



FEW

FEDERALLY EMPLOYED WOMEN



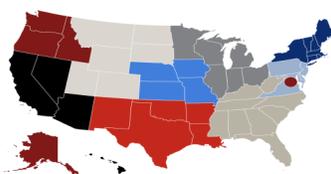
NATIONAL NEWS



FEW Gives Holiday Cards to Military.....[Read More](#)

FEW Launches Redesigned Mentoring Program...[Read More](#)

REGIONAL NEWS



Nothing's Gonna Stop Us... Not Even Covid-19.....[Read More](#)

CHAPTER NEWS



A FEW Good Women.....[Read More](#)

First Virtual Chapter Presidents Leadership Forum (CPLF)[Read More](#)

The Future is Ours..[Read More](#)
New Beginnings and High Hopes for 2021..... [Read More](#)

TRAINING NEWS



2021 National Training Program.....[Read More](#)

DIVERSITY NEWS



Black History Month[Read More](#)

The Black Family[Read More](#)

LEGISLATIVE NEWS



COMPLIANCE NEWS



If you can't name it, you can't change it[Read More](#)

A Note from the President.....[Read More](#)

3.2.1.Happy New....Wait... Day!.....[Read More](#)

Feeling SAD over the Holidays?.....[Read More](#)

Is Financial Security Possible During a Pandemic?.....[Read More](#)

FEW's National Awards and Scholarships Open Season.....[Read More](#)

Virtual Events.....[Read More](#)

A Note from the President

happy new year
2021

As we gather from across the globe to usher in a new year, we enter this year with the hope that brighter days are on the horizons. To the FEW family and friends of FEW, I wish you a happy and healthy New Year. Better days are surely ahead of us.

We know that the beginning of a new year is always a hopeful time, an atmosphere of change and celebration. We celebrate the end of one year and the beginning of another with anticipation of what is to come. And while 2020 was difficult for most Americans, we are hopeful because we know “A journey of a thousand miles begins with a single step” and we are ready to begin. FEW has set a strong agenda for 2021 in support of our mission, vision and purpose. All members carry our core values to achieve equity in pay, opportunities for advancement, networking and knowledge sharing through training. Our goal is to keep FEW “Soaring to New Heights.” It will take work, but what makes this possible is that we know the FEW organization will do whatever it takes.

We shall build onto the many advantages and opportunities to strengthen our purpose, vision and mission within FEW through our members and partnerships. I am very proud of what we have achieved, but I am even more excited about what we are about to achieve. On behalf of the National Board of Directors, I invite you to tell others about our actions in FEW. When we work together, there is no stopping us and we can get through anything. I welcome you to join us and become a part of the FEW community of excellence. This is why I know that the greatness in government has never been more stable because of our FEW membership.



*Submitted by
Karen Rainey
FEW National President*

Black History Month



Federally Employed Women (FEW) is a model of equal opportunity and diversity. It strives to be an organization that reflects all communities, where differences are celebrated, and inclusion is an everyday practice. One of the many ways FEW practices diversity and inclusion is by recognizing the achievements - historical and present - of those that have played a key role in shaping U.S. history.

During February, the United States celebrates Black History Month (also referred to as African American Heritage Month). Writer, educator, and Black historian, Dr. Carter G. Woodson, the “Father of Black History”, launched Negro History Week in 1926. It officially became Black History Month in 1976. President Gerald Ford extended the recognition to “honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout our history.” Since then, every American President has proclaimed February as Black History Month. Today, other countries like Canada and the United Kingdom devote an entire month to celebrating Black History Month.

The 2021 national theme for Black History Month is *The Black Family: Representation, Identity, and Diversity*. The Association for the Study of African American Life and History® sets the national theme every year.

With the experienced havoc from a horrible pandemic, racial tensions and injustices, and political divisiveness, the national theme is a welcome reminder of what’s most important. A silver lining to these challenging times is families having more time at home to slow down and appreciate each other more. They have had more time to explore the history that intertwines families for generations, connections, and identity and how they are relative to our country’s state today.



Let us celebrate the most recent achievement in Black History. For the first time, a woman has taken the office of U.S. Vice President. A trailblazer for women, Vice President Kamala Harris also represents racial and culturally diverse families, being of South Asian and Jamaican/American descent. Congratulations!



FEW Gives Holiday Cards to Military

With our deepest appreciation to all the members, Chapters, and Regions who have generously given to our Federally Employed Women’s annual Holiday Card donation to our military. In 2020, FEW received over 500 holiday cards with personalized messages for U.S. soldiers.

[continued on page 4](#)



In partnership with USASOA, FEW submits these cards to participate in the Christmas Cards For Our Troops project. Each year, we as an organization unite to share special sentiments of appreciation for our military service men and women. Just one more way FEW works to support those working under our country’s government.

FEW members truly make a difference for us, and we are incredibly grateful!

Thank you.

3

Feeling SAD over the Holidays?

By: Linda Cassell

Winter is here. The days are shorter, which means that we have less sunlight, which gives us less time to socialize – and that’s under normal circumstances. For an estimated 10 million Americans, of which 80 percent are women, these conditions have been known to cause Seasonal Affective Disorder (SAD), a type of recurring major depression.

SAD During the Pandemic

This year, the impact of COVID-19 and all of the precautions we are taking to limit our in-person contact can make SAD more pronounced and harder to overcome, especially during the holidays.

SAD in the Workplace

Because SAD symptoms can impact productivity,

absenteeism, focus, mood, engagement, and creativity, employers must learn to recognize it and employ strategies to overcome its challenges. For example:

- **Be Culturally Conscious** – Create an environment where people feel safe to ask questions and know how to seek help when they need it.
- **Go Outdoors** – Urge your staff to go outdoors during a lunch break or take an afternoon walk to increase their exposure to natural light, which causes a chemical change in the brain, potentially easing symptoms and creating a sense of well-being.

Maintain a Healthy Lifestyle – Encourage everyone in your workplace to maintain a healthy diet and exercise regularly; just one way to ward off weight fluctuations and low energy that accompanies SAD. SAD is much more than the “Winter Blues.” Employers, co-workers, family members, friends, and neighbors can help those afflicted by recognizing the signs and understanding how best to respond.

3

If you can’t name it, you can’t change it

By: Ethel Sligh

The DC Metro Region hosted a Compliance Training Session on December 1, 2020. The focus was to understand the current landscape (an increased emphasis and calls for gender equity) and to identify the challenges and opportunities to effectively advance gender equity.

It is so important to reject the tyranny of OR and embrace the brilliance of AND. This means honoring the importance of “compliance”. We need to focus on the legal requirement to address historical inequities and barriers to equal employment opportunities AND having gender diversity at all levels of an organization. When the discussion is solely about diversity superficially, studies show that efforts

continued on page 5

The fun evening concluded with participants voting for their favorite ugly sweater, which consisted of bows, tinsel, and holiday lights. The Southwest Region advertised the free event on Eventbrite and social media sites to promote FEW and share some holiday cheer.

Wishing you all a Happy New Year and best wishes as we enter into 2021.

Is Financial Security Possible During a Pandemic?

By: Valerie Brice-Brooks

The COVID-19 pandemic has created unprecedented stress and uncertainty in all areas of our lives. Household caregiving responsibilities have increased as we juggle employment, illness, and childcare demands, often resulting in short and long-term financial strain. These negative budgetary impacts include loss of wages, cancellation of health insurance, depletion of emergency funds, inadequate retirement saving, and increased debt. As primary caregivers, women can increase their economic security by utilizing a simple yet effective financial strategy to prepare for any global, national, or personal disaster.



The best financial strategy to manage a crisis is to safeguard your wealth and health with a comprehensive and multifunctional tool such as cash value life insurance, specifically, an indexed universal policy. When structured properly, these policies offer far more than a tax-free death benefit to your heirs.

The cash value in your life insurance gives you the flexibility and certainty you need to preserve your lifestyle without worry. You can replace lost income, maintain a thriving emergency fund, save for retirement, pay off debt, and utilize the critical and chronic illness health riders, if necessary. Besides, the funds in your policy are tax and penalty-free and have guaranteed protection from market losses, unlike traditional tax-deferred retirement plans such as 401(k)s and IRAs.

FEW Launches Redesigned Mentoring Program

By: Karen Milner



Exciting News for members of Federally Employed Women! A redesigned mentoring program will be launched in 2021. The goal of the FEW Mentoring Program is to establish a competitively selective mentorship opportunity to support the professional development of emerging leaders of FEW. The annual program will begin with a competitive selection process. FEW members will be invited to submit applications at the beginning of April, and the formal program will start with an announcement at the July 2021 National Training Program. Selected FEW members will participate in the mentoring program over 12 months with focused learning objectives, webinars, training sessions, and direct mentorship by senior leaders within the federal government. Be on the lookout for additional information in the weeks ahead.

A FEW Good Women

By: Renee Murdock

The Bright Knights Chapter of FEW at the United States Patent and Trademark Office (USPTO), in the D.C. Metro Region, is lighting the path for professional growth, service outreach, role modeling, and inspirational leadership. Nicole Buie-Hatcher, a Patent Examiner in Art Unit 1767, led the way in extending her expertise in Science, Technology, Engineering, Arts, and Math (STEAM) part of the GIRL Inspired Pathway to Careers panel. GIRL Inspired is a non-profit organization empowering and preparing today's girls for tomorrow.



The Bright Knights' Immediate Past President and current D.C. Metro Region Treasurer and Socials Chair Ivana Miranda and Emily Berkeley, Ph.D. (a Patent Examiner in Art Unit 1797) received Bronze Awards for five years of exemplary service at the USPTO. Cynthia Wilder (a Primary Examiner in Art Unit 1637) was honored and recognized by the American Intellectual Property Law Association (AIPLA) as an Outstanding USPTO Employee of the year. LaToya Harper-Williams, former Bright Knight's Correspondence Secretary, received a promotion as the new Human Resources Senior Specialist in the Enterprise Training Division (ETD). And Tomeka Oubichon, Vice-President, received a promotion and will serve as the Eastern Regional Outreach Officer in the Under Secretary's Office.

As we turn the page on 2020, we reflect on these women's successes, the Bright Knights Chapter, and the D.C. Metro Region. We also eagerly look forward to what 2021 brings, and we will work together for the Advancement of Women in the Government.

First Virtual Chapter Presidents Leadership Forum (CPLF)

By: Tara Bullock

Held on December 12, 2020, the CPLF saw over 80 plus chapter presidents and leaders in attendance. After the welcome and opening remarks from National President Karen Rainey, we began the day with a game of FEW Jeopardy with questions about FEW History, Focus Areas, Chapter President, Chapter Resources Part 1 & 2, and finally Miscellaneous & Training. The team with the most correct answers won; it was a nail biter to the very end. **Congratulations Team A on your VICTORY!**



Recognition:

- Kem Graham (Mid-America Chapter) first person to register
- Georgette Hagans (Federal Triangle Chapter President) Team A engagement
- Linda Patrick (Maryland Tri-County Chapter) Team A engagement
- Renee Murdock (Bright Knights Chapter President) Team B engagement
- Rita Harder (Fall Creek Chapter) Team B engagement

continued on page 8

I would also like to thank DC Metro Regional Manager Pamela Richards and Immediate Past President Ivana Miranda for all their assistance.

The agenda was filled with National Board of Directors presentations in the following areas:

- Our Purpose
- FEW Branding
- Focus Areas- Diversity, Compliance, Congressional Relations, Training, Policy & Planning,
- Chapter Resources & Best Practices

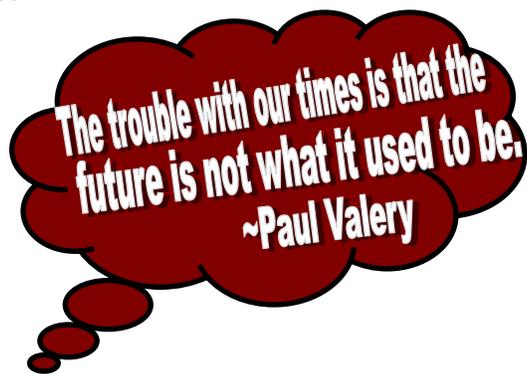
National President, Karen Rainey, concluded the day with a message about the upcoming 2021 National Training Program, scheduled for July 26-30, 2021, at the Marriott Marquis in Houston, Texas.

Reference materials from the training are posted on the FEW website, Members Only, under Chapter Resources. If you would like the session recording, please send an email to Tara Bullock at member-shipvp@few.org

3

The Future is Ours

By: Dr. Mallery Tytel, Phoenix Valley of the Sun Chapter



The beginning of a New Year provides us with the natural impetus to look back and look forward. We analyze, examine, review, plan, and organize. Perhaps it goes without saying, however, after the previous 12 months, in particular, we may all need a cold boot to find our bearings once again.

Uncertainty of every kind seems to be the order of the day. In the best of times, we may feel anxious; and while we welcome the new,

we are also filled with bittersweet anticipation about the next 12 months. As our systems become more complex and more open to outside influences, predictability about what happens within the system is lost. So, what can we do to maintain our resiliency and optimism?

We can Lead:

- .Believe in the possible
- .Approach others with positive regard
- .Maintain an honest on-going conversation
- .Pay attention
- .Be strategically in sync
- .Be counted on

We can Act:

- .Look to the long-term horizon
- .Focus on hopes and dreams
- .Think “Best Case” scenario
- .Seek and honor small acts of kindness
- .Transfer lessons learned
- .Provide opportunities to reinforce community and meaning in people’s lives

We can Develop:

- .Confidence: The state of being certain
- .Competence: Stand qualified and ready physically and intellectually
- .Capacity: Maintain our potential for growth, development, and accomplishment

The future IS ours if we choose to embrace it.
Here’s to 2021!

3

New Beginnings and High Hopes for 2021

By: Sandra Strayhorn

FEW City of Oaks Chapter is excited about all the FEW opportunities in the 2021 New Year. As a new Chapter, we look forward to new beginnings in the four focus areas (Compliance, Diversity, Legislative, Training). The City of Oaks Chapter was established on a vision I had while attending the National Training Program in Philadelphia, Pennsylvania, in July 2019.

continued on page 9

continued from page 8

I remembered being so excited and motivated to the point that I just could not wait to return to work and share with my supervisor, co-workers, and friends about the excellent training experience and the information provided. I started thinking about how to create a chapter in the Raleigh, North Carolina area. I met with my supervisor to discuss the plans to start a chapter. He's response was, ***"I support you and Miss Sandy, go for it!"***

So, in August 2019, a few co-workers and I came together with plans to start a FEW Chapter, and I am proud to say on November 18, 2019, the City of Oaks Chapter #484 was chartered in the FEW Southeast Region. During the Chapter's inaugural year, we participated in webinars and trainings offered by FEW. Although 2020 saw many difficulties, on November 18, 2020, the City of Oaks Chapter found reason to celebrate with its First Anniversary.



We are anticipating an increase in membership as we continue to ***"Soar to New Heights" into 2021.***

FEW's National Awards and Scholarships Open Season

By: Priscilla Moultrie

Happy New Year!! We are extremely excited about the many opportunities you will have to win in 2021.

- **First Opportunity – Plan Ahead**

Awards and Scholarships application period opens March 7, 2021 and closes April 7, 2021 (11:59 p.m. Est). Please note the Military Awards Program opens April 7, 2021, and closes May 7, 2021.

- **Second Opportunity – Become Familiar with the Guidelines and Instructions**

Guidelines and instructions for the Awards, Scholarships, and Military processes are in the National Policy and Procedures Manual (NPPM), Section IV, under Activity and General Procedures. It's also available on the FEW website, Members-Only page.

Please carefully read through all steps to ensure you meet the eligibility requirements.

- **Third Opportunity – Stay Connected**

More details and calendar information will be forthcoming about webinar trainings for Awards, Scholarships, and Military.

For any questions and/or comments, please see the contact information below.

Priscilla D. Moultrie

Awards Chair

Email: awards@few.org

Naomi Bell

Scholarships Chair

Email: scholarships@few.org

Tracy Marshall

Military Awards

Email: military@few.org

We look forward to your participation in the upcoming 2021 Open Season, which is paramount to the success of recognizing notable individuals and chapters for their remarkable service, contributions, and achievements in their FEW communities.

May you stay safe, healthy, and be prosperous as we Soar to New Heights together!

3.2.1 Happy New...Wait...Day!

By: Kimberly Smith

Does January 1 really deserve such celebrations? Before you stop reading and assume I'm bitter because I had no one to kiss at midnight, hear me out.



The total for New Year's Eve (NYE) related spending is mind-boggling. Consumers generate 25 percent of annual champagne sales in the last week of December. The Time Square NYE ball drop building alone made \$23 million in advertising sales in 2012. This lavish spending is unsettling, but the core issue with NYE celebrations is the unrealistic idea that one day will turn an adversity filled year into one of opportunity and imminent success. This notion breeds a euphoric sense of hope and happiness, which inevitably results in failure and disappointment.

Forty-one percent of Americans will set a new year resolution, and just 9.2 percent **feel** they completed their resolution. In addition, 80 percent of resolutions typically fail by February. Instead of emphasizing only one day, I propose that we look at each day as having an opportunity, an achievement, and a sense of hope and happiness.

Perspective is everything. As 2020 will be described as a bad year, even though it saw monumentally amazing days.

Let's not set up 2021 to be described in 2022 as one whole good or bad year, but as 365 good/bad days.

Yes, each new year is the close of a chapter and the start of a new one. It should be recognized. So continue the holiday traditions like watching the Dick Clark's Ball Drop, not washing luck away by avoiding the laundry, and eating the staple New Year meal-greens, black-eyed peas, and corn-bread. But wake up each day with a sense of purpose and find happiness within the day. There are a little over 300 days left in 2021.

**How will you use them
to make a difference?**

3

The Black Family

By: Patrice Wilson



The Black family structure has always been representative of many

continued on page 7

continued from page 10

generations and extended family members, including aunts, uncles, cousins, and occasionally non-relatives. The modern U.S. Black family structure is different from the societal idea of a traditional family. It is now often made up of one parent, same-sex parents, foster or adoptive parents, etc.

The black family's metamorphosis began with slavery. It continued with the enforced economic, health, and educational disparity. Through adversity, the Black family survives because at its core is love and assurance of health and well-being. The reliance of Black families on kinship networks for support can be traced back to African cultures, where the emphasis was on extended nuclear families. Slavery tore African American families apart and dispersed them geographically. This separation from blood relatives fostered designating friends and non-biological loved ones as aunts, uncles, nephews, and nieces. This adaptation extended to culture which birthed authentic music, food, clothing, and traditions uniquely identifying their struggles and dreams.

Like the ideals of most ethnic groups, Black family values reflect work ethic, flexible family roles, and kinship bonds. These family values instilled the incredible strength, courage, tenacity, and persistence that black families need to fight for equality. They're reinforced with inspiration and unity found in faith and communal worship.

Virtual FEW Training Events



January 28, 2021
12:00 p.m. EST

Five Actions to Take to Transform Crisis into Career Opportunity

Presented by: Leslie Grossman, George Washington University Faculty Director

[Register here](#)

February 9, 2021
12:30 p.m. EST

Do you know about Schedule F?

Learn about the impact of Schedule F and how this affects federal positions and workforce

Presented by: Shabiki Clarke, VP of Congressional Relations/Tonya Saunders, Washington Premiere Group

[Register here](#)

February 2, 2021
7:00 p.m. EST

Maintaining your non-profit status – 990 Filing

Learn about how submit 990 filing requirements for Chapters and Regions of FEW to ensure compliancy with the IRS and FEW policies.

Presented by: Carol Jones, National Treasurer and Bernette Meneffee, National Finance Chair

[Register here](#)

February 23, 2021
1:00 p.m. EST

What is My Liability Exposure and Why Do I Need Federal Employee PLI?

Presented by: FEDS Protection— Anthony Vergnetti, President and Brenda Wilson, Director, Federal Employee Programs

[Register here](#)