



Derby City Pacesetter

Derby City Chapter, FEW, #082, Louisville, Kentucky

Anne Ramsey, Editor

<http://fewderbycity.org>

Sept/Oct 2018

"Put FEW to Work for You"

*September 15 – October 15 – Hispanic Heritage Month
October – National Disability Employment Awareness Month
National Work and Family Month*



President's Message

Hello Derby City,

We are welcoming fall in the derby city as the last dying days of summer are taking place. Soon the leaves will be turning as we put away our pool toys and shorts in exchange for our light sweaters and pants. Like the season turning, we too at Derby City FEW are turning over a new exciting year for our

Chapter. After four years as your president, this is my last article under this title and it is bittersweet. I wanted to say thank you for allowing me to serve you and this organization. I have grown in ways that I never imagined when this journey began. I also want to say, "Welcome" to our new slate of officers led by Aretha Wilkerson, our new President. I know this year will be an exciting year for renewed growth and service to our community for our Chapter.

As I reflect on all the things that serving this chapter have brought to my life, I ran across an article that I wrote for college. I thought I would share as I want to encourage everyone in our Chapter to think about stepping into an officer role or in this case finishing educational goals. Both brought me unexpected benefits when I took on the challenges.

I started college as most right out of high school and at that time I was clueless on what path in life I wanted to pursue so I went into engineering studies because I was good at math and science. As with a lot of people, life happened and I did not complete my college education but turned to a career as an air traffic controller. Many years later and a career change to the Census Bureau, I decided to advance my career so I took the statistical classes I needed in my forties to obtain the position I wanted. When I was at a FEW national event, I heard a speaker talk about retiring from the government and returning to school to get a law degree. This started me thinking about

something that I had always viewed as a personal failure, completing my degree. I did some soul searching and figured out a path that would allow me to fit college into my very busy life. End of that story is that in 2015, at the age of 54, I received my Bachelor of General Studies from Indiana University. As an unexpected bonus, I also made the Chancellor's list in the spring of 2015 for high scholastic achievement. The following is the newsletter article that I wrote for my communication class that year.

Self-confidence: An unexpected benefit

"As I wrap up my studies at IUS, I find it is a time of reflection. It is a time to look at the past to learn from it and a time to prepare to step out into future. I have learned several valuable skills while at IUS that I use every day in my profession. I utilize the Math, English and Business skills at work to solve complicated problems. One of the most important skills I have developed while attending IUS is self-confidence.

When I decided to return to college after a twenty-three-year break, I was apprehensive and unsure that I still had the ability to learn at the college level. So many things had changed in that time and I was unsure if I would be able to catch up with the college students of today. Although I had a strong background in mathematics, I was worried whether I would remember enough of the basics to keep up with my classmates. Returning to college after such a long break introduced a lot of new stress in my life and I wondered if I would be able to handle everything.

Making the decision to return was one of the best decisions I have made for my professional and personal development. Coming back to IUS and taking the classes that I have taken has taught me a lot about myself. I now recognize that I have abilities that I never took the time to appreciate before. Through my coursework, I have gained a new confidence in those abilities. I now walk into a meeting with high-level management and I recognize that I belong there. I know through my studies that I have what it takes to learn anything I need to learn to complete my assignments. I have learned essential tools to be more effective in my management style. I have a better understanding of people and I know how to

apply that knowledge. The one benefit that I found, that I did not consider when returning to college, was that with knowledge comes confidence. When you have more confidence in your own abilities, the way you present yourself changes. People start to take notice and they are more willing to listen.

If you are a new student or a student that is returning after a break in your college education, take heart. Your struggles will be well worth it and you will reap benefits beyond what you learn in the classroom.”

As my presidency ends for Derby City, I find that the same things apply. I have gained knowledge in so many areas and I have grown in my abilities throughout the journey. Please take heart because it is never too late to chart a new course to achieve dreams and goals you might have given up on. Also remember that learning is a life long journey and it enriches you in unexpected ways.

Laura

2018 – 2019 Chapter Officers and Committees

President – Aretha Wilkerson
1st Vice President – Laura Dillander
2nd Vice President – Cherie Hinkle
Secretary – Anita Stringer
Treasurer – Becky Giles

Audit – Susan Janssen/Angela Feldman-Harkins
Community Involvement – Ruth Kruer
Diversity – Nancy Neviatt Stagner
Training & Scholarships – Aretha Wilkerson
Publicity – Donna Walker
Budget & Finance – Paula Thompson
Membership – Lauralee Northington
Programs – Esther Thomas
Bylaws – Beverly Heiden/Anita Stringer
Compliance - Carol Dawson
Legislative – Mary Lou Andres
Newsletter – Anne Ramsey plus all Officers and Committee Chairs
Mentoring – Betty Southerland
Parliamentarian – Esther Thomas

If you are interested in serving on any Committee or would like information about any Committee, please contact Aretha Wilkerson, (812) 218-3344 or (502) 415-8485, Aretha.g.wilkerson@census.gov.

FEW Monthly Meeting Info

Thursday, September 20 2018, 5:30 p.m.
Location: Mimi’s, 615 S. Hurstbourne Parkway, Louisville, Kentucky
Speaker: Mary Lou Andres
Program: Review of book “How Democracies Die”

Thursday, October 18, 2018, 5:30 p.m.
Location: Mimi’s, 615 S. Hurstbourne Parkway, Louisville, Kentucky
Speaker: Judy Dillander
Program: Sexual Harassment

Reservations Requested – Call Laura Dillander, ldillanderfew@yahoo.com.

Regular meetings are the third Thursday of each month.

All meetings are held at Mimi’s Café, 615 S. Hurstbourne Parkway, Louisville, Kentucky.

September 20, 2018
October 18, 2018
November 15, 2018
December – TBD (Christmas Party)

Watch for a special email with details and date for a Christmas party at Derby Dinner Playhouse.

Member News



Hello everyone,

I would like to thank all the members of Derby City for welcoming me into this great group. I have really enjoyed my two years as First Vice President and I know that Laura will do a great job this coming year.

I have forty years of government service at the Census Bureau. I have been the dispatcher in the transportation unit for over thirty of those years. I also have forty years with the American Legion Auxiliary. I have served in every office at the Auxiliary from Sgt. at Arms to President.

These organizations have given me many opportunities to help our veterans, children and our community. Over the years I have given countless volunteer hours to a great many projects. Some of them are Girl Scouts, Boy Scouts, Fisher House, Ronald McDonald House, Robley Rex V.A. Medical Center, Red Cross, Kosair Charities and many more.

I am very grateful for the good friends I have made and the help they have given me over the years.

In closing, I would like to congratulate all the new Officers of Derby City. You have my 100 percent support.

Esther Thomas



If you have any questions or need help with updating your membership to Lifetime or Diamond, contact your membership chair, Lauralee Northington at LLNorthington@bellsouth.net.

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

Summary of July Meeting

By Anne Ramsey, Editor

The July meeting was a summary of the National Training Program by the members who attended. See their reports elsewhere in this newsletter.

Summary of August Meeting

By Anne Ramsey, Editor

The August meeting was installation of officers. We had to move up the installation to August instead of September. The installation was conducted by Anne Ramsey. The new officers will take over their positions on October 1.



L – R: Anita Stringer, Secretary; Becky Giles, Treasurer; Cherie Hinkle, 2nd VP; Laura Dillander, 1st VP; Aretha Wilkerson, President; Anne Ramsey, Installing Officer

Nut Fundraiser Terrilynn Fundraising – Nuts and candy

By Mary Lou Andres

The Derby City Chapter began taking orders for Terrilynn Nuts and Candy at the August 16, 2018 meeting. Order forms and brochures are available now. Please support this fundraiser by taking orders from family and friends. Monies raised will be used to fund chapter scholarships. Due to the recent Kentucky sales tax law change, 6% sales tax must be collected on candy sales (candy items are marked with an asterisk on the order form) (Kentucky has no sales tax on food items). The sales tax will be forwarded to Terrilynn, Inc. Quality Foods for distribution to the state of Kentucky.

The money and orders are due by the October 18, 2018 meeting.

Derby City Newsletter Award

By Anne Ramsey, Editor

You are now reading the winning newsletter of the National "Best Newsletter" first place award. The award was presented at the Awards Program during the National Training Program in Atlanta. This was the only national award we received this year, but it is one we have not received in the past. We have come in second and third several times, but never first. I am very proud of this newsletter, but it is due to everyone's contributions of articles that makes it so good. Thank you!



Anne Ramsey, Editor and Wanda Killingsworth, National President

National Training Program (NTP)

Four Derby City Chapter members attended the National Training Program in Atlanta, Georgia on July 15-19, 2018. Rhonda Parero was there for the 50th Anniversary Gala only. Their reports follow:



L-R: Susan Janssen, Anne Ramsey, Mary Lou Andres, Rhonda Parero, Laura Dillander

2018 NTP Excitement!

By Susan Janssen

Training classes, exhibits, and friendships are all a part of NTP. A hotel fire isn't! (Keep in mind that the Atlanta Marriott Marquis is 47 stories high. It's a beautiful hotel.)

On Monday afternoon, around 4 pm, I was wandering through the exhibit hall. Vendors are everywhere. The fire alarm goes off. One vendor said it was the second time for the alarm—don't worry about it. I left to go to the CVS and on the way back I realized the alarm was still going off and there were at least three fire trucks outside. My first thought was, "This is real." I went to the Atrium because I wasn't going to my room on the 22nd floor.

All of a sudden, firemen are riding the escalator to the Atrium. The firemen were in full gear and equipment. Hotel employees told us to evacuate. I just wanted to find Anne, my roommate. Luckily, she's tall enough that I saw her walking ahead of me. We met up, went across the street and sat on the steps of the neighboring hotel. The hotel passed out bottles of water which helped due to the warm temperatures.

After about an hour, we were allowed to return to the hotel. What was it - fire in the laundry chute. There was a bomb scare at the same time too. One injury was reported.

Where were Mary Lou and Laura? One was at the pool and the other was in their hotel room. Didn't hear a thing! Glad everyone was safe.

Maybe at the next NTP in Philadelphia I'll get a room on a lower floor....Hopefully you will join me!



Firemen in the lobby of the Marriott

Scholarships are Available for Training

By Anne Ramsey

Did you realize you can apply for a scholarship to attend the FEW National Training Program or the Southeast Regional Training? It is well worth the effort to submit your application. I know because I attended the NTP in Atlanta last week on a scholarship. I also received \$300 toward attending the Southeast Regional Training in Panama City Beach in May. Start thinking now of what you need to do to win one of these scholarships in the future.

This year FEW awarded two regular scholarships and one retiree scholarship. There also was one scholarship awarded by the FEW Foundation for Education & Training. This year there were five applicants for the two regular scholarships and six applicants for the one retiree scholarship. These scholarships covered the registration fees, hotel for five nights and transportation to and from the NTP location. That mounts up to a significant amount of money.

National scholarship applications are usually due about April 7 each year. That gives you about nine months to get your information together to submit your application. Eligibility and qualifications are located in the members-only section of the FEW National Policy and Procedure Manual (NPPM), Section IV, Activity and General Procedures. The applications address your NTP experience – how many have you attended, did you pay your own way or did your agency? It also asks about your FEW and community experience and activities. What FEW offices have you held and what committees have you worked on? What type of awards and recognition have you had? You also will need to attach a written statement on the benefits of being a member of FEW.

The Southeast Region also awards a scholarship to attend the NTP. It is the Jeanette Miller Scholarship. The Southeast Region also has a scholarship to attend the RTP (Martha Lyle Scholarship). Both of these scholarships are for a specific

dollar value. Applications for those scholarships may have different due dates, but will be very close to nationals. They will also cover similar information.

Start building your FEW resume so you will be eligible for these scholarships. Volunteer for committees and run for offices. Work on special projects. All FEW activities can be counted toward the scholarships.

When I was working, I kept a list of all training I attended. I now have a list of every RTP and NTP I have ever attended with the dates and location. I also kept track of whether I paid for it myself, my agency paid or I was on scholarship. You don't know how that list has helped when I start working on a scholarship application.

Since many agencies no longer send as many people to FEW training, it is up to you to invest in yourself. Start now by getting your information together so you can submit your application for future FEW training programs.

50th Anniversary Gala

By Rhonda Parero

While I have not been as active with FEW in recent years, I did not want to pass up the opportunity to celebrate our 50th Anniversary! I was not disappointed. Hearing from the past presidents and being reminded about how the organization got started and all the things that we have accomplished over the years for women and federal employees, was truly inspiring!

It reminded me of why I became a member in the first place. We should all be proud of our organization.

I encourage all members and potential members to take advantage of the opportunities that FEW has to offer. The most obvious opportunity is the wonderful training. But what many don't realize is that when your time and talents to FEW, whether at the chapter, regional or national level, you will benefit even more than you give. The experience that you will gain in leadership and organization will spill over into your personal and professional lives and it pays off!

My husband attended the gala with me so I could show him off! It was wonderful to catch up with old friends from all over the country.

NTP Highlights

By Mary Lou Andres

The opening session set the tone for FEW's 49th NTP and the 50th anniversary of FEW. Ronda C. Hight, Registered Corporate Coach (RCC) and human resources training consultant spoke on "What's in your Legacy?" If you are interested in influencing legislative change, training,

empowering women, etc., it's all about stories. Take lessons from your experiences and leave the baggage. We build our legacies from our grandmothers, mothers, and others who have impacted our lives. Everything doesn't always go right, but when it goes wrong you learn from your mistakes and use that knowledge for your next endeavor. You write your own story. How you show up in the world has to matter. Look out for each other. Don't be a mean girl! Stop trying to sabotage others – watch yourself. You are a mentor to other women's stories/legacies. A legacy is life. I was inspired by Ronda and left feeling uplifted and ready to continue doing my best to **SHOW UP IN THE WORLD!**

My favorite class during the NTP was “Motivating People” presented by Helen Evans with Graduate School USA. She told us motivating is influencing people to do what you want them to do by meeting their needs or do what you want when you want because they want to! You can't actually motivate someone because it's internal. They need a motive – drive and reward. You can find out what motivates people through observation and conversation. Managers and employees don't agree on what motivates employees. Here is what they said when asked the question “What Motivates Employees”:

- | | |
|---------------------|-------------------------|
| Managers said: | Employees said: |
| 1. Good Pay | 1. Interesting Work |
| 2. Job Security | 2. Appreciation |
| 3. Promotion/growth | 3. Being “in on things” |

What are some of the reasons employees don't perform?

1. Don't know how.
2. Someone or something prevents them (lack tools and support, psychological resources)
3. Don't want to (lack motivation)

Theories on motivation conclude employees work efficiently and produce good results only if they are satisfying their own needs. In other words, people are motivated to fulfill their unsatisfied needs. Motivators produce good feelings about work and, thus, spur people to do their best. Ms. Evans spoke of a primary and a secondary need analysis. Primary is securing – pay, appeal rights, Human Resources, physiological. Secondary is self-actualization (be all you can), self-esteem, and a social sense of belonging.

Through objective observation you can determine

- what energizes, what discourages
- handling of stress, challenge, responsibility
- strengths and talents
- personal style
- interactions with others

Some principles for motivation are:

- Break the golden rule (do unto others as **they** wish)
- Spend time with your best performers
- Build on strengths, manage weaknesses
- Involve employees (what they do that contributes to the mission)
- Recognize performance (daily)
- Get employees “in the zone,” (someplace to go and how to get there)
- Look in the mirror



Carol Dawson

Compliance Keynote for FEW NTP 2018

Synopsis

Call to Action

*By Carol Baker Dawson, President, EEO GUIDANCE, Inc.
(and lifetime FEW member)*

Thousands of women across the United States and beyond recently typed two simple words, “Me Too,” into their social media pages. These two simple words put the United States on notice that women are no longer going to ignore sexual harassment and/or abuse. This included women who work in the federal government.

The “Me Too” movement has been one of the most impacting efforts for eliminating sexual harassment in the workplace since the Civil Rights Act of 1964. Women now feel more empowered and more able to step forward and say, “IT STOPS NOW!” We need to use this momentum to put an end to sex discrimination and abuse.

Don't let anyone convince you this movement is about the past – it's about today and it's about tomorrow. “Me Too,” is about making our world safe, not only for ourselves, but for our daughters and granddaughters. It is about a future of respect for all people – both men and women – minorities and non-minorities, LGBT and straight, all religions, all national origins...all people.

There are nearly 900,000 women who work for the federal government, making up 44 percent of the entire federal workforce. Together, our voices and actions carry a powerful punch to eradicate sex discrimination and harassment.

To quote John F. Kennedy, “If not now, when? If not us, who?” So let me ask these questions, “When is it time for sex discrimination to stop? NOW! Who is responsible to stop it? ALL OF US!

This leads right into my favorite topic – EEO compliance within the federal government. It’s a favorite topic because I was a federal employee and understand the barriers many of you face.

I served in federal EEO enforcement for 25 years – including several years as the Louisville Area Director with the US Department of Labor/Office of Federal Contract Compliance Programs (OFCCP). OFCCP enforces affirmative action in private industry through 1965 Executive Order (11246).

OFCCP Compliance Officers conduct extensive discrimination audits on companies with federal contracts/ subcontracts. Federal contractors are businesses like Ford, GE, Humana, Coca Cola, Frito Lay, most major colleges and universities, and smaller businesses. Jurisdiction covers any employer with 50+ employees and \$50K+ in federal contracts. The affirmative action legal requirements for these businesses are some of the most detailed and most revealing in the world. Businesses are required to analyze and report compensation data, hiring and applicant flow data, (comparing female applicants to male applicants and minorities to non-minorities), promotions and terminations, and to report employment statistics for individuals with disabilities and our veterans.

No employer can definitively prove they are not discriminating in their personnel processes unless they maintain the proper data and run the numbers. *YET, very few federal agencies maintain this data.*

In 2000, I started working with a federal agency as their EEO manager. I naively presumed federal agencies would have similar EEO related requirements as federal contractors, holding agencies to the same standards required of federal contractors in private industry. After all, there is the old saying, “We measure what we treasure,” and surely the feds value equality enough to maintain EEO data and run their numbers...right?

What I found was shocking. There were no such requirements.

I suggested to my agency that we voluntarily maintain the EEO statistics. Our legal staff advised it could be a potential liability. I advised the only way EEO analysis of personnel actions could be a liability would be if the agency was discriminating. It was then I was told it wasn’t my job as the EEO manager to even make such a suggestion – the EEO manager was to simply remain neutral and process complaints. After years of taking federal contractors to task for discrimination, I was now being pat on the head and told identifying and remedying discrimination within the federal government wasn’t my job, even as the EEO manager. Then President George W. Bush nominated Cari Dominguez to be the 12th Chair of the EEOC and she served from 2001 – 2006. I previously knew Chair Dominguez from her time as Director of OFCCP, where she began the Glass Ceiling initiative.

In 2002, I contacted Chair Dominguez about the considerable difference in equality monitoring and enforcement placed upon private industry versus the federal agencies. She was well aware of the difference and was already working to make change to ensure federal agencies were being monitored and employees were being treated equally.

In 2003, the EEOC issued management directive (MD-715). In part, MD-715 ordered the federal government to maintain race and gender data for hiring (including applicant flow), promoting and terminating federal employees/applicants (nearly **40 years** after the federal government started requiring this of private industry federal contractors). This MD was to be the guide to effective and measurable EEO programs within all federal agencies.

Laws and regulations are rarely effective without monitoring and enforcement. So, how are our federal EEO requirements monitored and who has power over agency non-compliance? There is a federal report called the Annual Report on the Federal Workforce. I asked very specific questions about this report to the EEOC in the years 2006, 2008, 2011...and in 2017.

The questions were seemingly easy, such as: “Your report indicates 38 percent of all federal agencies are not in compliance with EEO Directors presenting the State of the EEO program to their Agency Heads – please advise which agencies made up the 38 percent not in compliance.”

It took over a year of haggling and filing a Freedom of Information Act Request before receiving answers to this public report.

The 2015 report was just recently published on the EEOC website, after multiple inquiries into the three-year old report. The 2016 report has yet to be published. Reports are rarely

effective when compiled and published two - three years after the fact.

Federal reports continue to provide minimal effective information...but the question is: who really cares? The EEOC explained they have no power to act against a federal agency or agency head NOT in compliance with the EEO technical requirements...only Congress has the power and apparently, the Annual Report is of little concern to Congress. The Annual Report has been published 13 years. The requirements (MD-715) have been in place for nearly 16 years. However in, 2007, when asked if any member of Congress has ever questioned EEOC for more detailed data ...the response was no...never. NOT one inquiry from our elected officials.

These are some examples of what the most recent 2015 report published revealed:

6.2 percent of federal agencies admit they did not have accessible reasonable accommodation procedures for individuals with disabilities. MD-715 has been in effect for over 15 years and the Rehabilitation Act has been around for over 40 years, yet some agencies still are not in compliance. NOTE: There is no requirement to prove compliance; federal agencies simply check the box.

4 percent of agencies admit they didn't evaluate managers/supervisors on their commitment to EEO. We aren't told who they are, but wouldn't you like to know if it was your agency that was in violation of this EEO requirement?

And then there is this statistic: 35 percent of all federal agencies DO NOT have their EEO Directors reporting directly to the Agency Head...another important EEO requirement in MD-715, being ignored by 35 percent of all federal agencies.

The 2015 federal report does not reveal which agencies are not in compliance, and the EEOC isn't providing that information, despite repeated requests not only from me, but also from my Derby City FEW sisters, whose email inquiries are being ignored. Mary Lou Andres, with the Derby City FEW Chapter and has been waiting since October 2017 for answers.

It also appears that nobody cares to know which agencies are maintaining the required personnel EEO statistics and the information is not available from the EEOC. Without MD-715 monitoring and enforcement, simple data collection is largely useless.

The EEOC has many dedicated employees who work relentlessly for equality; it just doesn't appear their resources are being spent on federal government technical compliance.

If the EEOC has no power over the agencies for technical compliance and Congress doesn't seem to even notice...who do we call upon to enforce the regulations?

It is you. If you don't care, nobody else will. *If not us, then who?* The jobs are **your** jobs. Ensuring compliance appears to be incumbent upon each of us who care.

It is beyond time to show the federal government that 900,000 female employees are watching for proof of compliance within our own agencies. How is this accomplished? We need to light a fire under our federal officials to ensure EEO compliance is a priority.

Contact your congressional representative

(www.usa.gov/elected-officials/) and ask if she/he has ever seen the ANNUAL REPORT ON THE FEDERAL WORKFORCE.

Ask if they have questioned the percentages of federal agencies out of compliance with the MD-715 and if not, why. Ask if they care whether federal agencies are out of compliance with EEO requirements.

Ask them to review the ANNUAL REPORT ON THE FEDERAL WORKFORCE for 2017 or even 2016 (neither has been published), and ask your representative to explain actions taken against non-compliance federal agencies.

Ask what is being done about federal agencies not maintaining required personnel data for race and gender (applicant flow, hiring, promotions, etc.).

Then contact the EEOC: 800-669-4000 or info@eeoc.gov and ask for the rest of the 2015 Annual Report on the Federal Workforce (Part II), revealing which agencies are not in compliance with EEO directives.

Ask when the 2016 and 2017 reports will be published and what the EEOC is doing to require full compliance by all federal agencies. Ask if there is follow up with those agencies that are non-compliant and why agencies are not required to provide proof of technical compliance EEO requirements.

Finally, ask which federal agencies are NOT in compliance with the requirement to maintain personnel data (applicant flow, hiring, promotions, etc.) by race and gender.

IT MAY TAKE A LONG TIME FOR ANSWERS BUT PERSEVERE AND FOLLOW UP.

If these statements apply to you, I would like to hear you say, "Me Too!"

Legislative Committee

By Mary Lou Andres, Legislative Chair

This is my last column as Legislative Chair. Derby City's new Legislative Chair is Carol Dawson. In my previous article I mentioned FEW's new "Engage" legislative page which replaced "Capwiz". Please go to www.few.org and click on the Legislative tab to check out the new features. It's important that we as FEW members, working for the advancement of women in government, let our legislators know how we want them to represent us in the U. S. Congress. The grassroots level is the base for legislative change. Every contact you make with a legislator impacts as if it were 400 contacts due to the limited number of constituents who actually contact their legislators. If we want change, we must advocate for it. When you use the FEW website and send a letter to your Congressmen, please be sure to let the Derby City Chapter President know that you have done so. A quarterly report is sent in to FEW National detailing what our chapter is doing to make a difference – to support women and this organization. DO IT NOW! DON'T WAIT!

I PROUDLY WORK FOR THE FEDERAL GOVERNMENT
OF THE UNITED STATES OF AMERICA

I AM A WOMAN AND WILL ALWAYS STRIVE TO BE
THE BEST VERSION OF MYSELF

I DESERVE TO BE RESPECTED

I DO NOT ALWAYS FEEL RESPECTED IN MY
WORKPLACE

I HAVE FELT THE STING OF DISCRIMINATION AND
HARASSMENT IN MY WORK-LIFE AND I DON'T LIKE
IT

I WILL STOP HARASSMENT AND BULLYING WHEN IT
BEGINS, BY STANDING UP TO THE INJUSTICE

I WILL STAND UP FOR MY FEW SISTERS OR OTHERS
WHEN I SEE OR HEAR OF DISCRIMINATION OR
BULLYING

KNOWING WOMEN HAVE ENOUGH OBSTACLES IN
OUR LIVES, I WILL NOT PUT DOWN OTHER WOMEN

I WILL QUESTION WHY FEDERAL AGENCIES ARE
NOT BEING HELD TO THE SAME EEO STANDARDS AS
PRIVATE INDUSTRY

I WILL NEVER AGAIN BE SILENT

I WILL WORK TO ENSURE DISCRIMINATION HAS NO
PLACE IN THE WORKPLACE

AND EVEN IF OTHERS WON'T BECOME PART OF THE
SOLUTION, I WILL!

**You are tasked with a portion of running the government
of the most powerful nation in the world. You deserve
equality. Never – ever forget how important you are to the
United States...AND, thank you for your service.**

Contact Carol Dawson via: Cdawson@eoguidance.com

Community Involvement

By Ruth Kruer, Community Involvement Chair

On Monday, August 14, your many donations of cleaning supplies, kitchen needs, toiletries, note pads and calendars as well as toothbrushes, dental floss and toothpaste, etc. were delivered to the Ronald McDonald House. They were very appreciative!

We were told that the renovations to the attached building were ahead of schedule and the first part of the project would be open to families this September. The other half of the building will probably be completed around April 2019. The Director also mentioned that the remodeled area would include a conference room where we would be able to hold a meeting.

Free Credit Freezes Coming Soon

Submitted By Lela Williams – Information from Federal Trade Commission Consumer Information

On September 21, 2018 a new law takes effect that will allow you free credit freezes and year-long fraud alerts.

Free credit freezes:

What is it? A credit freeze restricts access to your credit file, making it harder for identity thieves to open new accounts in your name. Usually you get a PIN to use each time you want to freeze and unfreeze your account to apply for new credit.

What's new? Currently, credit freezes may involve fees, based on state law. Starting this fall, it will be free to freeze and unfreeze your credit file throughout the country.

Year-long fraud alerts:

What is it? A fraud alert will tell any business that runs your credit that they should check with you before opening a new account.

What's new? Currently, fraud alerts last 90 days. Starting this fall, an initial fraud alert will last for one year. It will still be free and identity theft victims can still get an extended fraud alert for seven years.

When the law takes effect in September, [Equifax](#), [Experian](#) and [TransUnion](#) must each set up a webpage for requesting fraud alerts and credit freezes. The FTC will also post links to those webpages on [IdentityTheft.gov](#).

NARFE News

By Dorsey Kozarovich

NARFE (usually in parenthesis) stands for The National Active and Retired Federal Employees Association. And stand it does. It's the only organization *solely dedicated to protecting and preserving the pay and benefits of all federal workers and retirees*. It supports legislation beneficial to current federal employees and potential federal annuitants (retirees). The organization opposes legislation contrary to federal employee interest. So you are still employed, waiting to reach your retirement date—NARFE is also for you. You may not currently be able to attend local chapter meetings but you can still join NARFE, at the chapter or National level giving your support to the organization supporting your benefits and pay now and in your future retirement.

Safe Disposal of Medicines

By Mary Lou Andres

Kentucky Senate Bill 6 went into effect as of July 14, 2018 which requires pharmacies to teach patients proper medication disposal techniques. Consumers may see signage on the doors of pharmacies or at the prescription counters. The following language is noted:

Safe Disposal of Medicines

To help reduce the chance that others may accidentally take or intentionally misuse unneeded or expired medications, you should dispose of them promptly when they are no longer needed.

Options include:

- Medicine take-back programs
- Permanent collection sites
- Sequestration or deactivation devices
- Home disposal options under specific circumstances

For additional information on your best choices for disposal options [visit the FDA's Safe Disposal of Medicines website](#). Medicine take-back programs - may also be known as drug toss, expired drop toss, usually hosted by various community groups when the required law enforcement personnel can be on site. National Drug Take Back days are usually hosted twice yearly April and October.

Permanent collection sites – May also be known as Drug Disposal Drop off centers, many of which are located at local police stations or health departments. Locations can be researched by county [here](#).

Sequestration or deactivation devices - Bags of special compounds to which consumers add unused and unwanted prescription drugs. When added together with water, the mix creates “goo” that makes the drugs impossible to use. The bag once activated with water and drugs can be thrown in the trash to breakdown safely.

Home disposal options under specific circumstances - Certain medications require specific disposal for patient and environment safety. For specific information, visit [this link](#) or ask the pharmacist providing you with the medication.

News & Views

To view News & Views online, click <https://www.few.org/newscenter/news-views/>. If you would like to provide feedback, please send to few@few.org.

✓July 22-25, 2019 – FEW National Training Program; Philadelphia, Pennsylvania

Deadline for articles for the next issue of the Pacesetter is October 25, 2018.

Up Coming Events

✓September 15, 2018 – Derby City Chapter volunteers at National Public Radio telethon.

✓October 19-20, 2018 (tentatively) – Derby City Chapter annual retreat.

✓May 2-4, 2019 – Southeast Region Training Program; Doubletree Hotel, Tucker, Georgia “Cultivating the Next Generation.”

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 particular 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 75551
Baltimore, MD 21275-5551

* Member Type	(Check one)	Member ID	Gender
New Member	(N/A for New Members)		Male
Renewal		ID:	Female
Former Member		ID:	

* First Name:		* Home Address	
* Last Name:		Line 2	
* Daytime Phone:	() -	Line 3	
* Evening Phone:	() -	* City	
Email Preference	Home / Work	* State / Zip	/ -
Home Email:			
Work Email:			

Employment Demographics

Department/Agency or Private Company

Pay Class	Pay Grade	Employment	Race	FWP/EEO
GS	GS 1-4	Federal	American Indian	FWP Full Time
ES	GS 5-8	State	Asian/Pacific	FWP Part Time
GM	GS 9-12	Local	Black	EEO
SES	GS 13-15	Private	Hispanic	Other
WG		Retired	Caucasian	Not Applicable
Other		Unemployed	Other	
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	Blacks in Government	Internet Search
Member Referral	FAPAC Conference	Friend
National Training Program	IMAGE Conference	Co-Worker
Regional Training Program	SAIGE Conference	Other

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.