



FEW

WORKING FOR THE ADVANCEMENT
OF WOMEN IN THE GOVERNMENT

NEWS & VIEWS

MARCH/APRIL 2023



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A Message from FEW National President



National President **Pamela H. Richards** challenges you to find a more soul-satisfying, hip shaking experience than Tina Turner’s *Proud Mary!* As you read this message, let Tina’s energy and vitality warm you up for your next mission. Keep reading as you’re “Rollin...rollin...” and Leveling Up For Success!

In March, FEW celebrates [International Women’s Day](#) and [Women’s History Month](#).

- The theme of International Women’s Day (IWD) on March 8, 2023 is [#EmbraceEquity](#). As an organization that champions diversity, equity, inclusion, and accessibility, FEW stands with the IWD Committee and encourages you to embrace yourself not just with hugs but by advocating for gender equity; playing your part by getting involved in FEW’s events and activities; including others who may feel disconnected or unwelcome at work or in the community; educating others on the importance of gender equity; and authentically speaking your truth as you encourage others to do the same.

- The theme of [Women’s History Month](#) 2023 is “Celebrating Women Who Tell our Stories.” To understand how far we’ve come and where we want to go, it is imperative that we all tell our own stories. Shining a light on our history and our present keeps the importance of our journey toward equality on the forefront of conversations and in decision-making rooms. Women have made important contributions to our society; we will not forget the collective struggle. Likewise, we want to support each other as we experience our own individual challenges. Sharing stories reminds us we are not alone. Whether empathizing during times of pain or celebrating each other’s victories, FEW encourages you to share your own story and be an active listener for others at every opportunity.

- o Need a judgment-free zone to share your experiences and get ideas for positive action? Join **FEW’s Lean In Story Circle Community** along with other members and guests who want to network, increase emotional agility, and improve life

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harmony. Email communications@few.org for more information.

o Read the [2022 report](#) on [Women in the Workplace](#) published by McKinsey & Company.

In April, we celebrate FEW Membership Month. We value every single member and appreciate the work you do on behalf of FEW. FEW celebrates you, your history, and your work contributions. You are powerful leaders navigating change, exemplifying agility, and Leveling Up for Success. We want to keep sharing FEW member stories and experiences; keep us informed as you receive promotions, job details, meet with your mentors and mentees, and further the goal of advancing women in the workplace. Share your experiences via email: communications@few.org or news-views@few.org.

Member benefits: FEW offers various member benefits including congressional advocacy, legal consultations, career tips and a job bank, member spotlights, financial services, a nationally distributed newsletter, scholarships, awards, and discounts on education and training.

Invite your colleagues and friends to check out the [FEW website](#), experience a [webinar](#), or attend an [upcoming event](#). Every month, FEW presents you with a new array of career development opportunities.

Partnerships: Recently, FEW reinvigorated its partnership with [Young Government Leaders](#) (YGL) and is excited to announce several upcoming collaborations including networking events and a joint podcast. I had the pleasure of meeting YGL President, Katelyn Bishop. We had a great conversation about shared goals and engaging both sets of membership groups in mission related activities. We look forward to cultivating a budding professional relationship with YGL. Stay tuned for more information via email and on our website.



Yours in Service,

Pamela H. Richards

National President

Federally Employed Women



The Leader and the Score

Parallels between effective leadership and musical composition

By Khadejah M. Brown, FEW National Vice President for Training

A leader is both a vocalist and a composer.

Without a lasting emotional impression, people don't listen. Leaders must touch hearts and minds. Lyrics must express a meaningful story, and music must touch the listener.

Getting everyone singing from the same sheet of music.

Every member of an orchestra at the concert knows their purpose, harmony. Any organization needs it. Employees must be on the same page.

Repeating the basic rhythm.

Leaders must inspire their teams. People focus on what they know. Keep their attention on the vision. They must repeatedly hear and see what you want until that story becomes so dominating that they memorize it and focus intuitively.

Causing the spread of dedication and passion through encouragement.

Those who consider their work as more than a mere occupation have a greater effect than those who do not. They are exceedingly motivated, and hence, their actions are contagious. Their tenacity and perseverance inspire admiration from everyone.

Involving yourself in something greater than you.

Realize that good leaders are able to regulate emotions in addition to providing direction. This will be the key to your knowledge of the score of leadership. In a sense, these leaders are in tune with those people who are around them. And when it is time for them to sing a new song so that they can lead people in a new direction, they can do so effectively.





Women's Health and Wellness

By Tammie Edwards

I Will Survive

– Joycelyn Elders, Former United States Surgeon General

While we've come a long way from the unacceptable women's health and wellness approaches of the past, it's important to recognize the legacy of important trailblazers in health and wellness.

Dr. Joycelyn Elders, a trailblazer, advocate and leader

in Public Health, has left an impressive mark during her career, making a difference by increasing national awareness of health issues, and [Changing the Face of Medicine](#).

In late 1978, Gloria Gaynor climbed the pop charts with her smash hit single *I Will Survive*. The song has become something of an anthem of female emancipation and self-value. Gaynor, a proclaimed singer/songwriter received a Grammy Award for Best Disco Recording in 1980. The song's lyrics describe the narrator's discovery of personal strength and healing...a perfect song to honor Elders and to encourage others to embrace and promote

health awareness and preventive care.

Born to poor farming parents in 1933, Joycelyn Elders grew up in a rural, segregated, poverty-stricken pocket of Arkansas. She became the first person in the state to become board certified in pediatric endocrinology, and was the fifteenth Surgeon General of the United States. Joycelyn Elders was the first African American and only the second woman to head the U.S. Public Health Service. Long an outspoken advocate of public health, Elders was appointed Surgeon General by President Clinton in 1993. Despite opposition from conservative critics, she was confirmed and sworn in on September 10, 1993. During her time in office, she faced skepticism regarding her progressive policies yet continued to bring controversial issues up for debate. As she later concluded, *change can only come about when the Surgeon General can get people to listen and talk about difficult subjects*. Her autobiography, *Joycelyn Elders, M.D.: From Sharecropper's Daughter to Surgeon General of the United States of America* highlights her amazing journey.

Elders cited her biggest obstacles she had to face were poverty, racism, and sexism, but she stayed strong and

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survived the challenges, fears, and inevitable distractions. Let's be reminded that just like Elders, we must overcome the obstacles that get in the way of our surviving and moving forward. Elders' work to promote health and wellness has empowered women around the world to have more control over decisions regarding their health and options for taking preventative measures. Getting preventive care **reduces the risk for diseases, disabilities, and death**—yet millions of women in the United States don't get recommended preventive health care services. When it comes to healthcare, most women act re-actively instead of proactively. They won't go to the doctor until they're sick and they won't take care of their body until problems start to arise. Preventive care can help identify health problems like high blood pressure, diabetes or certain cancers earlier, when they're most treatable. Of course, tackling health issues early helps you get or stay on a healthy track, and reduces the risk of developing other health conditions.

What's considered preventive care you may ask? Examples of preventive care services include (for more information, visit [Preventive Care 101](#)):

- **Your annual checkup** – In addition to a physical exam, your annual checkup can include important general health screenings for [high blood pressure](#), cholesterol and other health conditions.
- **Cancer screenings** – Most people don't experience cancer symptoms when diseases are in their earliest, most treatable stages. That's why screenings are recommended at certain times and intervals throughout your life. For example, it's recommended

that both men and women begin [colorectal cancer screenings starting at age 45](#). Other [preventive screenings for women](#) include Pap tests and [mammograms](#). For men, [prostate specific antigen \(PSA\) tests](#) to screen for prostate cancer might be recommended.

- **Adult immunizations** – These include Tdap (tetanus, diphtheria and pertussis) boosters, and immunizations against pneumococcal conjugate and shingles.
- **Your yearly flu shot** – [Flu shots](#) can help reduce your risk of getting the flu by up to 60%. And if you do happen to get the flu, having the flu vaccine can significantly reduce the chances of serious flu symptoms that could lead to hospitalization.

In 2016, the Library of Congress deemed Gaynor's original recording to be “culturally and historically significant” and selected it for preservation in the National Recording Registry. One can say the same about the trailblazer, Dr. Joycelyn Elders. As we listen to excerpts of the lyrics to Gaynor's I Will Survive, make the commitment, and find the strength of our trailblazers to prosper, be your own advocates, prioritize self-care and preventive measures. Repeat after me... ***I Will Survive!***

At first, I was afraid,
I was petrified...
I grew strong
And I learned how to get along...
I've got all my life to live...
I will survive, hey, hey...





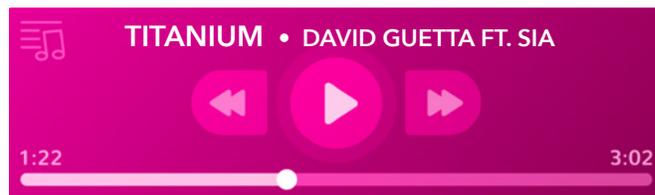
The 2023 National Training Program Leveling Up For Success: Ready, Set, Grow!

By Patrice Dogbatse, 2023 NTP Chair

Fifty-five years ago, when laws were passed to include language prohibiting discrimination based on a person's sex, 13 women were inspired and motivated by the inequities they witnessed toward women in the federal workplace, and were bold enough to be the trailblazers, whose momentum and dedication we so earnestly strive to maintain today. Those trailblazers were the founding members of Federally Employed Women (FEW).

A year later, FEW held the first National Training Program (NTP), with the intention of empowering more women in the government through training and development. Fifty-four years later, we still have the same goal—to assure women's equal rights and access to opportunities are protected and to help you reach your fullest potential and prepare you for today's highly competitive workplace. I hope you dare to be bold and join us in Columbus, Ohio, July 10–14, 2023, at the Hilton Columbus Hotel for an incredible week of training and unlimited networking opportunities. Trailblazers build new things or take existing ideas to a whole new level. We have taken our premiere training catalog to the next level; but you have to join us to experience it. After a week Leveling Up for Success at NTP, you will be prepared for anything. So, are you ready? Get set...and get ready to grow!

What Song Inspires Me?



One of many songs that inspires me through the lyrics and the musical cadence is *Titanium*, written by David Pierre Guetta and sung by Sia. The song brings to mind women breaking barriers because it speaks of being faced with things intended to break you down, and how you are unstoppable because you are *Titanium*...a beautiful metal with high strength and resistance to elements.



Women in History

By Jennifer Mateo, Vice President for Diversity

Throughout history we have seen many brave, courageous women breaking down barriers, paving the way for future generations. This Women's History Month, we will recognize just a few of the most bold and inspiring trailblazers who have made a lasting impact on society.



Malala Yousafzai: At the age of just 15, Malala became a powerful voice for the education of girls in Pakistan. Despite being shot by the Taliban for her activism, she has continued to fight for girls' rights to education and has become a global advocate for children's education.



Maya Angelou: A renowned poet, writer, and civil rights activist, Maya Angelou was a powerful voice for women and minorities. Her work has inspired millions with its

themes of strength, resilience, and hope.



Ruth Bader Ginsburg: As a Supreme Court Justice, Ruth Bader Ginsburg made history as the second woman to serve on the court. She spent her career fighting for gender

equality and women's rights and was a vocal advocate for the importance of diversity on the bench.



Frida Kahlo: A Mexican painter and feminist icon, Frida Kahlo is renowned for her self-portraits that often depict her physical and emotional pain. She is celebrated for her

bold and unapologetic expression of femininity and her commitment to the representation of women in art.



Marie Curie: Polish-born physicist and chemist, Marie Curie is the first woman to win the Nobel Prize and is widely regarded as one of the most influential scientists of the

20th century. She is best known for her pioneering work with radioactive materials that led to many important discoveries and advancements in the field of medicine, including in the treatment of cancer.



Harriet Tubman: A former slave, Harriet Tubman became one of the most important figures in the Underground Railroad, leading hundreds of slaves to freedom.

She was also a nurse, spy, and suffragette, fighting for women's right to vote.

This short list of women is a testament to the power of courage and determination in the face of adversity. Their contributions, done with boldness and commitment, have inspired so many women to make the world a better place for everyone! Let us continue to honor their legacy by striving to make a positive impact in our own lives and communities. Who inspires you?





Transformative History of Women Roles in the Workplace

By Khadejah M. Brown, FEW National Vice President for Training



Without a doubt, the female presence in the workforce is steadily rising, as conventional notions about women in the home have ceased to be a conditioning criterion for female self-realization and empowerment.

However, while the role of women in business and leadership positions has gained prominence in recent years, achieving this right has not been an easy road, and there is still much work to be done to make gender equality a reality.

Working Women

Women should have been more adequately compensated for spinning and weaving in the 18th century. The segregated labor market assigned strategic labor to men and housework to women.

The Rise of Women in Professional Fields

Women's 20th-century employment changed professional progress and academic preparation. This century's first International Women's Day marches advocated workplace equality, professional training, and

the right to work. Twentieth-century economic, political, and social transformations made women managers outside the house.

Women's Leadership in the Workplace

Women had the right to vote, better working conditions, financial independence, relevant professional positions, and, for the first time, executive positions, but few made it among the male leadership to propose alternative ideas, diplomacy, and empathy to foster more significant ties instead of competing for power.

Men still outnumber women in executive positions. Recent advances have deepened gender equality and produced more flexible labor norms that allow women to blend maternity and work, making women's leadership in organizations more prevalent.



In Depth: Work the Work

By Jennifer Mateo, Vice President for Diversity

The word “work” has a bad stigma placed on it. Work is a service we render to others. Society loves to say, “when I retire,” meaning when I am no longer working. Work will always be with humanity, but how we work will change. Women, in particular, always worked and are still plowing ahead to change history. They were doctors (medicine ladies), midwives, entrepreneurs, accountants, artists, chefs, authors, soldiers, and governmental officials. Although not seen in official positions as men, the community looked to women for specific skillsets.

Before the Industrial Revolution, the work was family-oriented, mostly farming. Industrial plant jobs started in the late 19th century (Industrial Revolution). The families still worked together as teams; in the mid-19th century, work changed between men and women. The women took over more of the household upkeep and the children, while men went out to be the “primary provider.” Laws came into place on how long women and children could work. Society began to frown on women who wanted to work outside the home. Men were the educators and did clerical work until organizations realized they could pay women less for the same job. To apply and go to college took courage for a young lady rather than getting married. As women began to educate themselves for degrees, it became harder to break the barriers of proper positioning in the workplace. Most women who came into the workforce were single and could afford lower wages than men who were the “primary provider,” at least that was

the organization’s justification. In the 1970s, women came out of their homes into the workforce in mass numbers.

In a study in Sweden, women were found to have more medical issues working less than 35 hours a week when having children. Is it because women must do extra work to “prove” their capabilities? Is it due to them having two full-time jobs (home and office), putting in 60 hours a week? History shows the workplace was not welcoming for mothers and the complexity of balancing work and home. Employers were not accommodating, wages were less, and expectations were unrealistic. Women had to fight for better wages, opportunities, and fair treatment. The song 9 to 5 became a household hit, not because of a musical genius—but because of the relatability of what women were experiencing, inequality in the workplace. Women do the same work and have the same credentials but are paid less and looked over for promotions.

*Workin’ 9 to 5, what a way to make a livin’
Barely gettin’ by, it’s all takin’ and no givin’
They just use your mind and they never give you credit
It’s enough to drive you crazy if you let it
9 to 5, for service and devotion
You would think that I would deserve a fair promotion
Want to move ahead but the boss won’t seem to let me
I swear sometimes that man is out to get me*

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The lyrics speak to every woman worldwide who has entered the workforce. There is a piece of us in the theatrics of it all. What more do I have to do? What sacrifices do I need to make? Why are they looking over me and hiring only those who look like them? I am picking up the slack, but I still lack; when will my ship come in?

Women are not looking for handouts even though we deserve it considering our male counterparts have reaped the benefits of it for years. Fair treatment, fair pay, and fair equality are constitutional rights, yet women are still fighting in 2023. In 1845 Samuel J. May gave a speech on women's rights and conditions: "Woman is not the creature, the dependent of man, but of God. We may, with no more propriety, assume to govern women than they might assume to govern us. And never will the nations of the earth be well governed until both sexes, as well as all parties, are fairly represented and have an influence, a voice, and, if they wish, a hand in the enactment and administration of the laws. One would think, the sad mismanagement of the affairs of our own country...lead us men to doubt our own capacity for the task to govern a nation alone; that we need other qualities that are found in the female portion of our race".

Mr. May got it right; human beings are to share in the work with one another, no matter the gender. To

say women cannot handle difficult conversations and immoral behavior is to say; we are of lesser sex. They could endure the situations, but why should anyone have to entertain such folly? This behavior shows they are careless of their morals and values. Individuals should hold themselves most adequately and show honor and respect to everyone.

For almost 200 years, women have been plowing this field of inequality. Women have suffered in many ways; beaten, imprisoned (mentally, physically, and emotionally), torn from their children, raped, slandered, and even death. Do you see the importance of standing, not the lone ranger, but in unity? It is tempting to do it alone, but you shall surely fail, even quit, because the load is too heavy. One sound and one voice signify power; one can chase a thousand, and two can put ten thousand to flight. We must cooperate to accomplish this great commission. We did not choose this fight; the fight chose us. No longer will we take the lesser end or suffer in silence. We stand together in what rightfully belongs to us. We stand with our sisters, extend our resources, uphold our sisters, and sometimes even carry our sisters.

What are you willing to sacrifice until there is equality? Are you ready to put in the work? Work is merely an invitation to be a part of history; let's do it together.





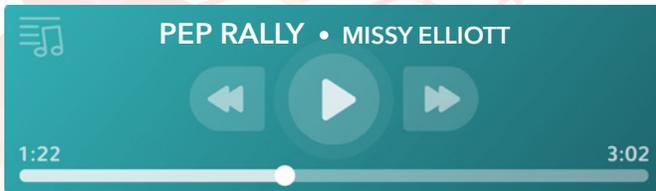
HERE'S
TO STRONG WOMEN.
MAY WE KNOW THEM.
MAY WE BE THEM.
MAY WE RAISE THEM.



Spotlight on Family

Ivana Miranda, of FEW's D.C. Metro Region, is the mom of two young adult college students. Her younger daughter, Music, is a 2022 FEW Collegiate Scholarship Winner. Ivana has been a FEW member since 2015, just before she cofounded the Bright Knights Chapter in October of that same year.

"When I need a boost of energy, *Pep Rally* by Missy Elliott never disappoints. However, when I want to be inspired to make impactful change, I turn to the Imagine Dragons with *Whatever It Takes*. With lyrics like, "I love how it feels when I break the chains," who would not be inspired and ready to make a move?" – **Ivana Miranda**, *FEW Communications Chair*



2022 FEW Collegiate Scholarship Recipient for Family Members

Music Miranda is a freshman at the Savannah College of Art and Design (SCAD), where she majors in film studies, social strategy, and management. She also started a new hip-hop dance group on the SCAD campus. In high school, she was the Founder and President of the Lift Charity Club, co-captain of the Pom dance team, and a leader with multitude organizations such as the Principal's Action Council. Music loves FEW and assisting with various activities such as training programs and holiday parties.

"True to my name, I have tons of "favorite" songs on my playlist, but today I'm focusing on Sia's *Unstoppable*. It reminds me that I am powerful and can do anything I put my mind to!" – **Music Miranda**, *Scholarship Recipient*

Listen to Music and Ivana in the "Meet Our 2022 Collegiate Scholarship Recipients" [podcast here.](#)





Spotlight on Family

Becky Simmons, of the Southeast Region of FEW, is a retiree from federal service with the Food and Drug Administration and a Lifetime member. She discovered FEW 37 years ago and has served the organization in many ways from being a member of the 2022 FEW Nominations Committee to assisting as back-up to the Publication and Policy Review Committee Chair. According to Becky, being a part of FEW “keeps her mind sharp.”

Becky is the grandmother of the 2022 FEW Collegiate Scholarship Winner, Anna Herrin and the 2018 FEW Collegiate Scholarship Winner, Allison Herrin. FEW is truly a multigenerational family affair!

“Looking at my playlist; one of my favorite songs now is Nicky Youre’s *Sunroof*. I like the words, ‘You’re making me feel brand new. You’re more than sunshine in my eyes.’ Just a feel-good song! My younger granddaughters introduced this song to me. They LOVE to hang out of my sunroof in the car on our rural road. Last time they were visiting, we played this song, and they had a blast. Good memories!” – **Becky Simmons**, Southeast Region

2022 FEW Collegiate Scholarship Recipient for Family Members

Anna Herrin is a freshman at the University of Central Arkansas (UCA), majoring in occupational therapy. She is taking a bunch of health science courses and eventually wants to help children. In high school, Anna was a drum major and participated in various other activities from National Honor Society to theater. She was the President of her Drama Club and is now a member of the ideal [Freshman Leadership Team at UCA](#).

“A song I love to dance to is *Movin’ Out*, by Billy Joel! The song is so fun and just brings so much positive energy into my life. Billy Joel has been one of my favorite artists for years and will always be for his musical talent, but also lyrics!!!” – **Anna Herrin**, Scholarship Recipient

Listen to Becky and Anna in the “Meet Our 2022 Collegiate Scholarship Recipients” [podcast here](#).





Source: NASA, U.S. CENSUS

From the Editor

Charlie Blackwell-Thompson, A Girl on Fire

By Grace Bridges

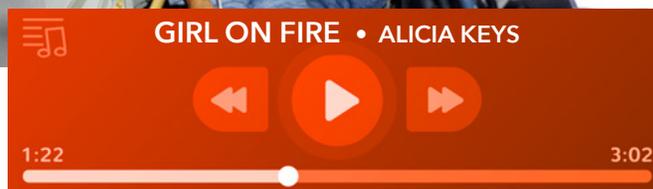
Imagine attending a meeting and sitting at a conference table where you are the only woman in the room. For many of us, that's not something we must imagine, because it's our reality. Of course, women are making gains in the workforce. We now make up nearly half of all workers. But U.S. Census data from 2021 shows women make up only 27% of STEM workers. Let that sink in. Those are our doctors, scientists, computer programmers and engineers.

There's a woman with fiery red hair that has become the latest role model in the male-dominated STEM world. Charlie Blackwell-Thompson was the first female launch director at NASA's Kennedy Space Center and the first launch director for Artemis. ***You can try, but you'll never forget her name. She's on top of the world.*** In November, the Artemis moon rocket blasted off with her leading the launch control team and countdown operations from Firing Room 1. ***She got her head in the clouds. And she's not backing down.*** And true to the Census stats, on launch day only about 30% of the approximately 100 engineers in the firing room were women. Charlie was leading them all. ***This girl is on fire.***

Just as Charlie blazes a trail, she knows the role future generations will play as humans explore deep space. A few weeks ago, I watched in awe as Charlie spoke to a group of about 50 Middle and High School students. "You are the generation that will determine where we go next and how we get there! It is very exciting," she said with passion in her voice. "I can't wait until my time in this seat is over, and maybe one of you is sitting here, to hear you talk about the places that you are going to visit and the things you are going to do!"

Women have been proving they belong in space exploration for decades. In 1969, JoAnn Morgan was the first woman engineer in the Firing Room for Apollo 11 when humans landed on the moon. It wasn't until 1983, when Sally Ride became the first American woman to go into space. Now, after more than 50 years have passed since we've been on the lunar surface, NASA plans to send the first woman to the moon with Artemis III in 2025.

It's women like JoAnn, Sally and Charlie who say to the next generation, the Artemis Generation, ***We got our feet on the ground, and we're burning it down. Got our head in the clouds, and we're not coming down!***





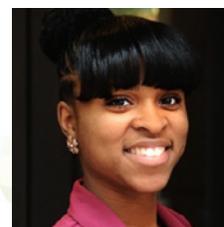
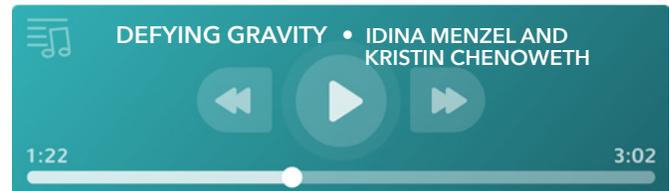
Songs to Add to Your Playlist

Playing this song is my reminder that IT IS ALRIGHT! I can nod my head yes to the beat and truly say *I'm alright. Everything is everything.* Folks ask us all the time—“Are you alright?” Wouldn't it be great to sing this song back to them? I have sent this video to some who needed to be reminded. You have so many thoughts in your head. You work hard, try to keep up with your finances, deal with relationships at home and work, politics are confusing, and so on. Hold your head up high and don't give up. With the tough times we've been through in recent years, we do know one thing for sure—that “it's gonna be alright”!
- **Darlyn Robinson-Boyd**, Vice President, Motor City Chapter



My favorite empowerment song is *Defying Gravity* from the Broadway musical *Wicked*. Everyone deserves the chance to fly. I'm defying gravity.

And you won't bring me down! - **Dorene Matheis**, Chief Learning Officer at the United States Patent and Trademark Office



Every time I listen to Shirley Caesar's song *Teach Me Master*, it not only makes me get up and dance, but it lifts my spirits. What I love most about the song is the message. It's a reflection of what's most important to me. Ms. Shirley Caesar: You are known as the “First Lady of Gospel,” and this song right here...no frills...just a song about foundational principles. Thank you for such an awesome song. You are truly an inspiration. - **Fallon Mansaray**, IT Chair/Webmaster



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Two songs come to mind when I think of empowerment. The lyrics “You gotta be cool, you gotta be calm, you gotta stay together... Love will save the day!” from *You Gotta Be* and “The heart is stronger

than you think...it can go through anything...even when you think it can’t” from the song, *Just Stand Up*. – **Lauren Aggen**, Equal Employment Manager, Defense Finance Accounting Service

Learn more about Lauren’s amazing gift [here](#).



I love Beyoncé and her song, *Run the World (Girls)*, because women always must work just a little bit harder to prove ourselves. We ultimately will rule the world! – **Tara Bullock**, FEW’s Vice President of Membership and Chapter Organization



I’m a huge Lizzo fan. I love her body positivity, upbeat tempos, and the carefree attitude in her songs. When she sings, “Boss up and change your life, you can have it all, no sacrifice,” it motivates me to work hard and

reach my goals. – **Grace Bridges**, Multi-media Producer, NASA’s Kennedy Space Center



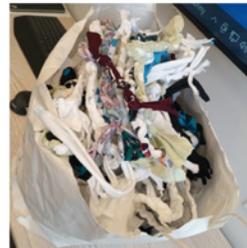
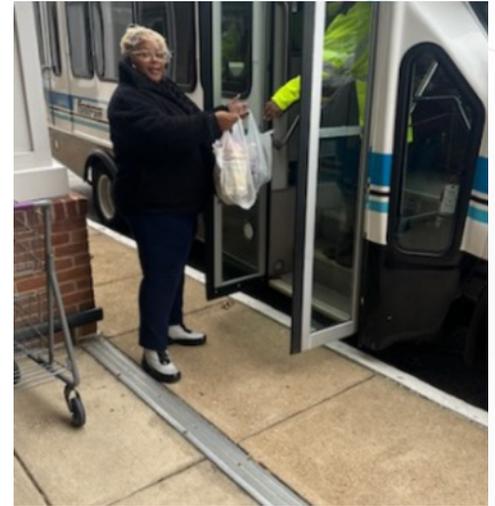
Sponsors and Partners Chair, **Priscilla Moultrie**, is fierce and fabulous. She showed FEW what she was made of leading up to and executing the 2022 FEW Awards Ceremony. In honor of her, we

dedicate this Soul Train Classic. Read more about Priscilla in our latest [blog](#) on the [FEW.org](#).



Weekend of Service

By Ivana Miranda, Communications Chair

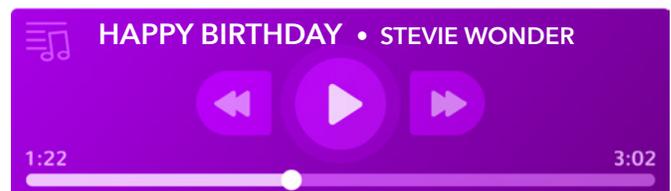


The legacy of [Dr. Martin Luther King, Jr.](#) (MLK) lives on through many FEW initiatives, including our “Weekend of Service.”

- President Pamela H. Richards helped to “Stuff the Bus” at the Lorton Valley Giant Food in Fairfax County, Virginia, benefitting the Lorton Community Action Center (LCAC).
- Cathy Toliver, Tidewater Chapter President in FEW’s Mid-Atlantic Region, supported the Virginia Peninsula Foodbank, sponsored by the Newport News Police Department.
- Communications Chair, Ivana Miranda created greeting cards for Children’s National Hospital patients at The Soulfull Café in Rockville, Maryland.

Stevie Wonder’s song, *Happy Birthday*, was originally written as a tribute to MLK, during a 15-year campaign to recognize a national holiday in King’s honor. While it is a great song to jam to, it is also a powerful reminder of victory for civil rights efforts.

[Keep the dream alive](#) all year long with these ideas from SignUpGenius.





Leadership in the LGBTQIA+ Space

Promoting empathy for our lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual (and more) colleagues and friends

A Confident Look

How many times have we tried to wear outfits that just weren't right for us? Nonbinary and gender non-conforming employees may experience even more frustration than the mainstream population. Regardless of how much progress with tolerance and equity our country makes, we know there is still much work to be done. Even with simple things like clothes. Particularly in the workplace.

Professional apparel is rarely designed outside the scope of traditional stereotypes and often includes only the most popular sizes. (We won't even discuss the color options!) This makes shopping and finding that perfect fit a challenge, particularly for someone who defies the usual stereotypes. Thankfully, due to the pandemic, less people are reporting to offices on a regular basis. However, when reporting to the workplace is necessary, we all want to feel confident and comfortable in our skin and in our outfits.

[A Guide to Office Attire for Nonbinary Professionals](#) offers helpful tips and advice for anyone who doesn't fit the traditional stereotypes.

Ability to Negotiate Your Terms

Susan Borke, with [BorkeWorks](#), recently offered an online presentation to the Equity Chamber of Commerce in Washington, D.C., about "The Power of Negotiation." This skill is applicable to everyone, not just those in the DEIA or LGBTQIA+ space. Susan discussed setting the tone of a negotiation by asking "What" and "How" questions to get your counterpart talking. She encouraged the audience to

avoid using "Why" questions during negotiation, which can be triggering and reflect our own judgments toward another person. Closed "Yes" or "No" questions are also unhelpful because once answered, the conversation may dwindle. Lastly, Susan challenged everyone to have a plan in place for counteracting negativity and calming our emotions in the moment. Negotiation will never work if we wear our hearts and emotions on our sleeves.

Love Yourself and Embrace Joy!

Here are three upbeat jams to get you inspired and pumped up!



Leading from the Top



By Tara V. Bullock, FEW National Vice President for Membership and Chapter Organization

Leadership can be hard, it takes time, patience, practice, and most of all courage. A great leader can bring out the best in others, by leading from the top. You start by setting the example, coaching, being present and available when called upon. Leaders that make a lasting impression are those that make a positive impact on those around them, today, tomorrow or in the future. Regardless.

Characteristics of a Great Leader

- 1. Honesty:** Being honest and trustworthy are important characteristics of a great leader who leads from the top. You cannot expect others to follow you if they do not trust you. You must be willing to take responsibility for your decisions, whether good, bad, or indifferent and be prepared for the outcome.
- 2. Ability to Influence Others:** Influence requires building trust. A great leader must articulate their vision and direction in a way that moves others to follow and act. People want to feel like they are heard and make a difference, as a leader you must become an active listener and encourage them to share their ideas, you in return use that knowledge to make measurable changes that people can see.

- 3. Make Hard Decisions:** Being a leader also comes with making hard, fast, unpopular decisions. We often hear “that’s why you get paid the big bucks” as a leader you must be ready to face the challenge head on when the time comes. When making the hard decision think about what you’re trying to achieve, and the likely consequences of your decision, also look at other options. In the end be ready to defend it, if necessary but more importantly stand by your decision.

- 4. Motivate, Encourage, and Inspire:** No leader can do it by themselves, a great leader will motivate, encourage, and inspire their team. Take some time to evaluate their strengths and needs. Encourage them to stretch and grow, recognize them for their development, and efforts, and contributions. Inspire them to take on new challenges, and always say thank you!

There is no one way to be a GREAT LEADER, the goal is to nurture the strengths and talents of the people around you and build upon that.

Committed to Service



Women of Justice (WOJ) Chapter President **Joyce Bynum**, Vice President **Tarinna Olley**, and Secretary **Christine Barron Carter** served the community by laying wreaths at the Cheltenham Cemetery in Maryland. **Hope Dudley**, WOJ member, served the community at Crownsville Veterans Cemetery, also in Maryland. [Wreaths Across America](#) is a national campaign during December of each year to remember fallen U.S. veterans, to honor those who served, and to teach the next generation the value of freedom.

Carrie Underwood's song, *Just a Dream* uses storytelling to humanize one of the many soldiers who sacrificed everything for the love of country. Spoiler alert: this is not a dance tune. Grab some tissues before you listen!



My Type of Federal Woman

By Marcia McDaniels, National Secretary

I knew from an early age that my parents expected me to go to college. Education was something to work toward. My mother worked professionally as a supervisor at a therapy unit in a children's hospital. We had a typewriter at home where she would do her reports after dinner. I was one of 24 women in my high school typing class of 25 students, clacking away in speed trials on manual upright typewriters. Changing the ink ribbons was the worst task. I didn't want to be a secretary!

I had a part time job after school where I earned \$2.65 an hour minimum wage at an outdoor equipment shop. The pay disparity when I got out of high school was that a woman earned 68 cents for every dollar a man earned.

When I got a state job as an accessions clerk in the State Archives, they sent me to the State Capitol building for a three-day course in secretarial skills. No history training, just a base pay of \$8600. I was in that job three years until it was reclassified to require a bachelor's degree in history. The restructuring came at the decision of my boss, who resigned then to take another job. He never told me. I didn't wait for the change.

I returned to my home city and took a Professional Administrative Career Exam and placed across the United States for Federal Jobs. The test covered four areas and five hours. I took it twice, six months apart and improved my rating. One morning, I accepted a phone call at 7:30 a.m. and was offered

a job with the Defense Department. I stepped off the plane in Detroit, Michigan with four suitcases and a box of cassette tapes. My four-year college degree got me in the door at GS-5 at \$10,600 a year. I had never made so much money. I kept on typing.

Diligence, determination, and some sacrifices were expected back then. No special circumstances or set asides. I took notes, studied, and paid my own way for the master's

degree in Business, all but the final class, which was tuition compensated. I finished my career when the pay disparity was 83 cents on the dollar, and I earned a 6-figure salary.

Those are the numbers and I have had quite a satisfying career in 40 years. I made a lot of friends with coworkers in Federally Employed Women. We worked to raise the glass ceiling and made significant changes. FEW staffed Skills, Knowledge, Attitudes, Practice (SKAP) evaluation classes, upward mobility career paths, women's history presentations to name a few.

I am pleased with the progress made these days, but the speed of change cannot be taken for granted. It still takes time to change minds rooted in early experience, social structures, and personal expectations. We can still affect change with effort. Just practice patience and understanding. Keep typing, I do.

