



# Derby City Pacesetter

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

Anne Ramsey, Editor

<http://fewderbycity.org>

May/June 2018

*"Put FEW to Work for You"*

*May is Asian/Pacific Awareness Month  
May 6-12 is Public Service Recognition Week  
May 13-19 is National Women's Health Week*

## President's Message



Welcome Derby City.

It's May here in Derby City and that means Derby time. I hope that this spring finds everyone happy and well. I think we are starting to sink into a pattern more spring like and less winter which means it is time to clean out the closets and prepare for the new season.

Much like our annual spring cleaning, I find that I need to take time to clean out the garbage in my thoughts. You know the ones I am talking about. All those negative thoughts that creep in overtime and before we know it we have dug deep ruts of negativity and complacency in our lives. I find as I age that I am more susceptible to falling into these habits of thinking.

Like all bad habits, we have to work at replacing them with good habits. Repetitive thoughts focused on the positive are required to lift your spirit so it reflects the brighter warmer spring days around you. Set aside 5-10 minutes of your morning to list all the things you are thankful for each day and to feel the cleansing light of lifting burdens off your spirit. At least once a day, try to say something uplifting or encouraging to someone. Giving of yourself will actually fuel your own spirit. Search your world for things to smile about and if you have very few of those moments, then create one by doing something you enjoy.

There are a ton of self-help books out there to get ideas from but don't make it complicated. The key to success is to keep it simple and doable. Just like some of us plan our time to work out we have to also plan our time for exercising our positive thoughts. They don't just happen when all around us we are

bombarded by negativity. You have the power to choose how you live each day. I choose to smell the flowers and give my mind a break.

Happy Spring everyone.

*Laura*

## 2017 – 2018 Chapter Officers and Committees

President – Laura Dillander

1<sup>st</sup> Vice President – Esther Thomas

2<sup>nd</sup> Vice President – Paula Thompson

Secretary – Cherie Hinkle

Treasurer – Becky Giles

Audit – Susan Janssen/Angela Feldman-Harkins

Community Involvement – Ruth Krueger

Diversity – Nancy Neviett 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 Laura Dillander at [lsdillanderfew@yahoo.com](mailto:lsdillanderfew@yahoo.com).*

### ***FEW Monthly Meeting Info***

Thursday, May 17, 2018, 5:30 p.m.  
Location: Mimi's, 615 S. Hurstbourne Parkway,  
Louisville, Kentucky  
Chapter Elections  
Speaker: Christy Barger  
Program: Hepatitis A

Thursday, June 21, 2018, 5:30 p.m.  
Location: Mimi's, 615 S. Hurstbourne Parkway,  
Louisville, Kentucky  
Speaker: TBD  
Program: Retirement Planning

Reservations Requested – Call Esther Thomas, 502-451-4822 or [ejt4833@gmail.com](mailto:ejt4833@gmail.com).

Regular meetings are the third Thursday of each month.

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

May 17, 2018  
June 21, 2018  
July 26, 2018 (1 week later because of the NTP)  
August 16, 2018  
September 20, 2018  
October 18, 2018  
November 15, 2018  
December – TBD (Christmas Party)

### **Member News**

News from **Lela Williams** by Becky Giles

I received a note from Lela included with her check for Chapter Dues since she is one of our valuable lifetime members. She wrote, "I'm doing ok ... Continuing my volunteer activities since per everything (almost) that I read says.... Seniors keep moving, etc. I enjoy my chapter newsletter – something about sitting down with a cup of hot

tea, reading mail (what there is of it) and reading my newspaper. Keep up the work for FEW. Need is still with us! Blessings, Lela W," It was such a pleasure hearing from her, I just had to share it with all our members.



Richard Alan Rabek, husband of **Karen Rabek**, passed away on March 21, 2018. Richard was a long-time member of the Kentucky Veterinary Medical Association, a 3-time President of the Kentuckiana Underwater Explorers Society, and an adult leader in the Boy Scouts of America Troop 30. Richard is survived by his wife of 42 years, **Karen Rabek**; son, Brian James Rabek; daughter, Cheryl Jennings (John); mother Grace McClurg Rabek; siblings, Norman James Rabek Jr. (Joy), William Thomas Rabek (Katie) and Nancy Rabek Sheppard (Edward).



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](mailto:LLNorthington@bellsouth.net).

*If you have news about yourself or another member to share, please let me know. Send information to [anneramsey@bellsouth.net](mailto:anneramsey@bellsouth.net).*

## Summary of April Meeting

### Generation Z in the Workplace

By Nancy Neveitt Stagner, Diversity Chair

*Each new generation born is in effect an invasion of civilization by little barbarians, who must be civilized before it is too late.*  
Thomas Sowell

Regardless of how you may feel about “the new generation” a new generation is, indeed, upon us once more. Known as “Generation Z”, “post-millennials”, or “Centennials”, they are comprised of young people born in 1996 or later and they already form 5% of our current workforce. While they have not been fully integrated into any comparison with previous generations, the internet provides quite a lot of verbiage about Generation Z, some of it conflicting, but much of it in agreement. (You may see information about previous generations in resource number 1, below.) Some of the trends seen on various sites about Gen Z include:

1. They are cynical and realistic, rather than idealistic. They have been influenced by a tough economy and varying sorts of terrorism, beginning with “9/11” and continuing with a barrage of school shootings.
2. They are private, having experienced repercussions of posts of public platforms, like Facebook. Facebook has lost 25 percent of this group since 2011. They prefer more private platforms like snapchat, whisper, and secret.
3. They are entrepreneurial. 72 percent of current high school students want to start a business.
4. They are multi-taskers; they prefer five screens rather than the Millennial’s preference for two screens. Conversation with them will not include eye contact.
5. They have never lived without technology, or cell phones, and consider them as important as air and water.
6. They are culturally diverse, having grown up with same-sex marriage and a black president, among other things. They are the last generation in the US that will have a white majority.
7. They use Google to “do research”.
8. They have issues with complex problem solving.
9. They trust the opinions of friends and families more than advertising.

10. They have uncertain futures: they grew up in the worst economic environment since the great depression. They are headed towards careers that do not exist today, and are expected to have a lower standard of living than their parents.
11. About one third are overweight and one fifth are obese.
12. They have a lower life expectancy than their parents.
13. They spend more time indoors than prior generations.
14. Technology is their way of having experience.

Only time will tell if these items turn out to be true or not. One site that seems to be actively studying this new generation in detail is The Center for Generational Kinetics and it is listed in Resource items 2, 3, and 6 below. The main researcher, Jason Dorsey, states that change is getting faster, which will make the generations get closer together. He further declares that geography has an influence on generational differences and that parenting is the biggest influence on generational differences. There is much more information on this website and you can sign up for a free newsletter to keep you abreast of the newest research. Given Mr. Dorsey’s assertion about parenting being the biggest influence, I will leave you with two more quotes.

*Parents who wonder where the younger generation is going should remember where it came from.*  
Sam Ewing

*Parents often talk about the younger generation as if they didn’t have anything to do with it.*  
Haim Ginott

#### Resources:

1. Generational Differences Chart: <http://www.wmfc.org/uploads/GenerationalDifferencesChart.pdf>
2. Pew Research article about Millennials: <http://www.pewresearch.org/fact-tank/2018/04/11/millennials-largest-generation-us-labor-force/>
3. Generational Breakdown Article: <http://genhq.com/FAQ-info-about-generations/>
4. Gen Z article: <http://genhq.com/gen-z/>
5. Generation Z poster: [https://www.roberthalf.com/sites/default/files/documents/rh\\_0715\\_grph\\_1330x3433\\_genzinfographic\\_can\\_eng\\_sec.pdf](https://www.roberthalf.com/sites/default/files/documents/rh_0715_grph_1330x3433_genzinfographic_can_eng_sec.pdf)

6. Jason Dorsey Ted Talk on YouTube:  
<https://www.youtube.com/watch?v=4f16o9Q0XGE>



*Nancy Neviett Stagner, Diversity Chair and Esther Thomas*



*Annie Hollings, SE Awards Chair, Mary Lou Andres, Martha Lyle Scholarship Winner, and Vickie Wheeler, SE Regional Manager*



*Vickie Wheeler, SE RM; Becky Giles, Member of the Year; Julie Gordon, Asst. RM; Annie Hollings, SE Awards Chair*

### **Southeast Region Training (RTP)**

Three Derby City Chapter members attended the Southeast Regional Training Program in Panama City Beach, Florida on May 3-5, 2018, hosted by the Panama City Chapter.

Mary Lou Andres attended as the winner of the Southeast Region Martha Lyle Scholarship. As such she received \$500 toward registration and expenses. Anne Ramsey attended as the winner of the FEW Foundation Scholarship. She received \$150 from the FEW Foundation which was matched by \$150 from the Southeast Region. Becky Giles also attended the RTP.

The nautical-inspired theme is "LeadHERship thru Fair Winds and Following Sea." Ms. Karen Rainey, National FEW Executive Vice President, was the special guest.

The Derby City Chapter came away as the Chapter of the Year award winner and Becky Giles won Member of the Year.



*Vickie Wheeler, SE RM; Mary Lou Andres; Anne Ramsey; Annie Hollings, SE Awards Chair; Becky Giles; Julie Gordon, SE Asst. RM*

## Nominations and Elections Committee

By Mary Lou Andres, Nominations and Elections Chair

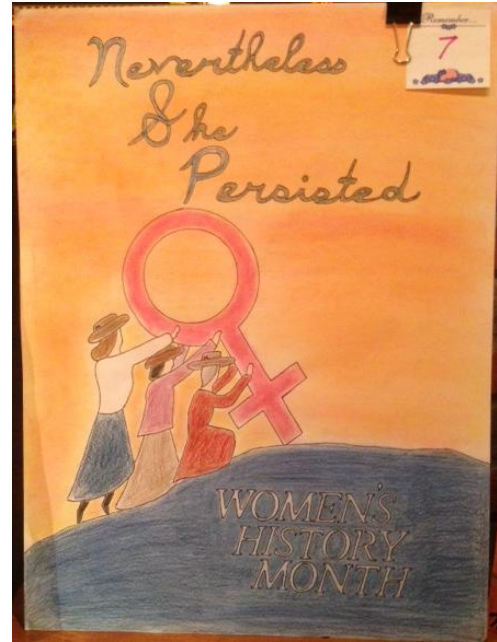
The Derby City Chapter Nominations and Elections Committee announced the slate of officers at the April meeting. Elections will be at the May meeting. The slate of officers are:

President – Aretha Wilkerson  
1<sup>st</sup> Vice-President – Laura Dillander  
2<sup>nd</sup> Vice-President – Cherie Hinkle  
Treasurer – Becky Giles  
Secretary – Anita Stringer

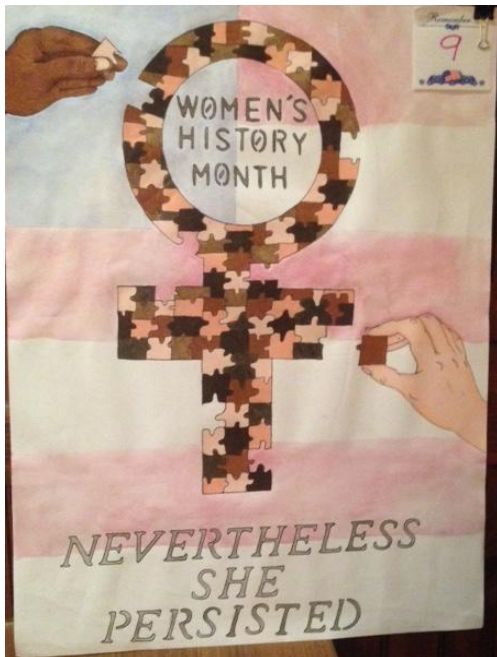
## 2018 Women’s History Month Poster Contest

By Mary Lou Andres, Legislative Chair

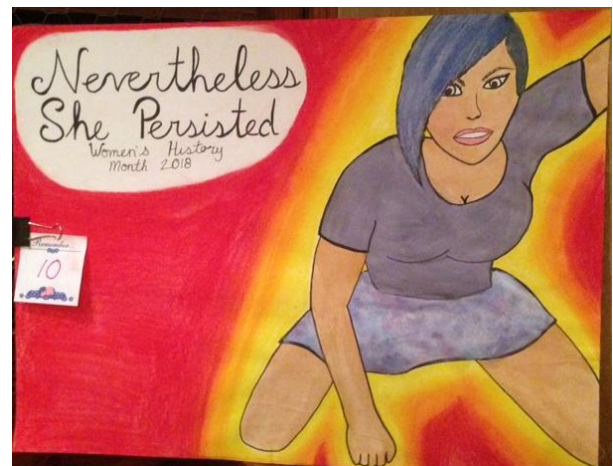
The Derby City Chapter selected the following winners in this year’s annual Women’s History Month poster contest based on the theme “Nevertheless She Persisted:”



Second Place – Isaiah Vaughn (\$30)



First Place – Kara-Lynn Marsh (\$50)



Third Place – Alyssa Evans (\$20)

There were 10 posters submitted by art students at New Albany, Indiana, High School. The posters were displayed at several local agencies as well as FEW events for voting.

These lucky winners will receive a cash award from the Derby City Chapter as well as Certificates of Appreciation from the Louisville Office of the Federal Bureau of Investigation (FBI) which has been a co-sponsor of the contest for many years.

## March Women's History Month

By Cherie Hinkle, Secretary

At the March 2018 Derby City Chapter meeting Becky Giles enlightened the group with the Women's history project's 15 honorees for 2018; each of the honorees reflect the philosophy that fighting all forms of gender discrimination takes persistence:

1. **Susan Burton** – After her 5-year-old son was accidentally hit and killed by a car, she numbed her grief through alcohol and drugs. She became trapped in the criminal justice system for nearly 2 decades before finding freedom and sobriety in 1997. To assist others to break the cycle of incarceration, Ms. Barton founded a New Way of Life Re-Entry Project (ANWOL) in 1998.
2. **Margaret Dunkle** – She played a key role in implementing Title IX, the law that transformed education for women and girls, from athletic fields to grad schools. Her 1974 report documenting discrimination against female athletes became the blueprint for the Title IX regulations on athletics. She conceived 1986 legislation that enabled low-income women to receive student aid without losing health insurance for their children.
3. **Geraldine Ferraro** – posthumously (1935 – 2011) the first female vice-presidential candidate representing a major political party (1984). She was both the first woman and the first Italian American to run on a major party national ticket and her candidacy was celebrated by feminists and immigrant communities alike. Despite being diagnosed with multiple myeloma in 1998, she remained politically active serving as a news commentator and working on the historic Hillary Clinton for president campaign in 2008.
4. **Jill Moss Greenberg** – A crusader for fairness and the rights of underrepresented groups, she is a trailblazer in addressing the intersection of women's rights and history with issues of race, national origin, disability, religion, age, sexual orientation, gender identity, homelessness, and socioeconomic status. She advocated for the passage of Title IX (federal regulation prohibiting gender discrimination in educational institutions).
5. **Roma Guy** – her distinguished career began in social work as a Peace Corps volunteer and training director in West Africa, where she spent 9 years working in literacy and health education. She became active in social justice and a policy leader on homelessness, public health, poverty, LGBTQI rights, immigrant rights, and women's rights. She was nominated for the 2005 Nobel Peace Prize.
6. **Christina Jimenez** –Originally from Ecuador, she came to the U.S. at the age of 13 with her family and attended high school and college as an undocumented student. A leader in the youth-led immigrant rights movement, Ms. Jimenez was instrumental in creating the DACA program.

7. **Saru Jayaraman**, Co-founded ROC United (Restaurant Opportunities Center United); in response to the 9/11 tragedy and helped restaurant workers gain better work conditions and advocated for the "one fair wage" campaign.
8. **Marty Langelan**, referred to as the godmother of direct intervention. She authored the book "Back Off: How to Confront and Stop Sexual Harassment."
9. **Pat Macginnis** –the first abortion advocate in US history who advocated for reproductive justice.
10. **Arlene Mayerson** – a leading attorney in disability rights law. She played a key role in negotiating and drafting the "American with Disabilities Act (ADA)."
11. **Pauli Murray** – (posthumously) A civil rights and women's rights activist, Ms. Murray was highly critical of sexism within the civil rights movement and coined the phrase "Jane Crow" referring to the intersecting discrimination of African American women.
12. **Elizabeth Peratrovich** – posthumously (1911-1958) An Alaskan native, her civil rights activism led to the passage of the Alaska Territory's first anti-discrimination act in 1945.
13. **Loretta Ross** –A rape survivor and survivor of sterilization abuse, Ms. Ross launched her feminist career in the 1970's as director of the D.C. Rape Crisis Center, one of the first primarily run by and for women of color. In the 1980's she launched the Women of Color Program for the National Organization for Women (NOW) and was national program director of the National Black Women's Health Project.
14. **Angelia Salas** - Ms. Salas, who came to the US from Mexico to rejoin her parents, is a key strategist and leader in the national movement for immigrant rights and policy reform. -She helped convene a coalition of organizations in California and elsewhere which have successfully mobilized millions of immigrants to demand comprehensive immigration reform.
15. **Linda Spoonster Schwartz** - overcame a military injury to become one of the nation's leading veterans' advocates, focusing on the unmet needs of women veterans. She spearheaded legislative efforts to authorize VA's "Center for Women Veterans." As Chair of VA's Advisory Committee on Women Veterans, she emerged as a leader-champion for equal benefits, care, and services for women veterans.

## Community Involvement

By Ruth Kruer, Community Involvement Chair

The Hosparus Pennies From Heaven collections were turned in the first week of May. We will find out the totals after they are tabulated. Continue collecting your pennies for next year and the pull tabs and toiletries all year long. They can be turned in at any meeting.

## Public Radio Spring Drive

By Mary Lou Andres, Legislative Chair

Paula Thompson, Becky Giles and Mary Lou Andres participated in the Louisville Public Media radiothon on Saturday, April 14, 2018 at their local offices in downtown Louisville.

There is a spring and fall membership drive every year and the Derby City Chapter has participated for several years. Volunteers are treated to food from local vendors as well as free advertising items as we answer the phones and take pledges of support from the general public. We worked for three hours and received numerous pledges of support for Louisville Public Media. During the hours we worked, our organization was announced over the air for lending support to this worthwhile effort. Louisville Public Media consists of three local public radio stations. It was a great networking opportunity as well as lots of fun.

positions and 15 percent are in leadership roles. The NTP is committed to improving awareness in career development, educational tools, training and leadership.

👉 **EMPLOYER BENEFITS** Employees garner up-to-date tools and resources to create a stronger workforce. Training encourages a more committed and productive employee which alleviates turnover and promotes retention.

👉 **NETWORKING OPPORTUNITY** The NTP accomplishes its mission by developing networking opportunities to improve the quality of life for attendees both personally and professionally. Attendees are encouraged to take the knowledge learned and share new skills with their management and peers.

We are inching ever closer to the 2018 NTP. As you plan your travel arrangements, we want to provide you with some information about the beautiful hotel you will be visiting.

Located in the heart of downtown, the Atlanta Marriott Marquis is an iconic destination bursting with style and energy. Step inside our hotel lobby and discover our spectacular atrium, which is anchored by the 50-foot color-changing sail of Pulse. Situated in the Peachtree Center, our hotel places travelers near a MARTA rail station, Georgia World Congress Center and AmericasMart Atlanta. Once you've explored downtown Atlanta, settle into our spacious guest rooms, all of which feature stunning cityscape views, state-of-the-art technology and serious creature comforts.



Join us from July 16-20, 2018, at the Atlanta Marriott Marquis in Atlanta, Georgia, for Federally Employed Women's 49th National Training Program (NTP).

The NTP is open to all employees from military, private and public sector organizations who want to climb the ladder to the next step in their career. All courses are Office of Personnel Management (OPM) Executive Competencies aligned and target entry-level employees through senior decision- and policy-makers in the civilian and military areas as well as the private sector. Everyone is invited to increase their skillset at this one-stop shop for training!

👉 **PROFESSIONAL DEVELOPMENT** The NTP provides valuable class time with subject matter experts in a number of career fields. Attendees return from training re-energized and prepared to actively utilize the skills obtained at the NTP in day-to-day operations.

👉 **DIVERSE ATTENDEES** Approximately 85 percent of attendees of the NTP are employed in non-supervisory

## Legislative Committee

By Mary Lou Andres, Legislative Chair

Members as well as anyone interested in improving the status of women are encouraged to sign in to [www.few.org](http://www.few.org), click on the Our Focus tab, then Legislative tab, and then Legislative Agenda to view FEW's 115<sup>th</sup> Congress Legislative Agenda. Copies were passed out at the meeting on April 19, 2018. From this same location you can also select Capwiz and view current Legislative Alerts. The top issue is the passage of the Equal Rights Amendment. Please take the time to send a message to your Congressional representatives on this important issue. Once you have sent a message to your

representatives, please let me know so I can document our chapter's efforts to support FEW's legislative agenda.

Also, for those of you who have retired and live in Kentucky, the Kentucky State Legislature recently passed a new tax bill that decreased the amount of your retirement annuity that is **not** taxable by \$10,000 from \$41,100 to \$31,100. The tax bill also eliminated the deductions for the cost of medical insurance, medical expenses, taxes paid, interest expense on investments and theft losses among others. The National Active and Retired Federal Employee (NARFE) organization is closely watching this type of legislation which impacts federal retirees. The only positive note about the tax bill is that the tax rate has been reduced from 5.8 percent to 5 percent. You may want to check with your tax preparer or on the Commonwealth of Kentucky website ([www.Kentucky.gov](http://www.Kentucky.gov)) in the next few months to see how these changes might affect you.

### **Honoring Our Public Servants. Connecting Citizens with Their Government. May 6-12, 2018**

Celebrated the first week of May since 1985 (beginning on the first Sunday of the month), Public Service Recognition Week (PSRW) is organized annually by the [Public Employees Roundtable \(PER\)](#) and its member organizations to honor the men and women who serve our nation as federal, state, county and local government employees.

Throughout the country, mayors, governors, agency leaders, communities and public service organizations participate in PSRW by issuing proclamations; hosting award ceremonies and special tribute events; and delivering messages about the value of public service. We encourage government leaders and public servants from all backgrounds to participate by showing appreciation to their employees and colleagues and by sharing stories of excellence in public service.

## **NARFE News**

*By Dorsey Kozarovich*

Here is just one of the myths about the federal workforce that NARFE is working to dispel to Congress and taxpayers.

**MYTH:** Reducing the federal workforce through attrition will put an end to government growth, save money and boost government efficiency.

**REALITY:** Cutting the federal workforce by an arbitrary percentage doesn't take into account existing projects and workloads, driving inefficiency and delaying crucial projects. There are fewer federal employees working now than in 1967, despite claims to the contrary. But the U.S. population has grown 60 percent, and the private-sector workforce has increased by 135 percent. Refusing to fill open positions would inevitably lead to hiring private contractors, a costly and unaccountable action that would mitigate any potential savings. Such a proposal sounds good, but in reality it will cost taxpayers more.

## **News & Views**

The latest issue of News & Views is available on the FEW website. We will continue to strive to provide a behind the scenes look at FEW's National, Region and Chapter levels, 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 <https://www.few.org/newscenter/news-views/>. If you would like to provide feedback, please send to [few@few.org](mailto:few@few.org).



## Up Coming Events

- ✓ May 6-12, 2018 – Public Service Recognition Week
- ✓ May 23, 2018 – FEW’s Leadership Strategic Planning Committee presents “Strategic Thinking” by Allison V. Manswell, Certified Professional in Learning and Performance; 1:30 – 2:30 p.m.
- ✓ July 16-20, 2018 – FEW National Training Program; Atlanta, Georgia
- ✓ August 26-28, 2018 – FEDcon18; Jacksonville, Florida. One-of-a-kind forum celebrating the dedication of America’s civil servants with thought-provoking speakers, leadership training, intensive education on federal benefits and financial planning, and opportunities to connect with fellow NARFE members and federal colleagues. Visit

[www.narfe.org/FedCon18](http://www.narfe.org/FedCon18) today for registration and daily event details!

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

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](mailto: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	
<u>Job Series Number</u>			<u>Service Comp Date</u>	
<u>Referred / Recruited by:</u>				

<u>Chapter Selection (REQUIRED FIELD)</u>	
<u>Check # (Required)</u>	

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.