



FEW

WORKING FOR THE ADVANCEMENT
OF WOMEN IN THE GOVERNMENT

NEWS & VIEWS

MAY/JUNE 2022



ASIAN AMERICAN & PACIFIC ISLANDER heritage month



June Is Alzheimer's & Brain Awareness Month

TAKE ACTION >

10 Ways to Love Your Brain for Alzheimer Awareness month!



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FEW Cultivates Future Leaders

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President's Message

[READ MORE](#)

May/June Member Spotlight

[READ MORE](#)

Meet the FEW National Presidential Candidates

[READ MORE](#)

Meet the FEW National Vice Presidential Candidates

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Meet the FEW Secretary, Treasurer and Nominations Candidates

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How to Prepare for the TSP Changes

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Mentor Now and Lead Tomorrow

In FEW, we are each other's keepers, and mentoring is now and forever the way we demonstrate next-level leadership. FEW members teach, equip, and encourage each other to reach their most significant potential for women's equity and career advancement. We are creating a strong pipeline of capable leaders for the organization's purpose, mission, and vision. It's not just your job that ensures your success today, but the relationships you build. FEW can be another critical component to creating a valuable network of career professionals for you. One eye is trained on the future and the other on the people who will take us there.

FEW is an organization that mentors now to develop new leaders for tomorrow. Therefore, I invite you to join us on July 18 at the Virtual Leadership Summit III, where we will display "Leadership Next Level: People, Purpose and Passion" to you. Next-level leadership will

help you improve your leadership with development tools and activities and make practical suggestions for transitioning to become a better leader. All workshops align with the Office of Personnel Management (OPM) Executive Core Competencies (Leading People, Leading Change, Business Acumen, Result Driven, and Building Coalitions). If that is not enough, we will hold several after-hour networking events for you to share your thoughts and openly celebrate the many successful activities happening within FEW. Get ready to take your career to the next level with purpose and passion.

To learn more or to register, visit the website at <https://www.few.org/national-training-program/register/>.

Respectfully,

Karen Rainey
National President



Asian/Pacific American Heritage Month

May is Asian/Pacific American Heritage Month – a celebration of Asians and Pacific Islanders in the United States. A rather broad term, Asian/Pacific encompasses all of the Asian continent and the Pacific islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (Marianas, Guam, Wake Island, Palau, Marshall Islands, Kiribati, Nauru and the Federated States of Micronesia) and Polynesia (New Zealand, Hawaiian Islands, Rotuma, Midway Islands, Samoa, American Samoa, Tonga, Tuvalu, Cook Islands, French Polynesia, and Easter Island).

Asian/Pacific American Heritage Month originated with Congress. In 1977 New York Reps. Horton introduced a resolution to proclaim a Pacific/Asian American Heritage Week. In the same year, Senator Inouye introduced a similar resolution. Neither passed, so in June 1978, Rep. Horton introduced House Joint Resolution 1007, proposing President Jimmy Carter should proclaim a week during the first ten days in May of 1979 as ‘Asian/Pacific American

Heritage Week. This joint resolution was passed and signed on October 5, 1978. During the next decade, presidents passed annual proclamations for Asian/Pacific American Heritage Week until 1990, when Congress passed Public Law 101-283 expanding the observance to a month. Then in 1992, Congress passed Public Law 102-450, which annually designated May as Asian/Pacific American Heritage Month.

May commemorated the first Japanese to immigrate to the United States in May 1843 and the transcontinental railroad’s completion in May 1869. The majority of the workers who laid the tracks were Chinese immigrants.

On May 20, 2022, celebrate Youth in Action: Ecological Knowledge in Pacific Coastal Communities. The National Museum of the American Indian will host a conversation with young Indigenous activists from across the Pacific who use traditional ecological practices to combat threats to the ocean resources their communities have protected for thousands of years.



10 Ways to Love Your Brain for Alzheimer Awareness Month!

People can reduce their risk of cognitive decline by adopting key lifestyle habits. When possible, combine these habits to achieve maximum benefit for the brain and body. Start now. It's never too late or too early.

✓ **Break a sweat**- Engage in regular cardiovascular exercise that elevates your heart rate and increases blood flow to the brain and body. Several studies have found an association between physical activity and reduced risk of cognitive decline.

✓ **Hit the books**- Formal education in any stage of life will help reduce your cognitive decline and dementia risk. Take a class at a local college, community center, or online.

✓ **Butt out**- Smoking increases the risk of cognitive decline. Quitting can reduce that risk to levels comparable to those who have not smoked.

✓ **Follow your heart**- Risk factors for cardiovascular disease and stroke — obesity, high blood pressure, and diabetes — negatively impact your cognitive health. Take care of your heart, and your brain might follow.

✓ **Heads up**- Brain injury can raise your risk of cognitive decline and dementia. Wear a seat belt, use a helmet in contact sports or riding a bike, and take steps to prevent falls.

✓ **Fuel up right**- Eat a healthy and balanced diet lower in fat and higher in vegetables and fruit to help reduce the risk of cognitive decline. Although research on diet and cognitive function is limited, certain diets may contribute to risk reduction.

✓ **Catch some Zzz's**- Not getting enough sleep due to conditions like insomnia or sleep apnea may result in problems with memory and thinking.

✓ **Take care of your mental health**- Some studies link a history of depression with an increased risk of cognitive decline. Seek medical treatment if you have symptoms of depression, anxiety, or other mental health concerns.

✓ **Buddy up**- Staying social may support brain health. Find ways to be part of your local community — if you love animals, consider volunteering at a local shelter. If you enjoy singing, join a local choir. Or share activities with friends and family.

✓ **Stump yourself**- Challenge and activate your mind. Build a piece of furniture, complete a jigsaw puzzle, or do something artistic. Play strategy games, such as bridge. Challenging your mind may have short and long-term benefits for your brain.

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See Solutions on Page 8

May/June Member Spotlight: A New FEW Member



Michelle Anckebrand works as a Senior Lead Administrative Patent Judge for the US Patent & Trademark Office. She has spent 14 years working to improve the services of the federal government. She considers being an administrative patent judge her highest accomplishment. “I can’t think of something else I want to do. I love my job! It utilizes my science & law skills & education and is always interesting.” Among other things, Anckebrand volunteers as secretary for the USPTO’s affinity group Network of Executive Women. She has served as a mock trial coach & judge for Delaware’s Mock Trial Competition. Her formal & informal USPTO mentorship has sparked engagement in a new USPTO affinity group project, Crib to Grad. Michelle is passionate about pipeline succession projects/programs for women & minorities to assist in their success from education to career.

Outside of her career, Anckebrand is a fitness fanatic! She served as a YWCA fitness instructor for 10 years and enjoys triathlons, bike races, Iron Man & Half Iron Man competitions, and ultra-running. Her favorite travel experience was to Florence & Rome; she loved the architecture & ancient ruins. However, her travel destination of choice would be the beach! Any beach will do. She gathers inspiration from many people but roots her inspiration in her family. Her Nana grew

up during the Great Depression. With a drive for independence, Anckebrand’s grandmother faked a birth certificate to get a job before being legally eligible and turned sewing zippers in a factory into a lifelong career. An inspiration for all, she defied social standards paving the way for today’s career-driven women; being both a full-time mother and full-time employee. Michelle credits Judge Gregory Sleet (the first & only Black federal judge in Delaware) and Patent Trial and Appeal Board Deputy Chief Judge Jackie Bonilla with her career inspiration.

Anckebrand’s 2022 goal is not to stretch herself too thin with the return to “normalcy”. Professionally, she wants to find a balance between virtual work and interstate commuting for onsite work. Personally, she wants to reconnect with people; rekindle relationships with friends from college & high school.

Michelle joined FEW to continue her passion for supporting programs that serve underrepresented groups. She would say to anyone considering FEW that “FEW is a great opportunity to connect with other federal employees, develop a nice kinship and expand your horizon outside of your own agency/workplace.”

**Virtual
Leadership
Summit III**



Leadership Next Level:

People, Purpose,
and Passion

**A NATIONAL
TRAINING EVENT**

Early Bird Registration

Ends June 15



REGISTER NOW

www.few.org/national-training-program/

For more information, please contact ntpevents@few.org or call 800-959-7767

WORKING FOR THE ADVANCEMENT OF WOMEN IN THE GOVERNMENT

July 18-22
2022

SHARE A **Vote** WITH

2022 - 2024

Kaya



Kaya Lewis - Baltimore National President of Federally Employed Women

EXPERIENCE

- 21st Century leader and Co-Founded - the Bright Knights Chapter of Alexandria, VA
- 4 years experienced member of the National Board of Directors (NBOD) – Lead and setting standards and providing guidance on all tier levels
- Served twice as dual role of National VP of Training and National Training Event Chair - leading the NBOD and volunteers during the pandemic and successfully hosting FEW's First Virtual Leadership Summit in 2020 and 2022

GOALS FOR 2022-2024

- Distributive and Adaptive Leadership
- Committed to Unite Strong Sustainable Regions and Chapters
- Continuous Premier Training and Development on all levels
- Expand Stakeholders, Sponsors and Scholarship Prospects

"Working for the Advancement of Women in the Government"



"Trailblazing for Greatness"

BECAUSE SHE CARES
THE RIGHT CHOICE

Federally Employed Women

VOTE PAMELA RICHARDS

Working for the
Advancement of Women
in the Government



FEW National President

Vision: Developing the leaders of tomorrow for a more sustainable future, while preserving FEW's very important legacy.



*“Now, I am your
RIGHT CHOICE
for NEXT LEVEL
Leadership!”*

Pamela H. Richards

About me:

- A proven grassroots servant leader, who encourages diversity of thought; creates a culture of trust; has an unselfish mindset; and fosters leadership in others.
- Current DC Metro Regional Manager and Active Member of the Federal Triangle Chapter. Past Regional Representative, Chapter President, Vice President, and Chapter Membership Chair of FEW.
- Recipient of FEW's most prestigious award, the Barbara Boardman Tenant Award and the President's Award.
- A proud decorated Military Veteran of the United States Army.

As National President, I will:

- work to empower the members of FEW with knowledge and skills to enhance both their career and personal development through premiere training throughout the year;
- increase members' knowledge of the broader issues that impact women;
- add new revenue streams and grow the organization's membership;
- bring like-minded individuals and organizations together to drive the advancement of female leaders and achieve gender and diversity parity;
- engage FEW allies to share resources, best practices, and ideas, to achieve enhanced results;
- aggressively promote for the accelerated advancement of all women in the federal government;
- highlight the microaggression and disrespect women leaders face;
- create and advocate for diverse and inclusive spaces in all professional areas for women in the government.

Puzzle Solutions

1. Facebook addict
2. It's the thought that counts out loud
3. One step forward; two steps backward
4. Long time no see
5. Look both ways before you cross
6. The root of all evil
7. Last frontier
8. Bologna sandwich
9. To win hands down

*Please Vote for GEORGIA THOMAS
Candidate for Federally Employed Women (FEW)
National President*



Goal and Vision: I am seeking this position to provide strategic leadership which builds on a passion for the organization. It is my desire to take that passion toward advocacy and the betterment of women in government. To effectively maintain the trust of current and future members of the organization and to be their voice and ambassador. With a platform of "Solidarity in Spite of Difference", I hope to recognize, affirm and enlighten all to the possibilities that we can achieve by the unique qualities we each bring in accomplishing our mission. Since 1968 our individual journeys to and within FEW might have been different, but it has also been our greatest asset. Those strengths and skills obtained have created a legacy of working toward the same goal of creating better women leaders and change agents. As we embark on a new term in leadership, I would like to celebrate all voices, encourage innovative ideas as well as look for new ways of sustainability and accountability.

- ❖ Served as Executive Vice President 2018-2022, Vice President of Policy and Planning from 2014-2018, Vice President of Diversity 2011-2014, Scholarship Chair 2008-2011,
- ❖ Proven ability to perform the job!
- ❖ Diamond Life-time member of FEW and a current member of the Houston Chapter,
- ❖ Served in various leadership positions at the Chapter and National levels,
- ❖ Over Forty years of federal service with the Internal Revenue Service,
- ❖ Area Manager leading a remote team in the States of Texas, Georgia, Florida, the Carolinas, New York and Puerto Rico,
- ❖ Certified Mediator for eighteen years and Bachelor of Business Administration in Marketing from the University of Texas at Austin,
- ❖ Led teams to create visionary/mission statements, strategic plans and action plans,
- ❖ Led teams to create FEW's current mission statement,
- ❖ Provided governance of the organization by active participation on the National Board,
- ❖ Created several white papers on various concerns which were supported by upper management,
- ❖ Written articles, provided National Policy and Procedures Manual changes, and created presentations.

ELECT

Connie Coleman-Lacadie as your Executive Vice President



Connie has 28 years of proven experience...

- * Chapter President, Treasurer, Compliance Chair, Legislative Chair
- * Regional Manager (2 terms)
- * VP for Compliance
- * VP for Policy & Planning

Connie stands for...

- * Integrity
- * Dedication
- * Commitment
- * Trustworthiness
- * Allegiance



Connie is looking to the future of FEW by trailblazing a path to make sure every member of our organization understands what it is to be a part of FEW.



Working for the Advancement of Women in the Government



Dr. Carmela Daniels

Active Member of

Federally Employed Women with service on the Local, Regional, and National Levels.

Current National Bylaws Chair, Great Lakes Regional Awards Chair, and Local Membership Chair for the Miami Valley Chapter.

Invested in the continued advancement of women in FEW

Nominee for Vice President of Compliance

Goals:

To ensure that FEW remains in Compliance on all three levels of service.

To provide excellent service to the Regional Managers and Chapter Presidents.

To provide education on issues regarding compliance.

★
**ELECT
2022-2024**

**DIVERSITY
VICE PRESIDENT**



GOALS FOR 2022-2024

- Expand on the *Excellent Foundation of Webinars*
- Enrich the education of Diversity and Inclusion
- Continue to promote and *Diversity and inclusion within FEW with fair new initiatives.*
- *Support and Articulate the vision of FEW's Strategic Plan in any capacity*

JENNIFER MATEO

Working for the Advancement of Women in the Government



**Vote
VISION**



**VICE PRESIDENT FOR POLICY AND PLANNING
CARLA HAMILTON
2022 CANDIDATE**

- ✓ FEW Diamond Lifetime Member
- ✓ 15+ Years of advocating on behalf of women
- ✓ 15+ Years National, Regional, and Chapter experience
- ✓ 15+ Years combined private industry and federal service
- ✓ Fair, focused, and forward thinking

5 STAR PLATFORM

★ ★ ★ ★ ★

Develop a survey to request membership input towards FEW's National Strategic Plan
Host quarterly virtual networking events to support members professional development
Increase social media presence on a national scale to highlight Chapters and spotlight Regions
Launch a National recruiting plan specifying how FEW can be of benefit to prospective members
Form new corporate and civic partnerships that will advance our efforts to positively impact FEW
Create a National focus group with members at all levels to garner member retention and participation

**YOUR VOICE IN FEW
TO HELP
ADVANCE YOU**

**CARLA HAMILTON
2022 CANDIDATE**

**ASKING FOR
YOURVote
MAY 17 - 31, 2022**

Reinvest by Re-Electing

Shabiki E.C. Clarke

Vice President For Congressional Relations

- **GOAL 1:** BUILDING THE CAPACITY OF FEW'S REGIONAL LEGISLATIVE CHAIRS THROUGH TRAINING AND EFFECTIVE RESOURCES TO FULFILL THEIR DUTIES AND COMMUNICATE FEW'S LEGISLATIVE AGENDA
- **GOAL 2:** STREAMLINE THE COMMUNICATION ACTIVITIES OF THE REGIONAL LEGISLATIVE CHAIRS THROUGH MOTIVATING AND DIRECTING THE WORK OF THE LEGISLATIVE CHAIRS AND PROVIDING A UNIFIED/SINGLE POINT OF CONTACT/DIRECTION FOR THE FEW LEGISLATIVE ADVOCATE/LOBBYIST, SUCH AS HOSTING QUARTERLY MEETINGS ON THE NATIONAL LEGISLATIVE AGENDA AND PROGRESS OF FEW LEGISLATIVE TIERS.
- **GOAL 3:** REVITALIZING GRASSROOTS LEGISLATIVE OUTREACH BY CREATING AN ENVIRONMENT OF VIRTUAL AND IN-PERSON ACTIVITIES TO CREATE BOOTS ON THE GROUND. THIS WILL GENERATE ENGAGEMENT WITHIN THE ORGANIZATION ON THE IMPORTANCE OF THE LEGISLATIVE FOCUS AREA/THREE TIERS, ISSUES WE FACE AS WOMEN IN THE GOVERNMENT WORKFORCE AND PERPETUATE THE LEGACY OF THE FEDERALLY EMPLOYED WOMEN.



congressionalrelationsvp@few.org

VOTE
Tara V. Bullock
VICE PRESIDENT FOR MEMBERSHIP
& CHAPTER ORGANIZATION

*Your ambassador for growth
and your voice for membership.*

A Vote for Tara is a Vote for

- ★ Development of a membership plan
- ★ Continuing to be your voice for membership
- ★ Growing the organization
- ★ Providing membership training
- ★ Recruiting & retaining members in a virtual environment

MAKE YOUR VOTE COUNT

Working for the advancement of women in the government



**Marcia
McDaniels for
National
Secretary**

Experience in job 2020-2022
Seasoned for 4 years on NBOD
Devoted to promoting goals
Consistent and thorough
Committed to FEW values
Member since 1983

Marcia McDaniels
Great Lakes Chapter 71
Great Lakes Region

SANDY FOR NATIONAL SECRETARY

SANDRA
"Sandy"
STRAYHORN
2022 CANDIDATE FOR
FEW NATIONAL
SECRETARY



With over 48 years of government service, Sandy is still actively working for the advancement of women in the government. She loves every minute of being a public servant! She has worked for the United States Department of Agriculture (USDA) for over 34 years and recently awarded the Unsung Hero Award by USDA. Since joining FEW, she has participated in the National Training Program and the Virtual Leadership Summit. In 2021, Sandy was awarded the Southeast Regional Manager's Award for embodying the ideals of FEW and always promoting FEW in a positive light.



**SANDY'S SECRETARIAL PORTFOLIO
30+ YEARS OF EXPERIENCE**

UNITED STATES DEPARTMENT OF AGRICULTURE
STAFF ASSISTANT
JANUARY 1988 – PRESENT

34TH SECURITY POLICE SQUADRON
SECRETARY
AUGUST 1985 – DECEMBER 1987

AIR FORCE ELECTRONIC WARFARE CENTER
SECRETARY
APRIL 1984 – APRIL 1985

DEFENSE INTELLIGENCE AGENCY
INTELLIGENT SPECIALIST
FEBRUARY 1983 – APRIL 1984

DEFENSE LOGISTICS AGENCY
CLERK TYPIST
MAY 1976 – NOVEMBER 1982

**REASON FOR SEEKING
THE OFFICE OF FEW NATIONAL SECRETARY**

- 1) Ensure accurate and complete documentation of minutes for every NBOD Meeting and EC meeting.
- 2) Provide webinars to ensure newly elected secretaries on all levels have an understanding of minutes.
- 3) Serve as a resource to secretaries at all levels on topics related to minutes.

CURRENT FEW LEADERSHIP HIGHLIGHTS
National Membership Committee
Southeast Regional Board Member
Southeast Region Awards Committee
City of Oaks Chapter President
City of Oaks Acting Secretary

**ASKING FOR YOUR VOTE
DURING ELECTIONS**
MAY 17 – MAY 31, 2022



FOR THE RECORD, EXPERIENCE MATTERS
Sandy **STANDS
READY TO SERVE**

WORKING FOR THE ADVANCEMENT OF WOMEN IN THE GOVERNMENT

National
Finance Chair

Regional
Finance Chair

Chapter
President

Chapter
Vice President

Chapter
Treasurer

VOTE:
Bernette Menefee
Federal Employed Women (FEW)
National Treasurer



Bachelor Degree
in Management
& Accounting

Master Degree in
Administration

Serving with FEW for 9 years

**2022 CANDIDATE FOR FEW
NOMINATIONS OFFICER**



"Tameika"



ELECT
TAMEIKA A. E. ROLAND
For FEW National
Nominations Officer

HARDWORKING

Deputy Manager: 15+ years of leading integrated product teams and process. Tameika exemplifies the highest levels of engagement and commitment to the mission of FEW inside and outside the federal workplace.

QUALIFIED

Nominations Chair: 10+ years of successfully executing multiple elections by working with committee members to ensure a seamless process. Tameika has served in appointed and elected capacities on both the Chapter and Region levels from 2018 – 2022 to include FEW Southeast Region Nominations Chair and North Alabama Chapter Nominations Committee. Tameika has also served in public organizations performing such duties from 2004-2010.

GOALS

Visionary: Initiate an interactive group on social media to begin early encouragement and discussions with FEW future leaders. Prepare a timely plan for nominating, balloting, and tabulating of FEW membership votes. Present an official report to the FEW membership. Investing into FEW's Future.

A Nominations Officer should have a reputation for **integrity, honesty, and adherence** to high ethical standards. These are her personal characteristics.

**ASKING FOR
YOUR VOTE** 
DURING ELECTIONS
MAY 17 – MAY 31, 2022

Working for the Advancement of Women in the Government

A Night to Remember

By Marcia McDaniels

Federally Employed Women's (FEW) national training conferences spark networking and are a magical time for incredible mentoring experiences. I recall when I learned even more after a National Training Program (NTP) on a train going home. In the station, a woman struggled with several shopping bags and luggage. I walked over to help and realized it was the dazzling NTP banquet speaker, Miss Allie Latimer! She accepted my assistance, and we struck up a conversation. She spoke of her other travels and shared her experience with the Kennedys.

As a young lawyer, a project for women's corrections led her to work with one woman with impeccable fashion. Miss Allie commented on her fur coat and struck up an acquaintance with Ethel Kennedy. In August of 1960, Miss Allie happened to take a late flight to visit family. There were only five people on the Red-Eye flight. The closest was engrossed in his writing, but she recognized Senator and presidential nominee John F. Kennedy. She introduced herself and mentioned her acquaintance with Ethel. He said stiffly, "How do you know Miss Ethel Kennedy?" She mentioned the women's correction project. He immediately brightened and opened up a conversation. She shared her ideas for conscientious objectors to be put in public service programs, not imprisoned for anti-war beliefs, allowing them to do good work for their country and needy communities voluntarily. I interrupted her, "Miss Allie that sounds like the landmark Peace Corps project President Kennedy put into place after his election!" Miss Allie said not a word, but there was a twinkle in her eyes!

Aboard the train, I invited Miss Allie to join us for the first diner seating. We enjoyed a steak dinner and Hagen Daz ice cream while she regaled us with more stories. On an assignment to President Johnson, she was the only female among



eight lawyers assigned to visit the White House. President Johnson saw them waiting in the West Wing, came over, took her by the hand, and spoke while he led her to the second-best seat at the table. Addressing the others, he said, "If you all can find seats, we will get started."

Her stories continued about leading crisis contract work. During a three-day holiday, word came that President Truman's widow had died, and the former president's

residence needed security coverage immediately. With staff gone, Miss Allie remembered working late into the night to get a security detail.

Miss Latimer's successes preceded her. NASA attempted to hire her away from GSA. She turned them down but reconsidered. She recalled her contracting work on the space shuttle and the Challenger project, taking her to NORAD in Colorado. She remembered the security was so strict and remote that it took three buses to get there. It was like a small city with generators, supplies and clinics.

After dinner, we sat in the observation room, watching the landscape fade into the night. I asked what was next for her. She said visiting relatives, a meeting of senior lawyers in Kansas City, Missouri, and then back to Washington D. C. "I have much left to do."

After ensuring a porter escorted her to her compartment, I was left to watch the night sky. I vowed then to remember her lessons. As government employees, we are uniquely positioned and can make a difference in history. Be prepared, take the opportunity to share ideas, persevere in your chosen career, and treat people with dignity. Miss Allie Latimer is not just a FEW icon; she is a national treasure! I will never forget my dinner with her.



FEDERALLY EMPLOYED WOMEN
SOUTHEAST REGION

2022 VIRTUAL REGIONAL TRAINING PROGRAM

"People, Purpose, Passion - POWER UP!"

\$40
Members
\$45
Non-Members

May 20, 8:00 a.m. - 5:30 p.m. CST

Registration is open March 13 - May 13 at:
<https://www.eventbrite.com/e/217109900557>

Speed
Networking,
Awards Ceremony,
Membership
Meeting & Virtual
Prizes

Program Highlights

Leadership Development | Finance/Retirement Planning | Compliance | Legislative
Diversity | Personal Empowerment | Healthy Thinking

Hosted by

**FEDERALLY EMPLOYED WOMEN
NORTH ALABAMA CHAPTER**

For more information, email
FEWNorth AL@gmail.com



Working for the Advancement of Women in the Government

FEW Cultivates Future Leaders

By: Kaya Lewis-Baltimore, Vice President for Training



*“Show me a successful individual and I’ll show you someone who had a real positive influence in his or her life. I don’t care what you do for a living—**if you do it well, I’m sure there was someone cheering you on or showing the way...A mentor.**”*

- Denzel Washington

FEW Mentorship has linked with Training. Join Us! Cheer on the 2021 FEW Mentoring Cohort on July 21, 2022, 6:30–8:30 p.m. Eastern Time at our Inaugural Graduation Ceremony during the Virtual Leadership Summit III. See you virtually!



NEXTGEN 2022: YOUR PROFESSIONAL DEVELOPMENT STARTS HERE

By: Leah Anderson

We're thrilled to announce some pretty BIG changes for our flagship professional development event, the 13th NextGen Government Training Summit, which we hope will better meet the needs of our community.

We are excited to offer two dates and commitment-free access to the 2022 Summit:

- May 11, 2022: NextGen Government Virtual Training Summit: Getting Ahead in Your Career Registration is Open! Check out the AGENDA here to explore the speaker lineup and session descriptions.
- September 21, 2022: NextGen Government Virtual Training Summit: Supporting and Developing Government Supervisors. Registration opens June 2022.

By hosting the Summit twice and eliminating the registration cost, we hope to create a bigger and more inclusive training event than ever.

13th NextGen Government Training Summit need-to-know information:

- We will still offer keynote and breakout sessions aligned with OPM's ECQs. Attendees will earn up to five CPE credits for each Summit.
- Live and on-demand access to every session will be made available! No more debating which sessions to attend. You'll have access to the recordings whenever and can share with colleagues.
- We are building out a robust online platform to support virtual networking. Connecting government

to improve government is the GovLoop mission, and we will deliver on this at both virtual Summits.

- Attendees will receive CPE certificates via email a few weeks after the virtual events and a NextGen certificate of attendance the day after.
- The NextGen Awards will follow a virtual format. Stay tuned for news on this program. We won't be able to honor and celebrate the awards in person, but we will acknowledge their work!

Who should attend NextGen?

If you're new to public service or have a few years of experience, you'll want to attend the May 11, 2022 Summit. The agenda offers sessions focused on career planning, peer management, creating your personal brand, managing up, etc. You'll learn the concepts and fundamentals to build the career you want in public service. Register now.

If you are a manager, supervisor, or have anyone reporting to you, the Sept. 18, 2022 Summit is for you. Being responsible for one or one hundred employees requires specific skillsets and constant learning. We're creating an agenda speaking to managing with empathy, identifying core values for your team, providing effective and clear feedback, and even dealing with poor performers and low morale. These sessions will also align with OPM's ECQs.

Registration opens in June 2022.

We can't wait for you to be a part of the 13th NextGen Government Training Summit.



Redefining Success: from Status to Servant

By: Kimberly Smith

Society teaches that there is a “right” school and a “right” job to succeed. Sadly, success is often confused with status, which is confused with leadership and is frequently defined by monetary value and career titles. True success happens after breaking away from the egocentric perspective and seeking servant leadership. Torchbearers iconize servitude. One who bears a torch casts shadows on oneself to give light to others.

There’s no Torchbearer Certificate Program. You can’t declare the title; only time and action can build a torchbearer. The first step is to open oneself to guidance. Advice can come from anyone, and many have molded my perspective on success, but two individuals helped me redefine it, Moll Anderson and my former boss.

Three words to describe Moll are resolute, humble, and inspirational. Her perseverance story is one for Hollywood. After amassing wealth, she did not succumb to the delusions of grandeur and remains engaged in her communities. She is known for many talents, but her altruism anointed her torchbearer and commands the utmost respect. I met Moll in 2015 as a recipient of her single-parent scholarship. Beyond funding my education, she took an interest in my life, family, and career. For her, giving is more than a check; it’s an investment in the lives of others. Her social circle includes this country’s elite and celebrities. Yet, when UNICEF awarded her the 2016 Spirit of Compassion Award, it wasn’t celebrities at her table. She surrounded herself with family, friends, and

her scholarship recipients. She is genuine in her commitment to others and is the kind of leader I aspire to be.

I also attribute much of my definition of success to my former boss. While her resume gave me hope in learning “success” as a Person of Color, her treatment of staff and ineffectiveness to appreciate others taught me so much more. She wanted the spotlight and expected others to bear the shadows. Those married to status rarely give motivation or encouragement, fester a demoralizing work environment, and infer quality employee contributions are of little value. These people are catastrophic to an agency/organization’s success. They threaten its most valuable asset, human capital, and spearhead heavy turnover and negative agency reputation. Instead of thriving, employees become hopeless, resentful, disengaged, and distrust future leaders. With much support from positive mentors, I chose to find a lesson in my experience. I now understand the type of human I do not want to be and will not follow.

“Everybody can be great because everybody can serve.” I now serve my alma mater through mentoring bright students who have taught me as much as I have guided them. Leadership should be the same way, disregarding pay scale and status. We all know of at least one leader below GS 13. Anyone can succeed as a servant leader. Don’t take my word for it; take Martin Luther King Jr.’s, “The greatest among you shall be a servant. That’s the new definition of greatness!”

How will you serve others today, tomorrow?

Mentor Now and Lead Tomorrow

By Patrice Dogbatse, National Vice President for Diversity



Mentorship can strengthen your agency's diversity, equity, inclusion, and accessibility (DEIA). Create a people-first DEIA strategy that includes mentorship programs using leaders who model inclusion, trust and provide tangible feedback. Building a diverse mentoring program makes a huge difference in how your team experiences work. Diversity in mentoring introduces mentees to insights, perspectives and lived experiences that they wouldn't necessarily have discovered by themselves, and it provides the building blocks for culturally competent leaders who understand the importance of successful mentoring relationships to support and develop employees.

- 80% of employees want to work at organizations that value diversity, equity, and inclusion. *Source: CNBC*
- Mentoring programs were up to 24% more effective at increasing minority representation in management positions than other corporate tactics. *Source: American Sociological Review*

Leadership and Mentoring Matter.

A Note from the Editor's Desk

Kimberly Smith, Editor



It has been two years since I took my first national leadership position as the Federally Employed Women's *News & Views* Editor. It's incredible how much can happen in 24 months and

how limited 24 months can feel. The Editor's job is to determine the focus of each issue, select feature stories, set priorities for publication, and establish editorial policy. However, the Editor's role is more complex. I aspired to tell the FEW story from Members to Chapter to Region to the National organization. I focused on including timely and concise information, which was pertinent and beneficial to FEW members, improving newsletter communications, and increasing engagement. In addition, to those aspirations, I needed to ensure the newsletter remained true to the FEW mission and complemented the FEW brand and purpose. Learning and succeeding in this role were easy because of the incredible National Board of Directors and FEW family. Thank you NBOD and other FEW leaders and partners for providing content

and supporting the *News & Views*. It has been a pleasure to work alongside you as we Soared to New Heights.

As I close out my first but hopefully not last national service to FEW, I

want to thank those that made this experience one of both professional and personal growth and genuine enjoyment. Thank you, President Rainey, for having faith in my ability to fulfill the responsibility of Editor and for trusting me to take the reins of such a vital component of your leadership. I have thoroughly enjoyed our relationship. Your mentorship, leadership, and friendship are inspirational.

Lastly, thank you to our readers and FEW members. I hope my service in this capacity has benefited you all as much as it has benefited me. I look forward to the future of the *News & Views* and its ability to capture the essence of our membership and mission in the coming years. Thank you all again it has truly been my honor to serve in this capacity.

Holistic Leadership for Federal Employees



Leaders are most effective when they understand the four facets of leadership—self, family, career, and community.

When leaders bring their whole selves to their roles, they can integrate their values into their everyday actions and support those they lead to do the same.

Proper balance requires understanding the importance of each facet of your life and being intentional about how you prioritize your time and energy.

To bring holistic leadership to your own life and be sure that your behaviors align with your intentions, ask yourself the following questions to clarify your values and visions as they relate to each facet of your life:

Family

- Who are the people who love, support, and honor you? Who nurtures the greatness that resides within you? Are there people you need to grow closer to or types of supportive relationships to nurture more deeply?

Career

- Are you making a difference? What do you want to give to your organization? What do they count on you for?

Self

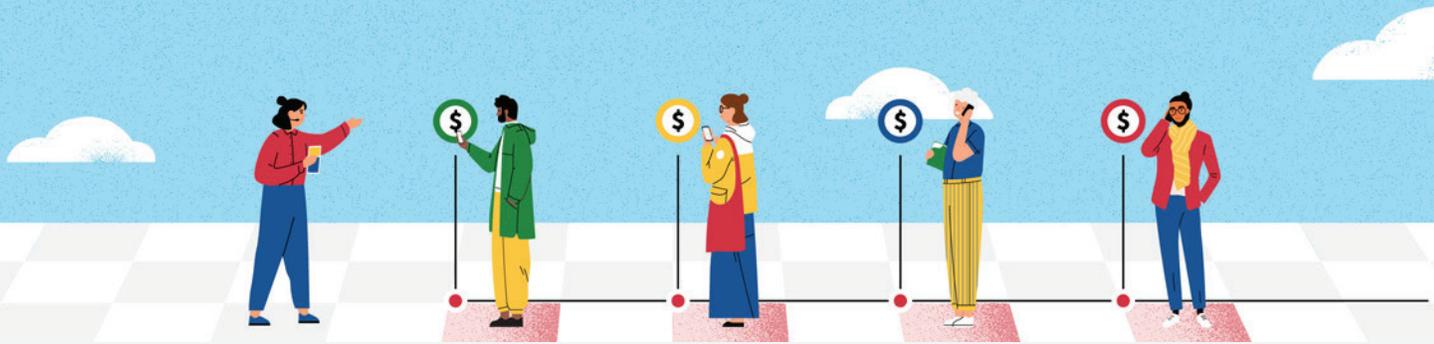
- What energizes you? What gives you peace? How are you actively designing your desired future?

Community

- How do you serve others? In what ways are you building connections with others? Are you helping to build a thriving community?

If you can clarify your values related to your life, you'll have a north star to guide your behavior and determine if you're acting on those values and living with intention.

For the full article and more, visit the Management Concepts blog.



Remember these **key dates** as we add new TSP features and make other changes.

To ensure a smooth transition, the TSP will temporarily suspend certain transactions and services. For a **full calendar of key dates and deadlines** during this transition, visit tsp.gov/changes.

Expected transition dates

May 16 to the first week of June

Full access and transactions restored

First week of June

All transactions, My Account, and the ThriftLine temporarily unavailable

May 26 to the first week of June

Contributions and payments continue during the transition period

- Your TSP savings remain invested in the TSP funds you've chosen
- Payroll contributions and loan payments continue

We're all about helping you reach your financial goals. That's why we're excited to tell you about these **new features coming later this year:**



A mobile app that puts account management at your fingertips:

- Access to your account from anywhere, anytime
- Year-to-date fund performance, balance history, and current investment mix
- Online transactions to move money between funds, and more



A new My Account interface designed with you in mind



Additional layers of security to enhance your account protections



Secure logins with the option to use your device biometrics, such as fingerprint or facial recognition



More investment options



Convenient support how you want it, when you need it:

- Online chat function to connect with a ThriftLine Representative
- 24/7 virtual assistant on our website
- Phone access to speak with a ThriftLine Representative



Personalized support to roll over money to your TSP from eligible accounts



Electronic signatures and online payment options that reduce paperwork and save time

We designed these tools to help you map out your retirement and align your TSP experience with how you access your bank or other financial institutions.



For more information, visit tsp.gov/changes



SCAN ME

How to Prepare for the TSP Changes Coming in June

Key transition dates

Expected transition dates

May 16 to the first week of June

All transactions temporarily unavailable

May 26 to the first week of June

Full access and transactions restored

First week of June

Go to tsp.gov/forward to see the full calendar of key dates and deadlines.

How to prepare for the transition

Most TSP participants won't need to take any actions to prepare for new TSP features and other changes. Your money will remain invested in the TSP funds you've chosen.

Depending on your situation, here are steps you may want to take:

- **Complete transactions and update profile information.** If you're planning to request or complete a transaction, change your current investment choices, or update your contact information in My Account soon, you should be aware of key transition dates and deadlines when we need to make transactions and services temporarily unavailable.

Go to tsp.gov/forward to see the full calendar of key dates and deadlines. Keep in mind that after the transition, you'll be able to complete most transactions entirely online.

- **Download historical documents in My Account.** Documents and messages currently available in My Account will not transfer to the new system, but you'll be able to request them if you need them later. Statements that post after the transition will be available to you in My Account going forward.

- **Check your investment choices.**

While your current TSP investments will remain active during this transition period, we'll need to temporarily suspend investment changes toward the end of the transition period, beginning May 26, 2022.

Once the transition is complete, all TSP participants will need to set up a new login for the new My Account. This one-time setup process will give you step-by-step prompts to make it simple for you to verify your identity, create a username and password, update your contact information, and set up your account security. Once you log in to My Account, you'll notice a fresh design, new tools, and enhanced features to help you manage your account.



What a Restoration of Quorum at the MSPB Means for Federal Employees

On March 1, 2022, the Senate approved two of President Biden's three nominees for the Merit Systems Protection Board (MSPB), restoring a governing quorum to the Board for the first time in five years.

Since January 2017, the quasi-judicial body that protects federal employees from unlawful employment practices such as discrimination and whistleblower retaliation has been unable to issue any final decisions without a quorum, leaving many federal employees in legal limbo. While MSPB Administrative Judges could still issue initial decisions, if an agency or employee were to file a petition for review, they would find themselves stuck in the backlog of an estimated 3,600 cases awaiting review.

While there has yet to be an official strategy for working out the case backlog, the Board will likely default to addressing cases in the order in which they were submitted, barring precedential issues or ones that might have a large influence on federal employment law. Board appointees Tristan Leavitt and Raymond Limon have mentioned implementing a triage strategy to sort through cases that could be determined quickly. However, as with any case brought to the MSPB, it will need to be appropriately reviewed, and it will still take a significant amount of time to get through the sheer volume of cases.

Unfortunately, there aren't any other options for federal employees who have cases stuck in this backlog apart from withdrawing them and appealing directly to the U.S. Court of Appeals. However, this option is recommended only in cases where there is a clear judicial error since the cost of appealing directly to the Federal Circuit is much higher than appealing to the Board.

Tully Rinckey PLLC is one of the nation's largest federal sector labor and employment, security clearance, and military law firms, serving clients across the U.S. FEW and Tully Rinckey have a Memo of Understanding, and with this agreement, FEW members are entitled to one free half-hour telephone consultation each year with one of Tully Rinckey's experienced attorneys concerning federal employment, military and security clearance matters including discrimination claims, adverse action appeals, and veterans' benefits, to name a few. In addition to the attorney consultations, members who pursue their legal claims with Tully Rinckey will be entitled to a 10 percent discount in legal fees. For more information or to schedule a consultation with a Tully Rinckey attorney, please call (888) 529-4543, or visit www.tullylegal.com.