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A NOTE FROM OUR PRESIDENT

It is with great pleasure and humility that I want to thank the members of Federally Employed Women (FEW) for electing me to serve as your 23rd National President. After 48 years of FEW “Investing in Our Future” and being the voice of women in the federal service, I cannot thank you enough for providing this wonderful opportunity – I do not take this position for granted.

I would like to especially thank Past National President, Patricia Wolfe, for allowing me to serve as a member of the National Board of Directors (NBOD) for FEW. As I take on this new role, I also want to thank our current national board members who were elected and appointed to serve with me for the 2016 – 2018 term.

FEW has made a real difference in the advancement of women in federal service and our members are strong, passionate leaders who are dedicated to our mission. We continue to cultivate bold and fearless women who are willing to take risks and actions that impact not only themselves and their careers, but the federal Agencies where they work. That’s why it so important that all members do their part for the continued success of FEW.

FEW is on the frontlines and investing in yourself today is not only an investment in your success; it’s an investment in all of our future! Ultimately you are accountable for your own success and FEW is here to help you do so. Learning who you are and discovering your special gifts and capabilities will afford you a competitive edge to a flourishing career.

When I think about the investment I made in myself, several years ago with FEW, I am truly amazed with the vast amount of opportunities and blessings I have gained. I know this was – and still is – the best decision of my life. FEW has afforded me with the opportunity to engage

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NATIONAL TRAINING PROGRAM NEWS

FEW held its 47th National Training Program (NTP) July 11-14, 2016, at the Hilton Anatole Hotel in Dallas, Texas, where more than 900 federal employees, federal retiree annuitants, vendors, sponsors, partners and guests gathered for a jam-packed week of outstanding training, inspiring speakers, and networking.

The theme for the NTP 2016 was “In the Spirit of Excellence” and was carried out throughout the training program. The NTP offered approximately 100 workshop options that met the training needs of the federal agencies in addition to the several workshops of interest for our retirees and “soon-to-be” retirees.

Several events were held throughout the week. FEW kicked off the week with its Annual Membership Meeting and a Welcome Reception. The Department of Homeland Security and the Department of Agriculture held forums for their employees in attendance at the NTP. FEW Chapter President’s from across the country gathered for a Leadership Forum during the week and more than 40 vendors displayed in the Exhibit Hall. Keynote speakers included Dr. Vikki Johnson, FEW President Michelle Crockett from the Washington, D.C. area, and Ms. Linda Valdez Thompson of Dallas, Texas. In addition, Mayor Pro Tem Monica R. Alonzo brought greetings from the city of Dallas, Texas.

The week ended with the installation of FEW’s 2016-2018 National Board of Directors with Wanda Killingsworth of the Washington, D.C. area installed as President.

FEW President Michelle Crockett said, “As I end my term as FEW’s President, I want to thank FEW members, all attendees, sponsors, partners, vendors, and guests for making this event a huge success. The week truly embodied “In the Spirit of Excellence.” She added, “Serving as FEW’s President has been an honor, a privilege, a challenge, and so much more. It truly has changed my life.”

Newly installed President Wanda Killingsworth said, “I want to invite everyone to attend FEW’s 2017 National Training Program in New Orleans, Louisiana.”

Submitted by Jennifer “Suzi” Inman
2016 NTP Chair

FEW SALUTES TEXAS WITH WESTERN WELCOME RECEPTION

Following FEW’s Annual Membership Meeting and prior to getting down to the exceptional training, FEW greeted attendees to its 47th National Training with a big Texas “Howdy.” The NBOD members welcomed attendees as they entered the room to foot-stomping music, delicious snacks, and friendly faces. President Michelle Crockett introduced the NBOD Members and welcomed everyone to the great city of Dallas. NTP Chair and VP for Training Suzi Inman added her greetings and said how happy she was to see such a great crowd. To add to the fun, FEW’s Foundation for Education and Training held a 50/50 drawing to help fund scholarships for upcoming and future Regional and NTPs. Pam Benoist was the lucky winner of 50 percent monetary raffle and she received - $74. That’s a pretty good way to start the week. It was an evening to remember and one enjoyed by all!

Submitted by Jennifer “Suzi” Inman
2016 NTP Chair
in activities that broadened my horizons. I ascertained the ability to observe and appreciate new ideas which influenced my thinking and contributed to my professional growth.

I appreciate the skills, personalities, and character traits that contribute to this great country of the United States of America.

Throughout my career, under the guidance and support of several FEW mentors, I learned to focus on a clear line of sight in order to achieve my goals; I am forever grateful for these life lessons! Choosing to invest in FEW was an investment in my future. I encourage all of you to do the same!

**Investing in our Future**

Submitted by Wanda V. Killingsworth

National President

NTP 2016 Chair and Vice President (VP) for Training Suzi Inman officially opened Federally Employed Women’s National Training Program on Monday, July 11 after Vickie Smith of the Willamette Valley Chapter, Pacific Northwest Region, and National Training Volunteer Chair introduced the NBOD members, as they entered the room. Suzi gave a warm welcome followed by Posting of the Colors by the Navy Color Guard. Immediately following, Gerri Fleming, Savannah River Chapter President of Southeast Region, gave an amazing rendition of the National Anthem.

FEW President Michelle Crockett welcomed attendees and recognized the NBOD, NTP Planning Team, Sponsors, and special guests. Attendees were especially touched by the greetings from Mayor Pro Tem Monica R. Alonzo when the city was grieving for the loss of five of its law enforcement officers at the hands of an assassin. Ms. Alonzo provided data and statistical analysis on the diverse American workforce and how it has impacted her life.

Mayor Pro Tem Ms. Alonzo was followed by the morning’s keynote speaker who gave an inspiring message of hope and fulfillment “In the Spirit of Excellence.” Dr. Vikki Johnson is the Chief Executive Officer (CEO) of Authentic Living Enterprises that includes her signature media brand, GIRL TALK UNPLUGGED and is the Creator of SOUL WEALTH ACADEMY, a mentoring experience for women. She is better known as Dr. Vikki and has influenced thousands of women over the last 20 years and certainly inspired those at FEW’s NTP. Dr Vikki is well known in the DC Metro Region for inspiring us to realize the “excellence” within each of us and at this NTP she reminded everyone that “you are born with so many heartbeats. . . don’t waste any of them, rather honor each heartbeat.”

Closing the opening session, FEW’s National President Michelle Crockett gave a moving and inspiring words that told us to continue to “Rise Up.”

Submitted by Patricia Wolfe

2016 NTP Communications Chair

**FEW 2016 SPONSORSHIP BREAKS ALL-TIME RECORD**

FEW gives a big shout out and huge thank you to our sponsors and partners of its 2016 NTP held July 11-14 in Dallas, Texas. Sponsorship reached an all-time record high of $260,000. Newly installed FEW National President Wanda Killingsworth said, “We simply cannot overstate the importance of our sponsors and partners in making this year’s event such a huge success.” She added, “Without your support of generous in-kind and cash donations, words of encouragement, assistance with publicity, this program would not be possible. Words cannot express our true gratitude.”

**Emerald Sponsors:**
Blue Cross Blue Shield
Globe Life & Accident Insurance Company
Grantham University
Management Concepts
Professional WOMEN’S Magazine
Service (FSIS)

**Ruby Sponsors:**
Long Term Care Partners, LLC

**Silver Sponsors:**
GEICO
USDA Food Safety and Inspection

**Bronze Sponsors:**
Affordable Benefit Solutions, Inc.
FedChoice Federal Credit Union
FEW Foundation for Education & Training
InFirst Federal Credit Union
Science Applications International Corporation (SAIC)
United States Department of Agriculture (USDA)

**Friends of FEW:**
Federal Education Employee & Assistance Fund (FEEA)
Tully Rinckey PLLC

NTP 2016 Chair Suzi Inman added, “We are so grateful to our sponsors and partners for helping FEW provide unmatched top quality training to almost 900 attendees from all over the United States.”

Submitted by Patricia Wolfe

2016 NTP Communications Chair
Annually through the National Awards Program, FEW recognizes special achievements of individuals, Chapters, and Regions in furthering the mission and goals of this great organization. This year was no different. The Awards Ceremony was held on Tuesday, July 12, 2016, in conjunction with the NTP held at the Hilton Anatole in Dallas Texas. All awards are in recognition of those individuals, Chapters, and Regions whose outstanding efforts have enabled them to meet our challenging standards of excellence.

Congratulations to all of the winners this year!

**National President’s Awards**
Mary Jane Diggins, Northeast Regional Manager elect, and Melissa White, Northeast Region Treasurer and Membership Chair

**2016 Distinguished Service Award**
Vice Admiral Manson K. Brown

**2016 Champion of Diversity Award**
Ms. Cynthia Little

**2016 Private Sector Award**
Alain Gatignol of American Payroll Insurance Service

**2016 Barbara Boardman Tennant Award**
Adrienne Callahan

**2016 Allie Latimer Award**
Rhonda Sue Webster

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**2016 Helen R. Dudley Award**
Equilitarian Chapter #205, Great Lakes Region

**Best Chapter Fundraising Award:**
- First place – Hoosier Hills Chapter #45, Great Lakes Region
- Second place – Great Lakes Chapter #71, Great Lakes Region
- Third place – Savannah River Chapter #360, Southeast Region

**Best Chapter Membership Award:**
- First place – Gold Vault Chapter #467, Southeast Region
- Second place – Hoosier Hills Chapter #45, Great Lakes Region
- Third place – Equilitarian Chapter #205, Great Lakes Region

**Best Chapter Newsletter Award:**
- First place – Maryland Tri-County Chapter #331, Mid-Atlantic Region
- Second place – Hoosier Hills Chapter #45, Great Lakes Region
- Third place – Savannah River Chapter #360, Southeast Region

**Best Chapter Program Award:**
- First place – Hoosier Hills Chapter #45, Great Lakes Region
- Second place – Space Coast Chapter #9, Southeast Region
- Third place – Nebraska Heartland Chapter #407, Mid-Continent Region

**Best Chapter Special Emphasis Project Award:**
- First place – Hoosier Hills Chapter #45, Great Lakes Region
- Second place – Maryland Tri-County Chapter #331, Mid-Atlantic Region
- Third place – DIA Washington Chapter #441, DC Metro Region

**Best Chapter Special Project Award:**
- First place – Hoosier Hills Chapter #45, Great Lakes Region
- Second place – Great Lakes Chapter #71, Great Lakes Region
- Third place – Seas and Skies Chapter #413, DC Metro Region

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FEW recognizes members through an annual NTP Scholarship Program. The Scholarship categories are NTP Scholarship, NTP Retiree(s) Scholarship, Daisy Field’s National Collegiate Scholarship, and the National Collegiate Scholarship for Immediate Family Members. During the Awards Ceremony held on Tuesday, July 12, 2016, we also recognized our 2016 scholarship program winners.

Congratulations to all of the winners this year!

**National Training Program Scholarship Retiree(s)**
Erska Franklin – Great Lakes Region

**National Collegiate Scholarship for Immediate Family Members**
Jordyn Fitch (Granddaughter of Ms. Arlena Fitch-Gordon) – Great Lakes Region

**FEW/Management Concepts Leadership Scholarship Certificate**
Tamara Jackson - Southeast Region
Helen Robinson - DC Metro Region

*FEW Foundation NTP Scholarship Award

Keep your eye on the latest edition of our national newsletter, News & Views for the official announcement of FEW’s Open Season for Awards and Scholarships in 2017. If you have any questions about the Scholarship Program, you may send an email to scholarships@few.org.

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Submitted by Wanda V. Killingsworth
Outgoing Executive Vice President

Submitted by Linda Patrick
FEW Scholarship Chair
FEW’S FOUNDATION FOR EDUCATION AND TRAINING

FEW Foundation President, Chazara Clark-Smith was joined at FEW’s Awards Program on July 12 by Dr. Jeff Cropsey, Grantham University, to announce that Kelly Browd, (Northeast Region) the recipient of the 2016 FEW Foundation’s Scholarship. Ms. Browd was unable to attend the Awards Program due to a family commitment but stated, “A degree from Grantham University will assist me in gaining a senior management position with my current employer.” Kelly is seeking a B.S. Degree in Business Administration. Following the celebrated Awards Program, Grantham University hosted a lovely reception for all award recipients and attendees.

President Clark-Smith was also delighted to present a certificate to Annie Hollings (Southeast Region) the recipient of the Foundation’s National Training Program Scholarship for 2016. The Foundation also provided scholarships to FEW’s Regional Training Programs upon request. This year, scholarships were awarded to the DC Metro, Southeast, and Rocky Mountain Regions.

Additionally, the Grantham University Scholarship is given annually to an active FEW member, or family member, that covers a complete Undergraduate or Graduate degree, textbooks, software and fees and is valued at up to $38,600. Grantham also offers discounted course rates for FEW members. To learn more, visit grantham.edu/few or call 888-477-6830. The 2016/2017 scholarship application window opens this August. Click FEW Foundation for announcement of the 2017 Scholarship and application instructions.

Remember to continue supporting the education and training of federally employed women and donate to the FEW Foundation for Education & Training TODAY!

Submitted by Patricia Wolfe 2016 NTP Communications Chair

CHAPTER PRESIDENTS LEADERSHIP FORUM

In conjunction with FEW’s 47th NTP, FEW provided leadership training though the Chapter Presidents Leadership Forum (CPLF). Chapter Presidents from across the country gathered for this 1-1/2-day forum, primarily designed to offer guidance and assistance to Chapter Presidents. The first day focused on detailed information about FEW’s four focus areas of Training, Compliance, Legislation, and Diversity. The second day was all about the “nitty gritty” of leading a chapter and sharing challenges. In many cases, the challenges involved members’ unwillingness to serve as leaders within their chapters.

Started as an initiative under Past President Patricia Wolfe’s tenure (2002-2006), the CPLF has continued to provide important information to FEW’s chapter leaders. As Pat has often stated, “The Chapter President position is the most important in FEW because this person is the “face and voice” of this organization in the local community.”

Submitted by Patricia Wolfe 2016 NTP Communications Chair

FEW’S DIVERSITY LUNCHEON PROGRAM

This year’s 47th NTP in 2016 provided awareness to FEW’s focus area – Diversity. Our theme for the week was “There is Excellence in Diversity” culminating with the Closing Luncheon on Thursday, July 15.

The luncheon Keynote Speaker was Ms. Linda Valdez-Thompson, Executive Vice President of Administration and Diversity at Dallas/Fort Worth International Airport. Ms. Valdez-Thompson provided the group with a roadmap to developing a more inclusive workforce.

The Diversity luncheon was a great “closer” to the full week of training. FEW’s Diversity Program main objectives were to: 1) increase employees’ knowledge of the federal systems, rules, and regulations under which they work; 2) help members acquire knowledge of career development and planning techniques, basic and advanced; 3) enhance personal effectiveness and awareness of broader issues that impact women; and 4) support and assist in the training of the Federal Women’s Program (FWP). I encourage you to seek more information on our programs. For more information on FEW’s Diversity Program, visit www.FEW.ORG.

Submitted by Jeri Peterson National Vice President for Diversity

NTP VOLUNTEER RECEPTION

FEW’s Past Presidents Allie Latimer, Patricia Wolfe, Sue Webster, and Michelle Crockett enjoyed a light moment with the newly sworn in President Wanda Killingsworth at the NTP Planning Team and Volunteer Reception hosted by Outgoing President Michelle Crockett and NTP 2016 Chair and Vice President for Training Suzi Inman. Volunteer Committee Chair Vickie Smith assisted with recognition of the many volunteers who made the 47th NTP a huge success. Past President Michelle Crockett thanked all who had worked to support the planning and execution of such a large successful event. NTP Chair Inman (photo on right) cuts the deliciously rich chocolate cake and invites all to join her for a “chocolate fix.”

“Volunteers do not necessarily have the time; they just have the heart.” ~Elizabeth Andrew

Submitted by Patricia Wolfe 2016 NTP Communications Chair
**NATIONAL NEWS**

**INSTALLATION OF FEW’S NATIONAL ELECTED OFFICERS**

FEW’s 19th National President, Patricia Wolfe installed the current newly elected 2016-2018 NBOD on Thursday, July 14, 2016 at the Diversity Luncheon. Installed officers were:

- President, Wanda Killingsworth
- Executive Vice President, Karen Rainey
- Vice President for Policy & Planning, Georgia Thomas
- Vice President for Congressional Relations, Dr. Madeline Lewis
- Vice President for Compliance, Connie Coleman-Lacadie
- Vice President for Diversity, Jeraldine (Jeri) Peterson
- Vice President for Membership & Organization, Suzi Inman
- Vice President for Training: Naomi Bell
- Secretary, Gloria Sherman
- Treasurer, Vanessa Elliott
- Nominations Officer, Helen Robinson

**2016 – 2018 Regional Managers**

DC Metro Region  Florestine Alexander-Tyler  
Southeast Region  Vickie B. Wheeler  
Mid-Atlantic Region  Wanda Hewlin  
Northeast Region  Mary Jane Diggins  
Great Lakes Region  Vernell Thomas  
Mid-Continent Region  Joan Chopp  
Southwest Region  LaTanya Kelly  
Rocky Mountain Region  Shannon Mahan  
Pacific Northwest Region  Sharon Nelson (proxy Mary Carter)  
Western Region  Sandra Johnson Simon

Additionally, President Wanda Killingsworth is pleased to announce the following appointments:

**Standing Committee Chairs:**

- Awards – Sheryl Coleman
- Bylaws – Bernice Waller
- Communications – Patrice Wilson
- Contracts Mgmt. – Brenda Hagar
- Finance – Carol Jones
- Publications Policy & Review (PPRC) – Judy Rush
- Scholarships – Linda Patrick

**Special Appointed Committee Chairs**

- IT Webmaster – Jamie Lanier
- News & Views Editor – Shelly McCoy

**Special Assistants:**

- Credentials & Housing – Rachel Combs
- Employee Thrift Advisory Council – Georgia Thomas
- Parliamentarian – Ellen McKenzie
- Federal Women’s Program – Connie Coleman-Lacadie
- Military Women – Tracy Marshall
- People with Disabilities – Jeri Peterson
- Outreach (Health & Youth) – Linda Patrick
- Outreach (Mentoring & Retirees) – Helen Robinson
- Sponsors & Partners – Adrianne Callahan

Submitted by Patrice Wilson  
National Communications Chair
FEW NTP BRINGS A FREE HEALTH FAIR TO ITS MEMBERS

What did you expect to see in an exhibit hall? Health and Wellness is in the office at work and at home; why not in the Exhibit Hall at a NTP; with FEW you never know what to expect. Surprises are given every year and FEW’s Outreach Coordinator, Linda Patrick, calls the health fair a one stop health care shopping arena.

Our focus and goal was to celebrate health awareness through the use of interactive displays, screenings, health exhibits, games and prizes. Most importantly, this FREE Health Fair demonstrated FEW’s commitment to the health and well-being of its members, guest, and attendees.

At the health fair, FEW provided a variety of activities and current information on today’s pressing health issues. Health care awareness and the importance of knowing and checking your numbers include blood pressures, cholesterol, heart rates, and stress levels. Onsite bone density screenings were provided by a team of interns under the instruction of Ms. Pamela Patterson, RPH, from the American Diabetes Association, and a Patient Care Pharmacist, Patient Care Services Manager. Ms. Patterson also spoke about the campaign to Vaccine preventable diseases such as Tetanus and Pneumonia – available at the NTP if anyone needed one. Some facts she shared was that all diabetics are recommended to have a pneumovax and then a prevnar after age 65.

Other health care providers on-site gave our attendees the opportunity to also get blood pressure checks, and pickup information and handouts on Cancer Awareness, diabetes, cholesterol, and just about everything you need to know about healthy hearts from the team with the American Heart Association. Ms. Delorise Gay with the Dallas Komen office spoke to attendees about breast cancer awareness. Members and attendees were asked to wear red on Tuesday for the opening day of the health fair in support of Heart Awareness. There was a sea of red all day.

Finally, what is a NTP Health Fair without FEW’s own Health Fair prize spin wheel. The spin wheel included (health care items) with its three tiered questions and answers on “All About Health, All About FEW or All About the Great City/State of Dallas, TX”.

What’s so exciting is the spin wheel is an attraction that catches the eyes and ears of the attendees throughout the exhibit hall. Attendee’s entering the hall all had the opportunity to spin the wheel for health care items, such as healthy eating cooking books and magazines, health awareness pins and bracelets, bandannas, heart healthy items, and first aids for travelers, and Jump for Health items (jump ropes) or H2O on the GO (bottle of spring water). First National President and one of the original founding members of FEW’s Ms. Allie Latimer, stopped by and took a chance at spinning the wheel. She answered a question from the All About FEW category and won a first aid kits for travelers. The health fair was a big success.

Lucky for me I was able to join the list and have a bone density screening before closing the health fair. It was so exciting, I hope to see you all at NTP 2017 Free Health Fair in New Orleans.

Submitted by Linda Patrick
National Scholarship Chair and Special Assistant for Outreach

NATIONAL NEWS

CELEBRATING WOMEN’S EQUALITY DAY

As we celebrate Women’s Equality Day on August 26, we must recognize that we have just broken through the glass ceiling as the first women from any major political party has accepted the nomination to potentially become the next President of the United States of America.

Women’s Equality Day commemorates the passage of the 19th Amendment granting women the right to vote in 1920. This occasion is an opportunity to celebrate the victories for equality that women have won and to re dedicate our commitment to eliminate discrimination against women.

I am inspired by the strides that we have made over the past 96 years since the passage of the 19th Amendment, but this day also calls for us to continue our awareness of the efforts toward full equality. While some progress has been made to ensure equal opportunities regarding the pay gap in the federal workforce, regardless of gender, there is more work to do.

January of 2016 marked the 7-year anniversary of the Lilly Ledbetter Fair Pay Act, which extends the time period in which an individual can raise a pay discrimination claim. According to the 2016 White House Council of Economic Advisors Issue Brief on the Gender Pay Gap, many workers are unaware whether they face wage discrimination because they do not know what their colleagues are earning. In an effort to improve pay transparency and help ensure fair pay, President Obama called on Congress to pass the Paycheck Fairness Act, which would ensure a workers’ right to discuss compensation without fear of retaliation.

For 48 years FEW has been “Investing in our Future” by being the voice of women in the federal service; serving as an advocate for the FWP for both military and civilian employees in the federal government. FEW wants to ensure that all federal agencies comply with the FWP, an important program that supports women in the federal workforce that is currently being under-utilized. Because I believe this organization has made a real difference in the advancement of women and our members are strong leaders who are passionate about this cause, I know that we have to be bold, take risk, be brave and take action. We know that we still have work ahead of us so that the daughters of the daughters and generations of women to come will continue to have equality.

Submitted by Wanda V. Killingsworth
National President


Investing in our Future

Submitted by Linda Patrick

National Scholarship Chair and Special Assistant for Outreach

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FEDERAL BENEFITS ADVOCATES ATTENDS FIRST FEW NTP CONFERENCE

It was Federal Benefits Advocates first year to attend a Federally Employed Women’s (FEW) conference, and we were surprised and very pleased to see so many workshops being offered which provided essential skills to help women build successful careers in Federal service, and focus on opportunities for advancement.

A key highlight of the conference for us included FEW President, Michelle A. Crockett, stopping by our booth to say thank you for attending and for being a sponsor. We attend many conferences, and rarely does the leader deliver a personal thank you on behalf of their organization. It illustrates how much Michelle cares about the FEW organization, its members, and also the sponsors who help make the NTP conference possible. Many Regional leaders stopped by to express their appreciation as well.

During the conference, the Associated Press published a timely article on the challenges that women face as they head into retirement. As advocates for Federal benefits, we provide Federal agencies with educational training programs to help their employees better understand all of their benefits. We believe that making wise use of your benefits is essential for Federal women – while both employed and after retiring. It was very rewarding to help attendees who stopped by our booth with answers to their questions about their Federal employee benefits. Many attendees also gathered information about offering benefits briefings at their agencies, and picked up a personalized luggage tag.

Learn more about us at Federal Benefits Advocates Federal Agencies.

Submitted by K. Shawn McCoy
National Business Development Director

CHAPTER NEWS
MARYLAND TRI-COUNTY CHAPTER ANNUAL SCHOLARSHIP FUNDRAISER

The FEW Maryland Tri-County Chapter FEW celebrated their annual Scholarship Fundraiser at the Hilton Garden Inn on Saturday, June 25, 2016, with a scholarship breakfast. The buffet breakfast has become a tradition for the Chapter and each year it is bigger and better. The FEW National President Michelle Crockett did the welcoming remarks. Dr. Allie Latimer was the guest speaker. Dr. Latimer co-founded and developed FEW in 1968. She served as the founding president until 1969. Dr. Latimer is a history maker, an attorney, a civil rights activist, humanitarian and in 2009 was inducted into the Women’s Hall of Fame.

She was the first woman and the first African American to serve as General Counsel of a major United States Federal agency (General Services Administration). Throughout her 40 plus year career, she worked to end gender discrimination in public sector jobs. She is a lifetime member of FEW. FEW is a non-profit organization with more than one hundred chapters nationwide with ten Regions within the U.S.

The Harford County Chapter of Delta Sigma Theta presented Dr. Latimer with a corsage. Dr. Latimer is a member of Delta Sigma Theta. More than 50 FEW members and guest attended the breakfast. The theme was "Stepping UP Stepping Out." The program was coordinated by Tracy Marshall and Valery Calm-Coleman.

There was an installation of new Chapter Officers by Mid-Atlantic Regional Manager, Wanda Hewlin. The new Officers are President Linda Patrick; Vice President Dr. Asha Hall; Secretaries Michelle Williams-Gibson and Shawntil Eure; and Treasurer Bridgette Graham. Dr. Latimer and Michelle Crockett encouraged the audience to be committed to making a difference. They both spoke of if you are compassionate about making a difference, it would be easy for you to make it happen. Mr. Larry O-Neal presented the audience with a poem and he let a heart shape balloon out of a box to demonstrate to the audience that everything is governed by the heart and commitment. Ms. Bobbie Buchman sang the National Anthem and gave a wonderful rendition of "I Am Woman", there were no dry eyes was in the room.

Submitted by Sheryl Coleman
Outgoing President Maryland Tri-County Chapter

Here’s your opportunity to share what’s going on in your Region or Chapter with members, so please submit your articles of interest to Shelly McCoy at news-views@few.org. Articles are needed for all of the four focus areas: Compliance, Legislative, Diversity and Training. We also want to publicize your upcoming events so include a short write-up with hyper-links to the event. Please limit the articles to 250 words or less.

We look forward to hearing from you!
DIVERSITY IN AMERICA: WHY THE PAY GAP IS MORE THAN JUST A WOMEN’S ISSUE

The recent announcement by President Obama to gather data on wages of federal employees by gender/race/ethnicity was good news to me. The gender pay gap is a hot topic as it touches on political lines, ethnicity and race lines, career choices, and reproductive and family choices to name just a few. Women out earn men in just nine jobs. And, if you are not among the lucky few then you may wonder as I have, “How much pay I am possibly missing out on every year because of the pay gap? And, how will that loss affect my retirement and savings?”

According to the Simple Truth about the Gender Pay Gap,

- Equal pay is not simply a women’s issue—it is a family issue. Families increasingly rely on women’s wages to make ends meet.

- A majority of mothers are in the paid labor force. For the 40 percent of mothers with children under the age of 18 who are their families’ sole or primary breadwinner, the gender pay gap can contribute to poor living conditions, poor nutrition, and fewer opportunities for their children.

- In state rankings, my home state of Texas ranks 30th in Median Annual Earnings for 2014 Full-time, Year-round Workers, Ages 16 and Older. Washington, D.C. ranks first and Louisiana ranks last.

Often times, the gender pay gap is attributed to family choices: women who have kids and take time off from their careers (aka the motherhood penalty), or choose to work part-time versus full-time. However, the data shows that just one year after college graduation, women were paid only 82 percent compared to similarly educated and experienced males in the same field. Likewise, sometimes-lower pay for women is seen as a reflection of their career choices, such as going into traditionally lower paid fields like nursing/teaching/non-profit work. Though these may play a role, they are not enough to explain away the gap.

Regardless of the reason given, none can account fully for the gender pay gap to show that it is not real or does not exist. It does exist and as women, it affects each and every one of us.

So what will it take to turn things around and achieve gender parity? Though it is a complicated issue, we must take action or risk seeing future generations of women in the same boat we

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DIVERSITY NEWS

AMERICANS WITH DISABILITIES ACT (ADA)

On July 26, 2016, we celebrated the 26th anniversary of the Americans with Disabilities Act (ADA). This Act, which became law in 1990 prohibits discrimination against person with disabilities in all aspects of life including, employment, schools, transportation, and all public and private sectors. With the passage of the ADA, our nation committed itself to the elimination of discrimination against people with disabilities. FEW is proud to stand with individuals with disabilities to ensure that the ADA’s promise becomes a reality throughout the federal government.

Anyone can have a disability at any point in his or her life. Actually, one out of every five adults in the United States has some type of disability and many people will experience a disability during their lifetime. People with Disabilities often experience significant differences in health compared to those who do not have disabilities. They have health problems that can significantly limit their ability to function on a daily basis. These limitations may be physical or emotional. Some examples include, difficulty with walking or climbing stairs; hearing; seeing; concentrating, remembering, or making decisions. It is to be mentioned that having a disability is not a disadvantage or disqualifier. It simply means the person has certain “limitations” and provides diversity in the workforce.

Though disability is often equated with poor health, passage of the ADA law ensures all persons feel included in everyday life and are treated with respect and dignity. They law requires they must have access to programs and services in employment opportunities, reasonable accommodations with technical assistance, interrupters, mediation, investigation, litigation and statements of interest – to aggressively pursue the goals of the ADA.

FEW continue to celebrate the passage of ADA through training and awareness of the many contributions people with disabilities have made in the federal workforce and to all America.

Submitted by Jeri Peterson
National Persons with Disabilities Chair

FEDERAL SPOTLIGHT:
Karen Rainey

Karen Rainey serves as an Information Technology Specialist at the U.S. Department of the Treasury. Here’s our Federal Spotlight interview with Karen Rainey:

Management Concepts (MC): How long have you been in federal service and what is your main responsibility in your role today?

Karen Rainey (KR): I can’t believe I’ve completed ten years of federal service with the Department of Treasury. Throughout my career I have been afforded many opportunities in leadership. Currently, as an Information Technology Specialist, I provide dedicated server support to the Internal Revenue Service infrastructure and ultimately our nation’s taxpayers.

MC: What keeps you motivated and passionate to stay in the public sector?

KR: What keeps me passionate about my work within the public sector are the vast amounts of memorable opportunities I’ve experienced in my career. One recent example was when I worked on a detail as a manager overseeing filing season projects. It was a huge challenge, but through it all, we worked as a team and I was motivated by my colleagues.

Joseph Campbell said that, “Passion will lead men beyond themselves, beyond their shortcomings, beyond their failures.” I found that Feds are results driven and their passion comes from providing the best service they can to the American people.

MC: What is one of your biggest achievements?

KR: One of the biggest achievements I’ve had was both on a personal and professional level. I was fortunate enough to join Federally Employed Women (FEW) in 2011 and had the honor of being selected to serve on the National Board of Directors. FEW is a non-profit organization that promotes a diversified workforce that includes men. In 2015, I was chosen to lead a highly successful National Training Program for FEW which provided training to women who sought excellence in their careers. In 2015, we took a “Journey to Excellence” for self-development and improvement resulting in a more

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resilient and stronger federal workforce. Through training, we provided ways to become more productive and how to use process improvement methodologies to help attendees with their everyday work life and to establish best practices which carried over into their personal life.

**MC: What advice would you share on making public service a career and not a pit stop?**

**KR: The federal service offers great career opportunities in a variety of positions. President John F. Kennedy said it best, “You, the federal employee, provide the mind and muscle for carrying out national and international policies, commitments, and programs. Our country counts on you to meet the special challenge with a special effort.” My advice would be to make your career in public service a true investment in yourself and to this country. Most Feds work a minimum of 20 to 30 years and never leave until they retire. It is my belief that we invest quickly in our jobs because of our sense of loyalty, respect, and dedication to public service and to this country.

FEW has completed a six-month study on how “Federal Workers Keep America Running.” Take some time to read how every hour of every day women impact this country. Choosing a career in public service is a decision no one will regret. Our jobs make a difference for millions of Americans every day.

**MC: What advice would you share with young people on entering government?**

**KR: My advice to young people entering the government is to stay focused and be persistent. Stay true to your core values and pursue your goals. Create a vision of where you want to be and never lose sight of the vision you have set for yourself. It’s just a matter of time before your vision becomes reality. Make your vision a reality.

Submitted by Michelle Clark
Marketing Manager

**MANAGEMENT CONCEPTS**

are in now. If you agree that this is an issue that needs action, then get involved! Talk to your elected officials if possible, write letters via Cap Wiz, and read up on the issue such as at: White House Equal Pay Career and/or the Simple Truth about the Gender Pay Gap (downloadable for free at: Simple-truth-about-the-gender-pay-gap).

And remember, any action is better than non-action and hoping for a different outcome. If not for yourself, then do it for your daughters/granddaughters/nieces. You are worth it and so are they.

Sources: (Gender-wage-gap-per-profession-2015; AAUW.ORG Resource; BusinessInsider.ORG; Whitehouse.Gov Equal Pay by Career)

Submitted by Maureen McConnell
1st Vice President, Alamo City Chapter

**PUBLICATIONS AND POLICY REVIEW COMMITTEE HELPFUL INFORMATION**

Congratulations and welcome to all of the newly elected and returning Officers of FEW. Many of you attended the Chapter President’s Leadership Forum (CPLF) at the NTP in July 2016 where Karen Rainey, Executive Vice President (EVP), presented information on the Publications & Policy Review Committee (PPRC) process, due to my absence. If you were unable to attend the CPLF, this article is a brief introduction to the PPRC process and provides information about where you can find in-depth information about the PPRC process.

Because publications are a representation of the entire FEW organization, the PPRC process states that all publications (articles, event flyers, Chapter and Regional Newsletters, etc.) must be sent to publications@few.org before they published. Once received, the PPRC Chair will send your publication to the PPRC to review and make suggested edits to your publication. The edits from the PPRC are consolidated by the PPRC Chair into a final publication with tracked changes and sent back to you, the author, for correction. The National President and the EVP are copied on the return e-mail. The National President will send a separate e-mail to you stating the “publication is approved for release with edits.” The President’s e-mail indicates that the edits will be incorporated. You then, finalize your publication (turn off the tracked changes) and send the updated final version of the publication to publications@few.org for FEW’s national records. Remember, before ALL publications are published or released the publication must be reviewed by the PPRC and the National President must give her final approval. By following the PPRC procedure, you are providing consistency in FEW’s publications and protecting our brand.

Below are some tips to remember when creating and submitting your publications:

1. Allow five days for review of publications that are one to five pages.
2. Allow ten days for review of publications that are six pages and above.
3. If you need the publication sooner, please add the proposed return date to your e-mail, this is a rare request.
4. When stating the time of an event, the times should be listed as 9:00 a.m. or 7:00 p.m., ensuring a period is placed after each time designation.
5. When identifying the date, the preferred way is to state the Month, Day and Year.
6. When using bulleted items in your publications, make sure that the second line is indented underneath the first line. This will keep the bullets looking clean and crisp.
7. Also, when using bulleted lists, do not end the bulleted item with a period, semi-colon or other punctuation.
8. When using acronyms, spell it out the first time it is used in the publication followed by identifying the acronym and placing it in parentheses. Use the acronym in the remainder of the publication.
9. Make sure that all names are spelled correctly.
10. Conduct a spelling and grammar check and make the necessary corrections before you send the publication to publications@few.org for final review.

For more information on PPRC procedures, refer to the National Policy and Procedures Manual, Section V., Program Policies and Procedures, Publications Policy and Review. As another reference, see the Style Guide 2014 on the national website (www.few.org) under the ‘Members Only’ section for more helpful information. And, for additional questions, please send me an e-mail at publications@few.org. As always, “Thank you for Investing in Our Future!”

Submitted by Judy Rush
Publications and Policy Review Committee Chair