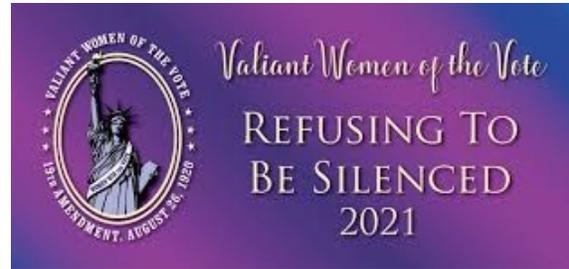




FEW

FEDERALLY EMPLOYED WOMEN



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COMPLIANCE NEWS

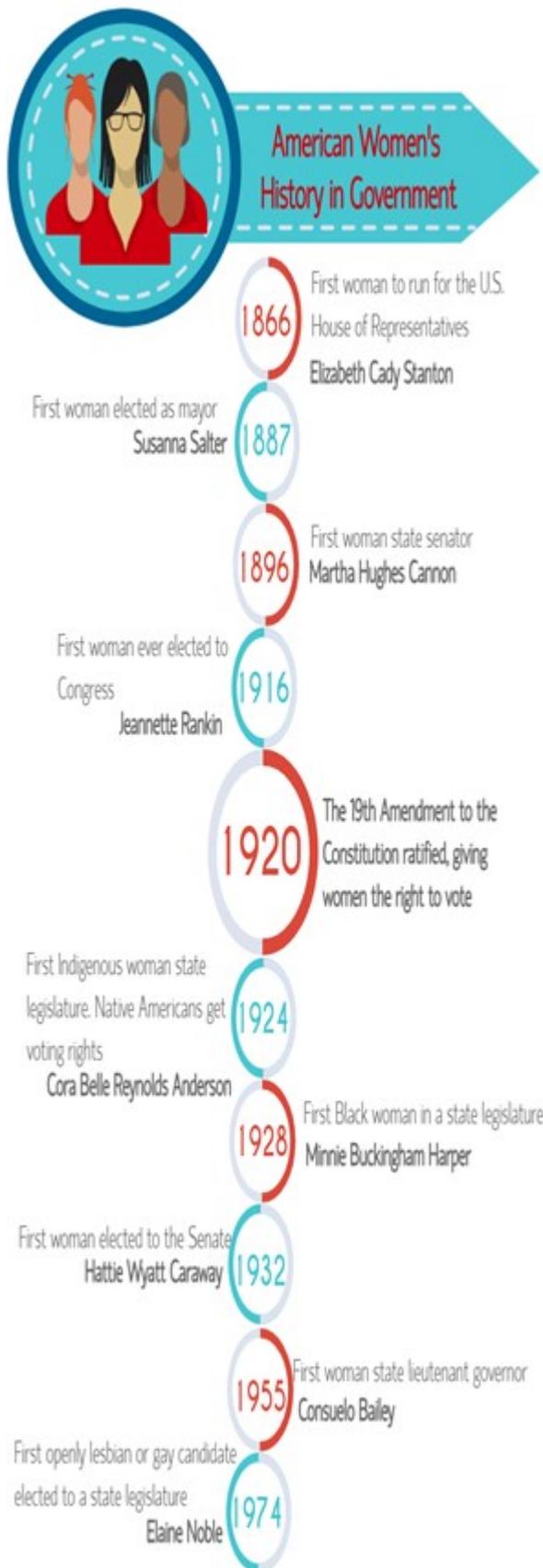


Compliance Matters

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The Rise of the American Woman

By: Kimberly Smith, Editor, *News & Views*



While celebrating Women's History month, it is essential to reflect on historical events and women who were catalysts for gender equality and progression. The champions of our past spent more than a century making cracks in that glass ceiling. Some of these incredible women were elected to leadership well before women even had the right to vote. In the face of strong aversions like segregation, gender and orientation discrimination, these women persevered. Their strength should inspire us to continue their efforts.

Their work hasn't gone unnoticed. However, in 2021 female leadership representation is still not equitable. At 51% of the total population, women make up only 24% of the U.S. Senate, 27% of the U.S. House of Representatives, 30% of statewide elected executives, 31% of state legislative seats.

In 2021, women of color only make up 36% (8.65% of total) of the women serving in Congress, 18% (5% of total) of the women serving as statewide elected executives, 26% (8% of total) of female state legislators.

Well into the 21st century, we are still experiencing many firsts. The year 2018 saw the first Native American and Muslim women elected to Congress. The year 2020 saw the election of the first woman, the first woman of color, the first Black woman and the first South Asian woman to the U.S. Vice President's office.

Women's success in government leadership has seen significant growth over the past few decades, but we're not done yet. So, celebrate this month but let these women replenish your strength to keep working for the advancement of women in the government.

Each year, during March, our nation celebrates Women's History Month. Our 2021 national theme is ***Valiant Women of the Vote: Refusing to Be Silenced***. The theme honors the brave women who fought to win suffrage rights for women and for the women who continue to fight for the voting rights of others.

The month of March is a time to reflect on women's unparalleled accomplishments and their impact in all facets of life—science, community, government, literature, art, sports and medicine. By highlighting these successes, we empower women and girls across the nation to strive to surpass the current level of excellence achieved.

Women's History Month is an ideal time to celebrate the brave, bold and fearless women who have influenced history. These courageous and remarkable women built a platform for today's women to shape our nation's diverse and inclusive future. So, please join me in honoring the contributions of women: past, present, and future.

For more information, please take the time to visit the informative links/resources below.

Links/Resources

[Clio Visualizing History](#)

[History.com](#)

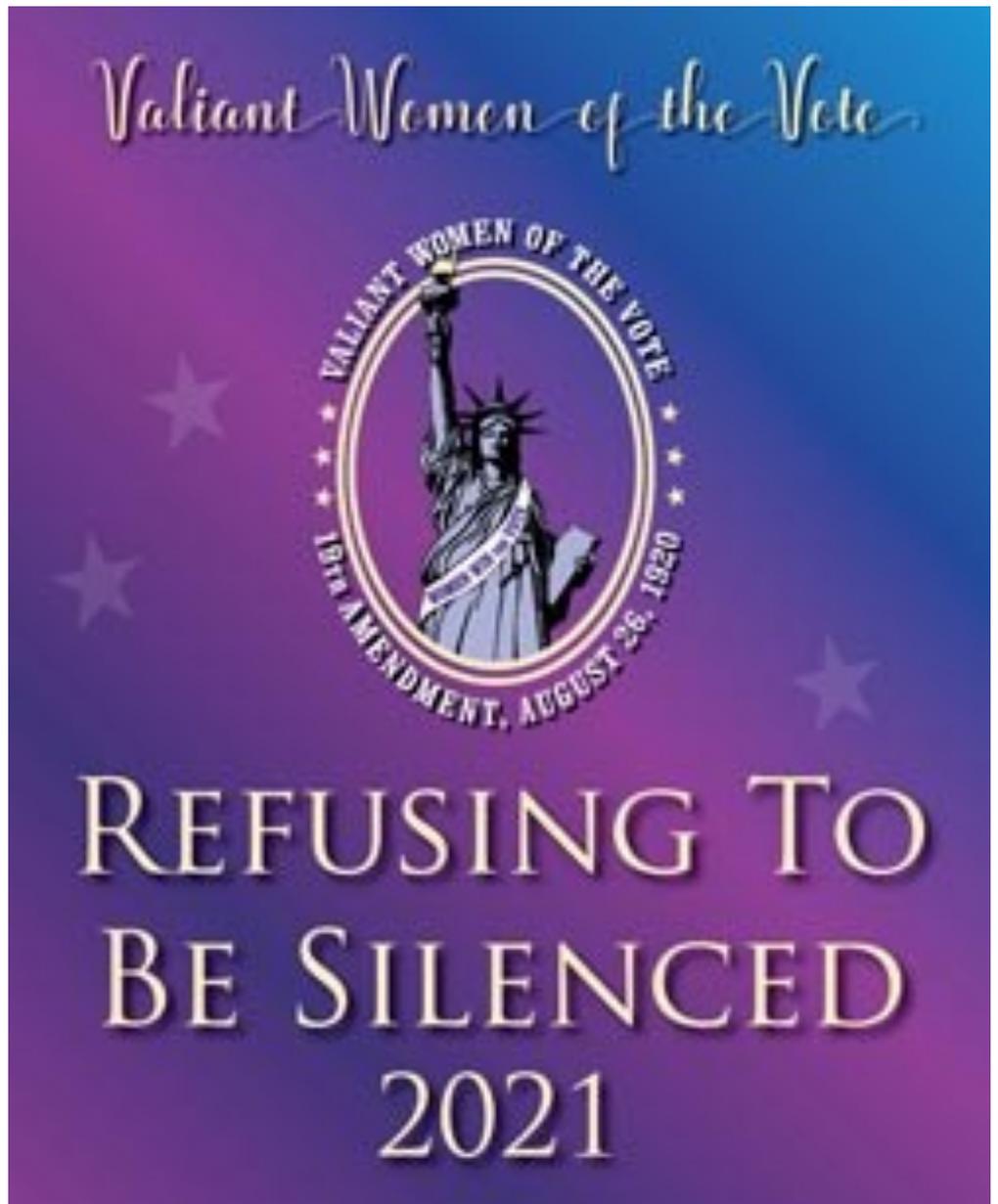
[Women's History Month](#)

[National Women's History Month Museum](#)

[Glass Ceiling Portrait Video](#)

[National Archives News](#)

[Smithsonian](#)



FEW

MENTORING PROGRAM

MENTEE REQUIREMENTS

- Active FEW Member of at least 3 years and Current Federal Employee
- Held or holds a Region or Chapter elected or appointment position
- GS-09 thru GS-14 or equivalent

1

COVER LETTER

Signed by Mentee and Chapter President or Region Manager outlining FEW activities.

2

PROFESSIONAL RESUME

No longer than 5 pages.

3

COMPLETED APPLICATION

Submitted with all required documents.

PROGRAM REQUIREMENTS

- Focused Professional Development through webinars, speakers, assigned reading, and completion of a project.
- Approximately, 10-12 hours per month of activities
- Paired with Mentor SES or GS-15 (possibly GS-14) may not be within same organization

FEB/MAR 2021

Mentors Identified

APR 1-15 2021

Mentee Application Period

JUNE 2021

Selected/Non-Selected Mentees notified by FEW President

FORMAL KICKOFF

Mentees announced at 2021 National Training Program

GRADUATION

Mentees graduate at 2022 National Training Program

MEMBER SPOTLIGHT



It is a pleasure to introduce Margaret Kenyon. She is the focus of this issue's member spotlight. Margaret's inspiration is Oprah Winfrey. "She overcame many challenges to become a successful journalist, entrepreneur, leader and role model, yet she still seems to be a good, kind human being." Her career and community engagement mirror this mentality.

Margaret has been with the Naval Surface Warfare Center, Philadelphia Division (NSWCPD) since 2014. Margaret has served as the FEW Philadelphia Chapter's Public Relations Chair, Treasurer, Secretary and President. She also volunteered time as the FEW Mid-Atlantic Region's Treasurer and is presently serving as Secretary.

This year is a year of well-deserved congratulations for Margaret. She earned a promotion in January to Deputy Director of Corporate Communications. She will also be celebrating 30 years of government service in October. Margaret is most proud of mentoring junior team members and watching them grow and succeed personally and professionally.

Margaret joined the FEW Philadelphia Chapter on Oct. 1, 1998, mostly for the opportunity to network. She became a lifetime member in 2006. The lifelong friendships she has made are most important to her and spending time with those wonderful women during the 2010 FEW NTP was unforgettable! Her advice to anyone who is considering joining FEW is, "Don't just become a member, become a fully engaged, active member."

Currently, Margaret serves as the Vice President of Education for the Sub & Surface Toastmasters Club. She presently does not do volunteer work, but someday she would love to volunteer at an animal shelter, where she knows she would like to take everyone home. Her favorite pastime is trying new restaurants and cuisines. She loves traveling. In November 2019, she was fortunate to go on a Holy Land Cruise with stops in Israel, Turkey, Greece and Italy.

Having many "bucket list" destinations in mind, post COVID, she would like to focus on visiting more European countries. But her primary goals for 2021 are to be more present and appreciate the smaller things in life that she previously took for granted.

WOMEN TRAILBLAZERS

By: Gail Carmack

“Often times, when we think of female excellence during Women’s History Month, we commemorate and think of the past. However, the recent Senate and Presidential elections have resulted in several “firsts” for women. Therefore, this year the focus is to applaud and honor the achievements of present-day “American Women Trailblazers:”

1) Kizzmekia Corbett, Viral Immunologist; 2) Amanda Gorman, Poet Laureate; and 3) Kamala Harris, Vice President of the United States. Each honoree transcended the odds demonstrating that once given the opportunity, women can accomplish anything.



Viral Immunologist Kizzmekia Corbett

Kizzmekia Corbett’s name may be unfamiliar to you. Ms. Corbett, a viral immunologist, joined the Vaccine Research Center (VRC) in 2014. She works for the National Institute of Allergy and Infection Diseases within the National Institute of Health (NAID NIH) division, in Bethesda, Maryland.

She attended the University of Maryland in Baltimore, as a Meyerhoff Scholar, an aggressive program that mentors minorities and women in science. Ms. Corbett is among only 18% of all students who graduated with a Science, Technology, Engineering and Mathematics (STEM) degree, and among 2% who are African American.

She is the African-American female scientist who was at the forefront of developing the COVID-19 vaccine, the Moderna vaccine.

Dr. Anthony Fauci, head of the National Institute of Allergy and Infectious Disease at National Institute of Health (NAID NIH), credited Ms. Corbett for her work. During a webinar, Dr. Fauci stated, “An African-American woman developed the vaccine you are going to be taking and that is just a fact.”



Vice President of the United States Kamala Harris

Kamala Harris was sworn in as the first woman, the first African-American, and the first South Asian American as Vice President of the United States on Jan. 20, 2021.

Vice President Kamala Harris has held the title of “the first” in several positions during her lifetime:

First person of color elected as District Attorney of San Francisco (2004-2011). The least known of the three candidates, she won by a 56% margin.

First woman, first African-American and first South Asian American to be Attorney General of California (2011-2017).



First South Asian American, the second African American woman in U.S. Senate (2017-2021).

Defeating her opponent, Loretta Sanchez, in 2016, Harris served in the U.S. Senate as a junior U.S. Senator from California from 2017 to 2021.

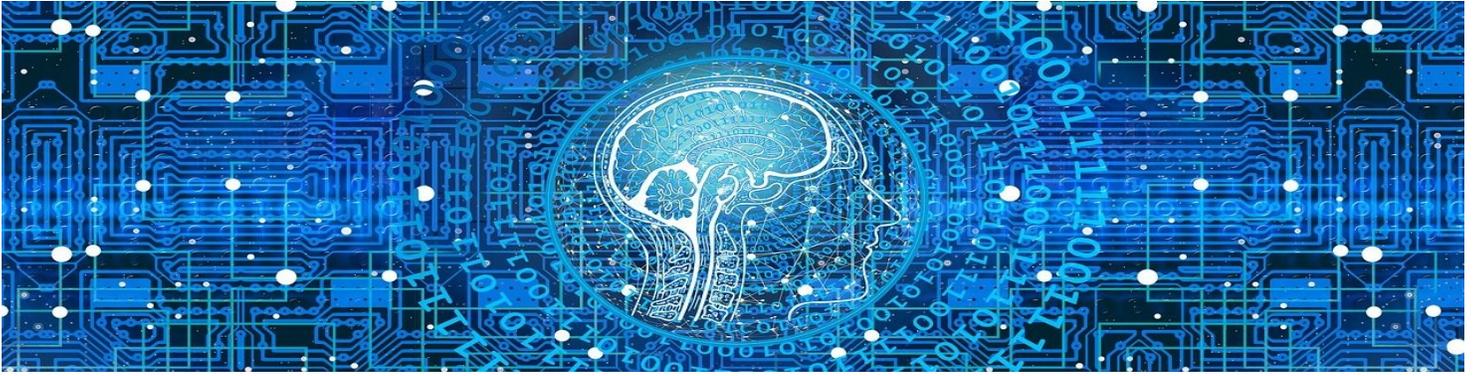
Poet Laureate Amanda Gorman

Amanda Gorman was the county’s first-ever National Youth Poet Laureate. At just 22 years old, Ms. Gorman is the youngest poet in U.S. history to recite a poem at a presidential inauguration. Ms. Gorman performed an original poem, “The Hill We Climb,” at President Joseph Biden’s inauguration.

Ms. Gorman is the first poet to recite a poem at a Super Bowl game. The 2021 Super Bowl heard her original poem, “Chorus of the Captains.”

Ms. Gorman is an award-winning writer. Two of her books have achieved best-seller status. She has written for the New York Times and currently has three books forthcoming with Penguin Random House.

Intentional Consistency



By: Lauren Schieffer, Certified Speaking Professional

Welcome to 2021. Did you make resolutions? Have you already broken them? We're all happy to see 2020 in the rearview mirror. Many of us were a little stunned by the layers of misfortune that piled onto more layers of adversity for much of the world. It's natural to "resolve" that 2021 will be a better year, but no single person can control that outcome.

New year resolutions work for many people, but they can set people up for feeling like a failure. Most often, results rather than efforts are the basis for resolutions. Instead, this year I propose a simple, two-word theme: intentional consistency.

I have set a goal for 2021 to renew each day, even if I blew it the day before—to be intentionally consistent with my efforts. Whether in business, committees, consulting clients or personal and public relationships, we can't control results. We **can**, however, control our efforts. So, my commitment to myself (and therefore to you) this year is to be intentionally consistent in what I say, write, and believe to be right.

Additionally, my objective in 2021 is to be intentionally consistent about treating everyone I encounter with dignity and respect. To actively push for respectful, truthful and honest communication and leadership in every aspect of the world I touch. Whether it is from the stage, in corporate-training sessions, on social media, in organizational activities, with my family or with strangers at the grocery store. One person being intentionally consistent can affect and inspire others. Join me in a "resolution" we can reset daily.

Working for the advancement of women in the government.

FEW • NEWS & VIEWS • MARCH/APRIL 2021
Vol. 53, Issue 2

**Soaring to New Heights
2021**

52nd

NATIONAL TRAINING PROGRAM

Houston, Texas • July 26 – 30, 2021

Houston, Texas July 12-16, 2021

FEW can't wait to welcome you to what will be an incredible, fun and rewarding learning journey as we all work together for another tremendous training program and hone our skills in networking, team building and learn together how to be positive, effective and authentic leaders who transcend barriers by ***Soaring to New Heights*** in professional development training.

As we kick off the 52nd National Training Program (NTP), we invite you to be one of nearly 1,200 employees who are working and learning competencies that drive results, serve customers and build successful teams and coalitions within and outside their agency. These skills provided at the NTP will span throughout your career.

Some of you are already in supervisory positions, and others have been identified as potential emerging leaders within your division. Either way, this program focuses on leadership. True leadership is not about position or job title; it is about the influence each of us has to impact the people and working environments that surround each of us every day, both at work and in our personal lives.

No matter where you are in your career, member or non-member, FEW's NTP is the perfect place to gain the essential knowledge and skills to take you the next step up the ladder. Attendees can expect to participate in a variety of educational formats all planned to deliver an optimal training experience. Courses target entry-level employees as well as senior decision- and policy-makers in the civilian and military arenas and the private sector. We are honored to invite all federal, private and public employees, including military personnel, to attend.

Registration for FEW's NTP is now open.

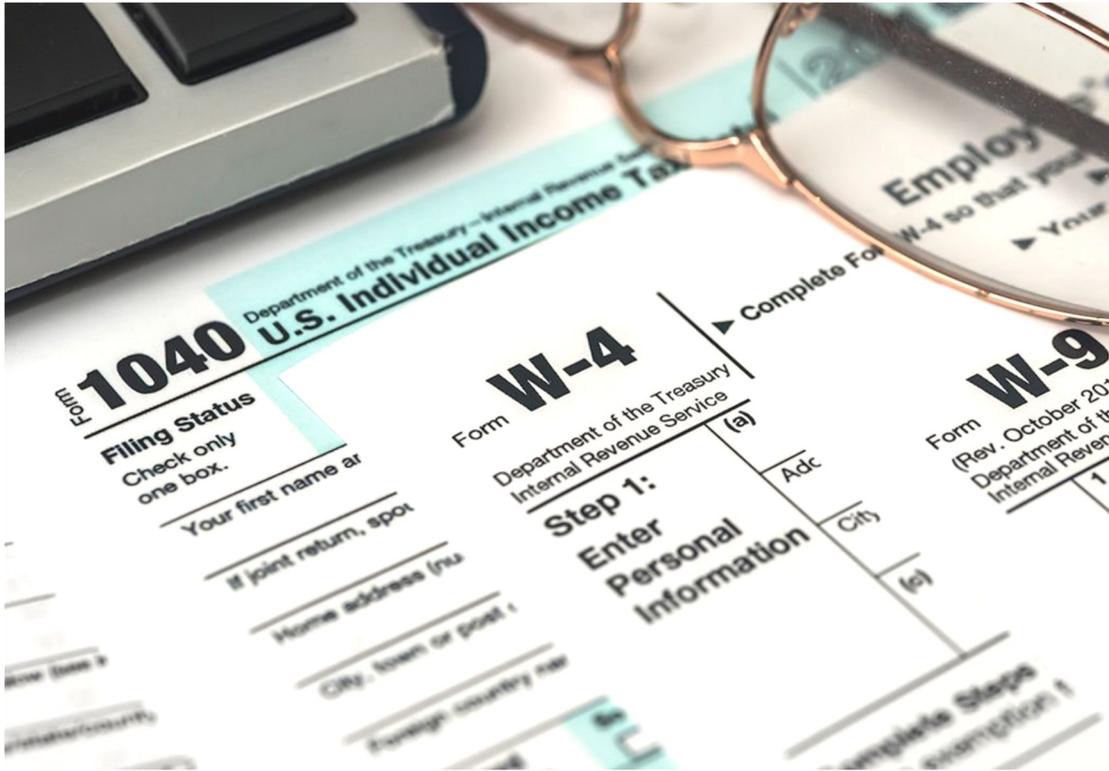
Visit the FEW National Website at www.few.org for more information and the schedule of activities.

We can't wait to see you in Houston!

Karen M. Rainey
Federally Employed Women
National President

Michelle Andrews
Federally Employed Women
National Training Program 2021 Chair

IRS2Go?



By: Darlyn Robinson-Boyd

IRS2Go is the official mobile app of the Internal Revenue Service (IRS). Check your refund status, make a payment, find free tax preparation assistance, sign up for helpful tax tips and more! IRS2Go is available in both English and Spanish to download to your mobile device. IRS2Go offers many features:

Refund Status: Check the status of your federal income tax refund using IRS2Go. You can check your refund status within 24 hours after receipt of your e-filed return or about four weeks after mailing your paper return.

Make a Payment: Get easy access to mobile-friendly payment options like IRS Direct Pay, offering you a free, secure way to pay directly from your bank account. You can also make a credit or debit card payment through an approved payment processor.

Free Tax Help: Get your taxes done and filed. You can directly access free tax software from your mobile device to quickly prepare and file your taxes and get your refund. Or, if you prefer receiving help in-person, you can find a Volunteer Income Tax Assistance (VITA) or Tax Counseling for the Elderly (TCE) site near you and receive free tax help. These programs are available to taxpayers who qualify.

Stay Connected: Follow us on Twitter, LinkedIn and Instagram, watch helpful videos on YouTube, subscribe to receive IRS Tax Tips and more.

Security Code: IRS2Go can generate login security codes for certain IRS online services, allowing you to retrieve codes through IRS2Go instead of text messages. For more information and details on downloading IRS2Go to your mobile device, visit the official [IRS webpage](#).

COMPLIANCE MATTERS



By: Tonya Prior Watson, Vice President for Compliance

Welcome to 2021...the year of **COMPLIANCE**! Compliance is one of the four cornerstones designed to support FEW members. Each chapter within FEW must host/attend a compliance-related training every year to remain in good standing.

To ensure that every chapter can meet their annual compliance training requirement, the National Compliance Team, which consists of the Vice President for Compliance and 10 Regional Compliance Chairs, will share various training opportunities that are available to you across FEW. For instance, several chapters and regions have reached out to the National Compliance Team to conduct training, and it remains one of our goals to ensure that our members are trained in the area of compliance.

As a FEW member, it is essential for you to know:

What compliance is

How compliance can support your advancement in the government

Who you should contact for various compliance issues

To address these topics (in a fun way of course), the National Compliance Team is in the process of developing a campaign to ensure that FEW members have access to the necessary information. Within this issue of News & Views, we are offering a “test drive” of our training tool. Please stay tuned for more details on our “Compliance Campaign.”

Take care and be safe as we continue...***Soaring to New Heights!***



WHAT IS SCHEDULE F?

*By: Shabiki Clarke, Vice
President for Congressional
Relations*

The last few months felt like everything was moving at warp speed. That is exactly the goal of Schedule F. The Executive Order, which created a new classification of “policy-making” federal employees that could strip masses of federal workers of civil service protections. Schedule F focused on purging upper level, gutting federal employee unions. A majority of agencies were ordered to submit to the Office of Personnel Management (OPM) a list of their positions responsible for making, implementing or advocating for policy among other areas. These “policy-related” positions would be put into a new category of the excepted services.

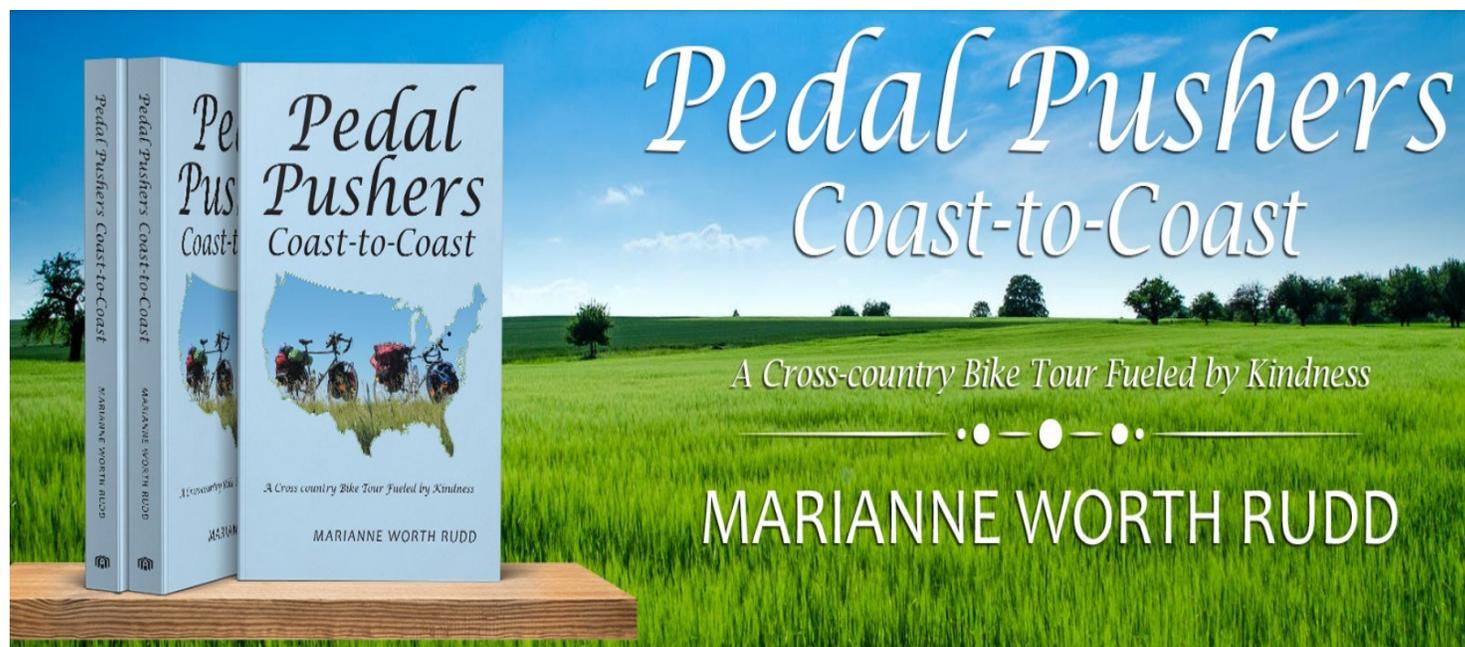
Schedule F had the potential of affecting a partial government shut-down in December 2020. With this insight, federal employee organiza-

tions continued their communications to have their voices heard to halt the process.

The current administration has shared its views on fixing the federal civil service. One of 17 Executive Orders President Biden signed rescinded this order.

“Order to protect the federal worker protections - Jan. 22, 2021- Biden signed an executive order revoking regulation implemented during the Trump administration that rolled back protections for federal employees. Among the rules that were scrapped was an October regulation implemented to make it easier to hire and fire civil servants who work on policy.” - [The Hill](#)

Portland, Oregon: Rising to Resilience



Marchelle Watson, Business Management Strategist at the Bonneville Power Administration (BPA), U.S. Department of Energy, in Portland, Oregon, facilitated a discussion on *Rising to Resilience* at the Willamette Valley Chapter (WVC) meeting on January 21. Fourteen WVC members and guests attended this presentation.

The discussion highlighted the experiences of Marianne Worth Rudd and her husband, Terry Rudd, who cycled across the United States on a 12-week bike trip in 2012.

The presentation was based on Ms. Rudd's book *Pedal Pushers – Coast to Coast*, which chronicles her transcontinental cycling adventure that was marked by challenge, resilience and hope, and illustrates the outpouring of kindness and generosity from strangers across the continent.

This discussion provided insight for not only our athletic lives, but attendees gained useful information for their work lives, especially during this time of COVID-19 and the resilience that we all need.

After the presentation, Marchelle invited participants to share reflections on moments of resilience in their lives. Participants shared personal stories of resilient role models and experiences where resilience or the lack of resilience shaped their self-awareness, personal growth and professional development, and life journeys.

The WVC extends its sincere thanks to Marchelle for this powerful and enlightening conversation and highly recommends Marianne Worth Rudd's book, *Pedal Pushers – Coast to Coast*, to anyone seeking an adventurous story of determination, compassion of strangers and the power of resilience.



Submitted by Karen-Maria Conforti
Chapter Secretary
Willamette Valley Chapter #356