insure you receive all legislative information.

HEY, DID YOU KNOW THAT...?

Your Agency's EEO Compliance Requirements: Attn: Veterans and Individuals with Disabilities

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

Checking back in with my FEW sisters/brothers to provide updated information regarding why EEO related compliance in the federal government is vital to each and every one of our FEW members.

In the next few months, the intent of these articles will be to build your compliance knowledge base, specifically Executive Orders to apply directly to federal agencies. In the last article we discussed the Executive Order relating to Special Emphasis Programs, specifically the Executive Order 13583,

promoting Diversity and Inclusion within the Federal workforce. If our FEW members do not hold their individual agencies accountable, nobody will. Even OPM cannot respond that federal agencies are in compliance with federal mandates and requirements for equality.

Here are a couple of other Executive Orders that may be of interest if you or someone you know is a Veteran or Individual with a Disability (IWD).

Executive Order 13548 Increasing Employment of Individuals with Disabilities (IWD): On July 26, 2000, then President Clinton signed Executive Order 13163, calling for an additional 100,000 individuals with disabilities to be employed by the Federal Government over 5 years. Yet few steps were taken to implement that Executive Order and again agencies were not held accountable. In July 2010, Executive Order 13548 once again made the effort to hire more IWD and to establish the federal government as a model employer, through outlining steps for the Federal government to recruit and hire IWDs, including an agency-specific plan, utilizing Schedule A hiring authority, and the use of centralized funds to increase accessibility.

By the end of 2010, each agency should have accomplished these things:

1. Develop performance targets and numerical goals for employment of individuals with disabilities and sub goals for employment of individuals with targeted disabilities
2. Designate a senior-level agency official to be accountable for enhancing employment opportunities for individuals with disabilities and individuals with targeted disabilities within the agency. This individual shall develop and implement the agency's plan creating recruitment and training programs for employment of IWD and targeted disabilities and coordinating employment counseling to help match career aspirations of IWDs to the needs of the agency. **(WHO IS THE DESIGNATED PERSON IN YOUR AGENCY?)**
3. Increase utilization of the Federal Government's Schedule A excepted service hiring authority for IWDs and increase participation of IWDs in internships, fellowships, and training and mentoring programs.

This section is meant to increase agencies' retention and return to work of IWDs. Your agency should already be set up for compliance by:

1. Making special efforts to ensure full retention of those who are injured on the job. Agencies should be working to improve, expand and increase successful return to work outcomes for those of their employees who sustain work-related injuries and illnesses.

Executive Order 13518 Employment of Veterans in the Federal Government: This November, 2009, Executive Order sets a council on veterans' employment to increase the number of veterans employed by the federal government, and the veterans' employment initiative, which includes training to human resource officials on veterans' preference. Each Federal Agency should have a person representative on a Council to ensure the execution of this executive order and therefore each agency should have already:

1. Developed an agency-specific Operational Plan for promoting employment opportunities for veterans
2. Established an Agency Officer or employee with full-time responsibility for its Veterans Employment Program **(WHO IS YOUR AGENCY'S FULL TIME EMPLOYEE?)**
3. Provided mandatory training for agency Human Resources personnel and hiring managers, concerning veterans' employment, including training on veterans' preferences and special authorities for the hiring of veterans
4. Identified key occupations for which the agency will provide job counseling and training to better enable veterans to meet agency staffing needs associated with those occupations
5. Coordinated with the Departments of Defense and Veterans Affairs to promote further development and application of technology designed to assist transitioning service members and veterans with disabilities

Remember, one of FEW's goals is to serve as a catalyst for input/changes to provide members with a way to monitor how the federal government and Congress are performing to ensure Equal Opportunity in the government. You play a big part in whether FEW will be successful in their mission.

The Virtual Leadership Summit III (with Live Streaming)



Registration for Federally Employed Women's Virtual Leadership Summit III is officially opening on Monday, March 21. We are so excited about all of the sessions and speakers we have lined up for you this year. This is next-level training at its best.

Click here to learn more and register:
<https://www.few.org/national-training-program/register/>

FEW is proud to present "Leadership Next Level: People, Purpose, Passion." at the Virtual Leadership Summit III. So, it's time to take advantage of every opportunity and join us for an experience that will surely take your career to the next level. The VLS III is a fully online, virtual experience that will broaden your knowledge, expand your skills and elevate your network. This is top-notch professional development training for government employees (both civilian and military). Each registrant can partake with an interactive and engaging dynamic training platform. Just like last year, the FEW virtual platform includes interactive exhibition features and plenty of opportunities for networking right from the comfort of your home/office. And because the VLS III is so valuable, we offer this training event with no lodging or travel expense to you. It's all about the training.

We are excited to demonstrate "Leadership Next Level: People, Purpose, Passion." This premier training program will elevate our purpose and passion for leadership and take your career to the next level. It is a week-long training program designed just for you. At the VLS III, FEW will provide a catalog of courses (100+ specialized courses) on various topics, including Human Resources, Equal Employment Opportunity (EEO), Information Technology (IT), Project Management, Management, and Leadership. All courses align with the Office of Personnel Management (OPM) Executive Core Competencies (Leading People, Leading Change, Business Acumen, Result Driven, and Building Coalitions). If that is not enough, FEW will hold several after-hour networking events for you to share your thoughts and openly celebrate the many successful activities happening within

FEW. You don't want to miss this chance to soar to greater heights.

Now is the time to prepare yourself for the next level. The VLS III sessions are designed to target entry-level employees up to senior executive decision-makers and policy-makers for both civilian and military employees. Prosperity is our goal as we help you reach your fullest potential. You are guaranteed to leave soaring to new heights.

Make sure you register **STARTING TODAY** and take advantage of all that we have to offer! We promise it will be the best personal and professional investment of the year!

For questions, or comments email the Vice President of Training, Kaya Lewis-Baltimore at ntpchair@few.org or VLS Event Planner, Tiffany Deans, at ntpevents@few.org for more information or call (800) 959-7767.

The VLS III is the connection you need to develop your leadership skills, expand your knowledge of the greatness that diversity and inclusion bring, and build stronger partnerships for a brighter future. You are guaranteed to leave soaring to new heights.

Southeast Region Scholarship

MARTHA LYLE SCHOLARSHIP FOR RTP: This year the Southeast Region will award up to 10 scholarships for attendance to the 2022 RTP to members in good standing and who meet all established requirements. This Scholarship, named in memory of Martha Lyle, a long-time member of the Oak Ridge Chapter, who served on the National Board of Directors.



National News & Views

The Mar/Apr 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 NV JAN22 p02 Happy New Year.pdf](#) 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

- ✓ May 20, 2022 – 2022 Virtual Southeast Region Training Program; hosted by North Alabama Chapter in Huntsville, Alabama.
- ✓ July 18-22, 2022 – Virtual Leadership Summit III – “Leadership: Next Level – People, Purpose and Passion.” Watch for more information.
- ✓ August 21-23, 2022 – FEDCON 22; Westin Kierland Resort and Spa, Scottsdale, Arizona. Information at fedcon.narfe.org.
- ✓ September 23-24, 2022 – Derby City Chapter Retreat.

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

* 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.