



# Derby City Pacesetter

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

**Anne Ramsey, Editor**

<http://fewderbycity.org>

**Jul/Aug 2021**

*"Put FEW to Work for You"*

*August 26 is Women's Equality Day*

## President's Message



On June 19, 1865, all slaves in America became free. What is the significance of this date? It is the Nation's newest National holiday.

I grew up celebrating the 19<sup>th</sup> of June. I have known the importance of this date for as long as I can remember. Last week with the stroke of a pen, the President proclaimed to the Nation that June 19 would be a National Holiday. Since that time, I have heard it all. "Independence Day is July 4<sup>th</sup>", "why do they need their own holiday", "more government waste", "what's the big deal with June 19<sup>th</sup>", "I would rather have my reparations". And the remarks go on and on.

What does Juneteenth mean to you?

To me, Juneteenth means the end of slavery in America. It is the day in 1865 that slaves in Galveston, Texas, were made aware they were free. The Emancipation Proclamation had been signed 2 years earlier, yet black people in this part of the country were still enslaved. For me, it is a day to be celebrated. The fact that this year it became a National Holiday seems surreal. To acknowledge and celebrate this day has been a long time coming.

The Emancipation Proclamation ended slavery and on June 19, 1865, the remaining slaves were told they were free. What does freedom mean? What does freedom look like? Let's review some relevant statistics. African Americans own 2.2 percent of businesses with employees in America. The average percentage of black students in college was 14 percent in 2017, a decrease from 2011. Blacks had the lowest college graduation rate of any race or ethnic group. Only 48 percent of all Black students who entered a bachelor's degree program at a four-year institution in 2013 earned their degree within six years.

June 19, 1865 marked the end of slavery in America. What does that mean for African Americans? I have always celebrated Juneteenth, what about you?

*Aretha*

## 2020 – 2021 Chapter Officers and Committees

President – Aretha Wilkerson

1<sup>st</sup> Vice President – Cherie Hinkle

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

Secretary – Anita Stringer

Treasurer – Becky Giles

Audit – Susan Janssen/Angela Feldman-Harkins

Community Involvement – Ruth Kruer

Diversity – Nancy Nevitt Stagner

Training & Scholarships – Karen Smith

Publicity – Donna Walker

Budget & Finance – Paula Thompson

Membership – Lauralee Northington

Programs – Cherie Hinkle

Bylaws – Anita Stringer

Compliance – Cherie Hinkle

Legislative – Mary Lou Andres

Newsletter – Anne Ramsey plus all Officers and Committee

Chairs

Mentoring – Pam Pearson

Parliamentarian – Esther Thomas

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

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

Thursday, July 15, 2021, 6:30 p.m. EDT  
Location: Via Zoom and/or conference call

Thursday, August 19, 2021, 6:30 p.m. EDT  
Location: Via Zoom and/or conference call

Reservations Requested – Contact Cherie Hinkle,  
[cmhink01@yahoo.com](mailto:cmhink01@yahoo.com).

Regular meetings are the third Thursday of each month.

Meeting locations have changed due to restrictions of the COVID-19 and restaurant availability. Our former meeting place, Mimi's, has closed permanently. We are currently looking for a new meeting location. Meetings are now being held via Zoom and conference calls. Watch your email for meeting specifics.

### **Member News**



**Sandy Hardee**, Derby City Chapter President 1985-1986, passed away Thursday, June 10, 2021, after a long battle with kidney disease. To make matters worse, her daughter,

Suzanne Coombs, passed away 25 hours after her mother. Suzanne had suffered from MS for years. She was caring for her mother when she fell, was knocked unconscious, and rushed to the hospital. She went through emergency brain surgeries that left her in a coma. They disconnected her life support the day after Sandy's passing. Sandy's husband, Ralph with their son, Tony, and many beloved family members and friends, grieve the loss of these two incredible women.

Ralph performed the marriages of both Anne Ramsey (29 years ago) and Carol Dawson (30 years ago), so he has a connection to some of our FEW Derby City members. If you knew Sandy and would like to send her family a card, please send it to her husband. His address is:

Ralph Hardee & Family  
4805 Dresden Way  
Lexington, Kentucky 40514



**Anita Bowles**, HUD, received a new position as a GS-13. Congratulations Anita.



**Pam Pearson** moved to the Small Business Administration as a Business Development Specialist on July 6.



**Cherie Hinkle** was awarded a scholarship to the 2021 Virtual Leadership Program from National FEW. This scholarship was donated by Ms. Helen Mulkeen.



**Pam Pearson** was awarded the Jeanette Miller scholarship to the 2021 Virtual Leadership Program from the Southeast Region.



The Derby City Chapter welcomes two new members:

**Regina McGee**, Bureau of the Census  
**Bobbie Mitchell**, Formerly Bureau of the Census

*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).*

## May Meeting Highlights

There was no program at the May meeting. Business meeting only.

## June Meeting Highlights

There was no program at the June meeting. Business meeting only.

## Nominating Committee

Nominations for Chapter Officers were submitted at the May meeting. Officers nominated for the 2021-2023 term are:

President – Pam Pearson  
First Vice-President – Cherie Hinkle  
Second Vice-President – Paula Thompson  
Secretary – Anita Stringer  
Treasurer – Becky Giles

## Legislative Matters

*By Mary Lou Andres, Legislative Chair*

National Vice-President for Congressional Relations Shabiki Clarke presented legislative training “Let’s Talk”, at the virtual Southeast Regional Training Program (RTP). She gave FEW’s top four legislative concerns as follows:

1. Paycheck Fairness
2. Family Medical Leave Act (FMLA)
3. Anti-federal worker bills
4. Equal Rights Amendment (ERA)

Special Project status has been given to Voter Education and Voter Registration.

**As Derby City Chapter’s Legislative Chair, I am looking for committee members to plan a voter education or registration event this year. I am a member of the Louisville League of Women Voters and plan to coordinate an event with them. If you would like to participate, please let me know by July 31, 2021.**

Everyone should have received an email from FEW’s National Office with an action alert on the Paycheck Fairness bill which failed to pass in the U. S. Senate. If you didn’t receive this email, go to [www.few.org](http://www.few.org) and check the email you have on your account since government emails can’t receive legislative information from FEW. You can also go to the CQENGAGE portion on the FEW website and click on legislative alerts to contact your congressional representatives.

## Southeast Regional Training Program Highlights

*Submitted by Mary Lou Andres*

The virtual RTP held May 27-29, 2021, was informative and definitely worth the time and money to attend. I learned new things, and it was energizing to hear from such amazing women. Southeast Region’s Assistant Regional Manager Carla Hamilton did a great job coordinating the event and one comment she made stands out – “If your future is not becoming of you, you should be coming to FEW!”

The theme was “Guiding Our Generations to Success”. FEW National President Karen Rainey led a discussion of our organization’s past (legacy), our present (here and now as we live it) and our future (not something we enter but something we prepare for and create). Our core values of leadership, equity, inclusiveness and accountability and our foundational pillars of Compliance, Diversity, Legislative and Training enable our organization to succeed by continuing to fulfill our mission (providing career development, networking, community service and training -- (webinars and other virtual training) during this pandemic.

Vice-President for Diversity Patrice Dogbatse’s presentation “Reaching Beyond Diversity Goals” was both uplifting and encouraging. She used the term JEDI (Justice, Equity, Diversity, Inclusion) to remind us to always think equity and justice to guide diversity efforts. She encouraged us to gently pull someone aside and let them know the importance their words have on others: - see something/say something; allow other chapters and regions to participate in events; and always include reasonable accommodation information on flyers.

Vice-President for Training Kaya Lewis-Baltimore stressed the importance of training and development. With FEW you can get the training for the job you want not the job you have. Most agencies only provide training for the job you have. Our greatest asset as an employee is our ability to adapt to change which involves critical thinking, vibrant communication and the ability to solve problems – all skills you can acquire through FEW’s training. Everyone should have an Individual Development Plan (IDP). Create your plan by following these steps:

- What am I great at? (Competence)
- What does my Agency/Chapter need? (Organizational needs)
- What do I love? (Passion)

Go places where you are least qualified, encircle the lessons of the pandemic and tackle stretch assignments to develop your career.

### **RTP Southeast Strong 5/27/21**

*By Cherie Hinkle, First Vice-President*

Melinda Bynum encouraged all to learn their worth. Strive for confidence and review worth to family friends and colleague. Items to note included:

- Get a 360-degree feedback assessment or Color’s personality assessment.
- OPM has templates for 1-, 3- and 5-year plans for download.
- National slogan: Each one Teach one.
- O\*NET resume writing

National Employment law institute

Keynote Speaker: Stacey Flowers

Acronym POWER

P = People – you are the average of the last 5 people that you associate with.

O = Obstacles - do not stop – get your team of 5 people on board (cheerleader, mentor, coach, peer and friend)

W = Why: the person who understands the “why” will discern the “how” and the Means

E = Expectations for self – exceed the standard

R = Responsibility

Surround yourself with vital individuals to assist your goals and aspirations:

- Cheerleader – believes in you.
- Mentor - points you in the right direction.
- Coach -makes you uncomfortable and challenges you out of your comfort zone.
- Peer – not as intricate as a friend. Understands the industry levels and should be a person you have camaraderie with.
- Friend - help achieve real goals.

On the other side of any obstacle is the next opportunity.

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Karen Milner - recommended 2 books:

Becoming a Person of Influence by John C Maxwell & James Dornan – reiterates the importance of trust from all at all times.

Sleeping Dogs – Ethics in the Workplace by George Mazzeo: create a personal code of conduct, be a model consistency of character.

Maintain honesty in communication, value transparency, humility, embrace an attitude of service and encourage two-way participation with the people you influence.

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Shabikie Clark, National VP for Congressional Relations, pointed out the National Legislative Women’s Equality Program scheduled for August 23-27, 2021.

### **RTP – Awards, May 29, 2021**

*By Mary Lou Andres*

The winner of the SE Region Membership Month Contest held in April “FEW Pursuit” was the Montgomery Chapter.

Scholarship winners are as follows:

RTP Martha Lyle Scholarship

- Leona Lynn, Montgomery
- Lametrice Sims, North Alabama

RTP FEW Foundation Scholarship

- Colleen Keeton-Sims – Magnolia Royal Star
- Connie Standifer - Central Florida
- Theresa Osbourne – Montgomery

Regional Awards (January 1 – December 31, 2020)

Officer of the Year – Lametrice Sims, VP – North Alabama Chapter  
 SE Regional Manager Award – Sandra Strayhorn, City of Oaks Chapter  
 Track and Field Awards –  
 Sprint – Greater Atlanta Chapter, most new members (9)  
 Hurdle – City of Oaks and Magnolia Royal Star (celebrated one-year anniversary)  
 Javelin – Space Coast (most lifetime members – 36)  
 Long Jump – Space Coast and North Alabama (oldest chapters reached 50 years)  
 Pace – Space Coast (longest standing member August 1971)  
 Relay – Montgomery Chapter (Outstanding Programs – MLK Clean Up Day, creating and approving of MGM webpage)  
**Pole Vault – Derby City (consistency in spreading the news – Newsletter, receive feedback from readers)**  
 High Jump – Central Florida (engaging members at all levels Welcome to Orlando 2020 for National President)  
 Steeplechase – Oak Ridge and Greater Middle Tennessee  
 Discus – Gold Vault (promoting FEW’s focus area of Diversity, March 31, 2020, for Women’s History Month)  
 Game Changer – Veronica Carouthers (individual who put in lots of time and effort)

and Leadership professionals. All courses align with the Office of Personnel Management (OPM) Executive Core Competencies (Leading People, Leading Change, Business Acumen, Result Driven and Building Coalitions). As you register and connect to our network, we want you to take advantage of this opportunity to take that next bold step in your career and begin Soaring to New Heights in your life.

FEW will always rise to the challenge and continue to help federal employees achieve excellence in their careers and create new opportunities for a richer life. Our **2021 Virtual Leadership Summit II** is an example of leadership and training at its best.

Make sure you [REGISTER TODAY](#) and take advantage of all that we have to offer! We promise it will be the best personal and professional investment of the year!

Karen M. Rainey  
 Federally Employed Women  
 National President

Michelle Andrews  
 Federally Employed Women  
 National Training Program 2021 Chair

## National Training Program Replaced by Virtual Leadership Summit II Soaring to New Heights

The time is NOW to begin Soaring to New Heights!

FEW is proud to present the **Virtual Leadership Summit II**, a premiere training program. This will be a fully online, virtual experience that will take place the week of August 9 through August 13, 2021. What better way to broaden your network and learning experience than to engage in this professional development opportunities? This is top notch training for each registrant to partake with an interactive and engaging experience through a new dynamic virtual platform. The FEW virtual platform will have interactive exhibition features and includes plenty of opportunities for networking right from the comfort of your home/office. The additional benefit is that there is no lodging or travel expense, just training.

The VLS II is a week-long training program designed just for you with over 100 specialized courses on a variety of topics; including, EEO, HR, IT, Project Management, Management

## FBI Recruiting Event

FBI Louisville  
 #DiversitySpecialAgentRecruitmentEvent  
 August 25th, 2021

Join the Louisville Field Office on August 25, 2021, for a recruiting event to learn more about the Special Agent career path. Due to COVID restrictions, a small number of individuals will be invited to attend in person; however, other qualified candidates will be able to attend virtually. The FBI’s commitment to fostering diversity and inclusion is integrated into every facet of employment, including recruitment. A diverse team allows the FBI to thrive, and our diversity Special Agent recruiting event is a great opportunity to explore a career as a Special Agent. Speak with Special Agents working a variety of crimes, members of specialty teams, and more. For information on how to apply please email [Louisvilleapplicants@fbi.gov](mailto:Louisvilleapplicants@fbi.gov).

## National News & Views

The May / June 2021 News & Views is now available. We will continue to strive to provide a behind the scenes look at FEW's National, Region and Chapter levels and the activities they conduct to support FEW's mission and to engage with our sponsors and partners. In addition, we hope everyone can use the newsletter as a marketing tool when recruiting new members, reaching out to potential sponsors and when conducting agency visits.

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

We hope you enjoy this edition of News & Views.

## Up Coming Events

- ✓ August 9-13, 2021 – Virtual Leadership Summit II
- ✓ August 25, 2021 – FBI Louisville Diversity Special Agent Recruitment Event.

✓ September 21-23, 2021 – NARFE 2021 Biennial Region X Conference, Capital Plaza Hotel, Frankfort, Kentucky. For information: [RVPIO@narfe.org](mailto:RVPIO@narfe.org).

✓ October 1-2, 2021 – Tentative dates for Derby City Chapter annual retreat. Stay tuned for more information.

✓ May 19-21, 2022 – Southeast Region Training Program; hosted by North Alabama Chapter in Huntsville, Alabama.

***Deadline for articles for the next issue of the Pacesetter is August 25, 2021.***

The Pacesetter is published bi-monthly as a means of sharing the many issues of interest to all FEW members and potential members. Articles are welcome from all sources. The editor reserves the right to edit for space requirements. The published views do not necessarily reflect the organization's stand or that of any person except as stated in the article. Send any articles or ideas to Anne Ramsey, Editor. Phone: 502-451-2127. E-mail: [anneramsey@bellsouth.net](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	<input type="checkbox"/>	(N/A for New Members)	Male	<input type="checkbox"/>
Renewal	<input type="checkbox"/>	ID:	Female	<input type="checkbox"/>
Former Member	<input type="checkbox"/>	ID:		

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

### Employment Demographics

Department/Agency or Private Company

Pay Class	Pay Grade	Employment	Race	FWP/EEQ
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.