



# FEW

WORKING FOR THE ADVANCEMENT  
OF WOMEN IN THE GOVERNMENT

# NEWS & VIEWS

MARCH/APRIL 2024



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Until Everybody's Free**



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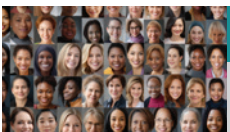
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# President's Message:

## This is FEW:

### Women Who Advocate For Equity, Diversity, and Inclusion!

“We are such stuff as dreams are made on.” (William Shakespeare)  
“We are the champions, my friends...” (Queen)



If you are familiar with the 2024 theme for National Women's History Month, “Women Who Advocate for Equity, Diversity, and Inclusion”, you'll understand why FEW and its efforts belong at center stage. Since 1968, FEW has been instrumental in moving the needle toward equity for women and marginalized groups in federal work. Our tagline, “working for the advancement of women in the government” only scratches the surface of our deep commitment to grassroots efforts and creating change in the federal workplace.

Happy [Women's History Month](#) and [International Women's Day](#) (March 8). “Collectively, we can all #investinwomen and accelerate progress.” Below is a summary recap of the dedicated work we do every day in advocating for equity, diversity, and inclusion. Thanks to each of you for making this possible.

I want to extend an extra special welcome to our two new National Officers: **Shannon Carroll**, Vice President for Compliance and Special Assistant to the President for Federal Women's Program and **Lauren Golubski**, Vice President for Diversity and Special Assistant to the President for People with Disabilities.



**Shannon Carroll**, Vice President for Compliance and Special Assistant to the President for Federal Women's Program



**Lauren Golubski**, Vice President for Diversity and Special Assistant to the President for People with Disabilities

#### Our Four Focus areas:

##### [Diversity](#)

Federally Employed Women (FEW) recognizes that Diversity transcends race and gender, affirmative action, and equal employment opportunity. This means respecting and valuing differences, whether based on age, class, ethnicity, gender, sexual orientation, disability, race, religion, language, or other differences.

No organization rivals FEW's special diversity observances each month. We provide stellar guest speakers, thought-provoking interviews, and awareness initiatives to spark real change. Visit our [webinar page](#) to access recordings of previously scheduled sessions.

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### **Legislative**

FEW supports federal pay increases for civilian workers as well as military personnel. We have been champions of Equal Pay since our inception. FEW supports H.R. 17, and S. 728, The Paycheck Fairness Act, which updates and strengthens existing laws and prohibits retaliation against workers who voluntarily discuss or disclose their wages and support data collection and research.

FEW also supports the final passage of the Equal Rights Amendment. While women have made great strides, there is still a long way to go. Among the real problems still facing women: the glass ceiling, wage gap, occupation gap and sexual harassment. Further, nine out of ten Americans support equal rights for women and men. This Amendment simply establishes a legal requirement that women be treated the same as men. There is no legitimate argument against this provision. Women deserve to be treated fairly and equally in the workplace, as well as in all other parts of our economy and society.

Now is the time to show the voting public that we are completely equal!

### **Compliance**

Federally Employed Women's (FEW) Compliance Program monitors the progress made by the federal government in achieving equal employment opportunity evidenced by its adherence with statutory civil rights protections including: the Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, as amended, Section 501 of the Rehabilitation Act of 1973, Age Discrimination in Employment Act, Civil Rights Act of 1991, and the Genetic Information Nondiscrimination Act of 2008 (GINA).

Many chapters have engaged with their agency leadership by accessing its MD-715 and providing strategies or ideas for improvement. This is an area where FEW can shine brighter and brighter through increased collaboration with your EEO offices and Federal Women's Program Managers.

### **Training**

FEW offers ongoing monthly training in addition to annual training at the regional and national levels. [Regional Training Programs](#) (RTP) are constantly evolving to better meet the needs of the local communities in which we reside. Training on all tiers of the FEW organization is geared to meet individual's career goals and provide advantages to meet industry trends.

As a reminder, the 2024 National Training Program (NTP) is scheduled for August 4-8 in the Windy City of Chicago, Illinois. Our host hotel, the Hilton Chicago has rolled out the red carpet and Mayor Johnson sends FEW warm greetings. If you thought Columbus was an affair to remember, Chicago will take our breath away. Get ready to bring back the Roaring Twenties, lively networking, and effective training.

FEW's training programs have three primary functions:

- To increase participant knowledge of the Federal system, rules, and regulations
- To help participants acquire knowledge for career development and planning techniques
- To enhance participants' effectiveness and awareness of the broader issues that impact women.

Yours in Service,

***Pamela H. Richards***

National President

Federally Employed Women

# “Nobody’s free until everybody’s free.”

~Fannie Lou Hamer

On this page, you’ll find a celebration of women who advocate for ending sexual exploitation, increasing disability rights, and spotlighting voices of all women.



**Dawn Hawkins** is CEO of the National Center on Sexual Exploitation, the leading organization exposing the connections between all forms of sexual exploitation, including sex trafficking, prostitution, pornography, and child sexual abuse.

Find out more about Dawn’s vision for [ending sexual exploitation](#).



**Judith Rosenbaum** (she/her) is CEO of the Jewish Women’s Archive (JWA), a pioneering national organization that documents Jewish women’s stories, elevates their voices, and inspires them to be agents of change.

Meet the all-female leadership and [learn more](#) about the JWA.



**Lois Auta** is a mentor and advocate for the rights of women and girls with Disabilities, and has held a number of accomplished positions such as the Executive Director of the [Cedar Seed Foundation](#), Global President of the [Network of Women With Disabilities](#), and a Young Global Leader of

World Economic Forum in Africa; [A Mandela Washington Fellow](#).



**Mona Haydar** is a Syrian-American activist and artist from Flint, Michigan who spent her 20’s as a performance poet. Her debut song, *Hijabi* (Wrap My Hijabi) gained international attention when spotlighted herself seven months pregnant. NPR first covered the

story the song in [Hijabi Artist Channels Beyoncé For Debut Of Her ‘Resistance Music’ And Video](#) and then followed up with a story about Mona’s special brand of [authenticity](#).



**Sondra Rose Maria** is the CEO and Editor of [Tagg Magazine](#), a publication for queer women that highlights the voices of women of color. She is also the owner of a freelance copy business, [SRM Creative, LLC](#).

Learn more about Sonda and her [creative projects](#).



# The DEIA Legislation Revolution



In recent years, the United States government has demonstrated a renewed commitment to promoting diversity, equity, inclusion, and accessibility (DEIA) through legislative action. These laws aim to address systemic barriers, promote equality of opportunity, and foster a more inclusive society.

**The Equality Act:** Introduced in both the House and Senate, the Equality Act seeks to amend existing civil rights laws to explicitly prohibit discrimination based on sexual orientation and gender identity in areas such as employment, housing, education, and public accommodations. This legislation aims to ensure equal protection under the law for LGBTQ+ individuals.

**The Americans with Disabilities Act (ADA) Amendments Act:** Building upon the landmark ADA of 1990, this legislation expands the definition of disability to provide broader protections for individuals facing discrimination based on their disabilities. It clarifies that impairments need not be severe or permanent to qualify as disabilities under the law, thereby ensuring greater inclusivity and accommodation in the workplace and beyond.

**The Bipartisan Infrastructure Law:** This comprehensive legislation allocates significant funding toward improving infrastructure across the country, with a focus on enhancing accessibility for individuals with disabilities. It includes provisions for upgrading transportation systems, renovating

public buildings, and ensuring that infrastructure projects adhere to accessibility standards outlined in the ADA.

**The George Floyd Justice in Policing Act:** This bill aims to address systemic racism and police brutality by implementing a range of reforms, including prohibiting racial profiling, banning chokeholds, and establishing a national registry of police misconduct. By addressing disparities in law enforcement practices, this legislation seeks to promote equity and justice within communities of color.

**The Diversity in Technology Act:** Recognizing the importance of diversity in the tech industry, this proposed legislation aims to increase representation of underrepresented groups, including women, minorities, and individuals with disabilities, in the technology workforce. It includes provisions for promoting diversity initiatives, expanding access to STEM education, and supporting minority-owned tech businesses.

These legislative efforts represent significant steps toward building a more inclusive and equitable society. While there is still much work to be done, these laws serve as important milestones in the ongoing pursuit of DEIA goals in the United States. By enacting and enforcing policies that promote diversity, equity, inclusion, and accessibility, the government plays a crucial role in shaping a future where all individuals are afforded equal rights and opportunities.

# Women's Legislative Briefing

By Jymece Seward, DC Metro Regional Manager



(Left to Right) Seas & Skies Legislative Chair, Debria Hayes, DC Metro Regional Manager, Jymece Seward, DC Metro Region Legislative Chair Tina James



(Left to Right) Seas & Skies Legislative Chair, Debria Hayes and WOW Chapter Legislative Chair, Kia Booker

On January 28, 2024, FEW's DC Metro Region, along with more than 500 women and students and over 40 organizations, convened at the Universities at Shady Grove for the Montgomery County Commission for Women's Legislative Briefing (WLB), "From Proposal to Passage: Collaborating for Justice and Equality." This annual event brings together advocates, policymakers, and emerging leaders to empower and engage Marylanders around issues of importance to women and girls.

The Commission was established in 1972 to advise county, state, and federal governments on issues concerning women in Montgomery County. Furthermore, like FEW, the Commission seeks to advance women's equal and full participation in society through access to education, healthcare, and work advancement with political and economic power. Due to the pandemic, the WLB was previously held virtually. Thus, it was a privilege for the Region to both sponsor and attend the first in-person WLB in over three years.

In addition to a Chair's Networking Breakfast, Resource Fair, and breakout sessions, the WLB hosted a "Fireside Chat" featuring County Executives, Angela Alsobrooks of Prince George's County, and Jessica Fitzwater of Frederick County, who both spoke about the importance of their work, the challenges and highlights, and ways to amplify the voices of women and emerging leaders.



DC Metro Regional Manager, Jymece Seward

Representing FEW were DC Metro Regional Manager, Jymece Seward, DC Metro Region Legislative Chair, Quinsentina (Tina) James, and Seas & Skies Chapter Legislative Chair, Debria Hayes. Kia Booker, Legislative Chair of the Widening Opportunities for Women (WOW) Chapter, attended the WLB and stopped by to show her support. During the briefing, the Region hosted an exhibit table where FEW's mission and Focus Areas were shared, in addition to highlights of the Region, all of which helped to engage with members and non-members in various sectors across the DC metropolitan area. The Region also gifted attendees with FEW swag items.

Debria shared of her first-time WLB experience, *"I'm not a resident of Montgomery County, yet I was impressed by the fact that the leaders really are attempting to tackle the issues that are prominent to their residents. ...It also reminds me that whichever county you live in, we all need to be more participatory within our government. The word citizen is defined as a noun, yet being a citizen requires our active participation in the society that we live in."*

We all agreed this annual event is a day well spent both sharing and receiving valuable information to advance and uplift women in the state and beyond. The WLB is a wonderful opportunity for Legislative Chairs to both learn about legislative issues of importance and network with women with similar legislative interests and foster future collaborations.

# Powerful Women Shaping Government

As we celebrate Women's History Month, it's essential to recognize the remarkable women who have left an indelible mark on the landscape of the United States government. These three trailblazers have shattered glass ceilings, paving the way for generations to come.



Source: SupremeCourt.gov

## **Ruth Bader Ginsburg: The Architect of Justice**

*Known as the "Notorious RBG," Ruth Bader Ginsburg was a legal luminary who made history as the second woman appointed to the United States Supreme Court.*

Ginsburg dedicated her life to championing gender equality and civil rights. Her ground-

breaking work as a lawyer and her fearless pursuit of justice made her a symbol of resilience and determination. Ginsburg's legacy continues to inspire women in law and beyond, proving that tenacity knows no gender.



Photo Courtesy: Glasshouse Images/Shutterstock

## **Shirley Chisholm: Unbought and Unbossed**

*Shirley Chisholm made history in 1968 as the first African American woman elected to the United States Congress and, in 1972, as the first woman to run for the Democratic Party's presidential*

*nomination.* Known for her mantra, "Unbought and Unbossed," Chisholm fearlessly confronted racial and gender barriers. Her unwavering commitment to social justice and political empowerment paved the way for a more inclusive and diverse representation in American politics.



Source: History.state.gov

## **Condoleezza Rice: Diplomacy and Leadership**

*Condoleezza Rice, the 66th United States Secretary of State, broke barriers as the first African American woman to hold this prestigious position.*

A distinguished diplomat and political scientist, Rice played a pivotal role in shaping U.S. foreign

policy during the George W. Bush administration. Her leadership exemplifies intelligence, resilience, and grace under pressure, inspiring women to pursue excellence in fields traditionally dominated by men.

As we honor Women's History Month, let's celebrate the contributions of these extraordinary women who have not only made history but have also paved the way for a more equitable and inclusive future. Their stories serve as a reminder that the progress of women in government is not just a matter of history but an ongoing journey toward a more diverse and representative democracy.



# COMPLIANCE MATTERS

## FEW to collaborate with DOC WSTEM group on equity in the workplace



In 2019, women across the Department of Commerce (DOC) participated in a survey to assess why they believed a group dedicated to Women in Science Technology Engineering and Mathematics (WSTEM) was needed. Participating bureaus including DOC headquarters, the Census Bureau, National Institute of Standards and Technology (NIST), National Oceanic and Atmospheric Administration (NOAA), and the United States Patent and Trademark Office (USPTO) assigned points of contacts and gathered results the survey. Robin Bunch, Electrical Engineer and Acting Director of the Communications and Technology Promotion in the Technology Partnership Office at NIST, led the efforts. Out of 230 participants, 20% want to advance equity, inclusion, or advocacy for women at work. Other reasons for starting the group included mentorship and information sharing.

A sample response provided below speaks to the importance of the work done by both the DOC WSTEM group and FEW:

“Women in our agency are pretty isolated. We face similar challenges in terms of unconscious bias and willful ignorance and exclusion by our male coworkers, but since we rarely get together and share these experiences, we may feel that our experiences are marginalized and/or invalid. So, we need to get together more often to strengthen our collective voice and influence change.” (Participant, DOC WSTEM Assessment 2019)

When asked what the women would like the group to accomplish, the following answers highlighted the need for community, equity, and knowledge-sharing.

- “...providing mechanism to gather and communicate, highlighting successful female scientists in the government.”
- “I want to see the group lead the charge to establish a DOC-wide taskforce on STEM.”
- “Contributing to retention of women in STEM and developing the next generation of leaders.”
- “A community in which women in STEM feel comfortable sharing their experiences, both good and bad, and can work together to find solutions to our unique challenges.”

Since its inception, the DOC WSTEM group held networking events for members to get to know one another and compare stories between bureaus. However, little movement had taken place regarding equity, diversity, or advocacy. In February 2023, Bunch sent out a memo to the 20 percent previously identified to brainstorm strategies and provide feedback related to DOC’s FY2022 MD-715 report. FEW and DOC WSTEM agreed this would be the perfect time for the two groups to collaborate. FEW Chapter Presidents or Compliance Chairs from the Women of Commerce Chapter at DOC Headquarters,

*continued*





*continued*

NOAA Seas and Skies Chapter, Census Women Count at the Census Bureau, and the USPTO Bright Knights Chapter were looped into the communications to keep everyone informed. The FEW National Vice President for Compliance and the Vice President for Membership and Chapter Organization were also notified of the project for awareness and potential collaboration.

### **A Way Forward**

While applauded by the Partnership for Public Service as one of the top five places in the federal government to work, analysis of the MD-715 shows where the agency can make improvements. According to DOC's mission statement, three organizational traits are necessary: "Innovation, equity, and resilience. These three concepts drive our work at the U.S. Department of Commerce, and they're crucial to our overarching goal of improving America's competitiveness in the global economy." (DOC Executive Summary: Mission) To that end, FEW and the DOC WSTEM group work to support the agency's vision, improving the workplace and our global community.

With the mission in mind, Bunch rallied the team together establishing the common goal of analyzing the MD-715. She

invited open dialogue, ideas for making improvements to the 2022 rating, and general information sharing related to equity. The 95-page assessment lists aggregated breakdowns of hiring and promotion data related to women and under-represented groups at DOC. It also provides comparisons using the National Civilian Labor Force (NCLF) and Inclusion Rate (IR) as the benchmarks for gender, race, ethnicity, and the Federal Goal as the benchmark for person with disabilities. It provides a fuller picture of where each of the 41,135 full-time permanent employees stands at the DOC. And it provides data about the leadership pipeline, demonstrating what we already know to be true; **women are still not represented well in federal leadership circles.** There are exceptions. And there is still work to be done.

In response to Executive Order 14035, "Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce", DOC developed a strategic plan targeting the areas of concern and interest. DOC leadership is exploring a new women's leadership program to address some of the disparities shown in the data. The goal for both groups is to improve the status of women working in the federal government, particularly across the 13 DOC bureaus.

Stay tuned for more developments as this project unfolds.



Lowcountry chapter future officers and founders at NTP 2023

# A Spark of Enthusiasm

By Marcia McDaniels, Diamond Life Member

There was excitement in the air at the opening ceremonies of the 2023 National Training Program (NTP). We officers were waiting for the opening ceremonies and the elevator opened. A bevy of students turned toward us, ready for the first day. Someone beside me called “Welcome” and we applauded. The young women looked stunned and then smiled. We began to applaud all the attendees entering the hall, cheering as if it were the red carpet. Such joy and excitement to open the event. The mood continued and many who came to the information desk were smiling. One group of five women were chatting and I asked if they were new to Federally Employed Women (FEW). Nicole introduced the group from South Carolina, and they were pleased with the hotel and the sessions. I watched later as they rose at their table as first timers were called. I was happy to answer questions as their joy was evident.

As the event concluded, I asked if they would return. Nicole grinned and said they wanted to do one better and start their own chapter. I took her number and said I would help if they needed it. I pointed out Vice President of Membership Tara Bullock standing across the hall, who could help them. She was in the hall taking last minute membership applications, a total of 91 new members.

I didn’t think anything of them until the NBOD meeting in February. Tara announced one of the motions was to welcome a new chapter, the first in three years! My jaw dropped when I read it was in Charleston, South Carolina. Could it be? When the motion carried, President Richards asked to

suspend protocol and stand and applaud the new chapter. We all cheered.

After the meeting, I got out my phone and I looked up the South Carolina contact.

“Hi this is Marcia from National FEW, I hope you are having a good year. I remember talking to you at the NTP.”

“Hi Marcia, we set our packet in to start a chapter! Hope to hear something soon from the Board!”

“We voted today, congratulations to you. So happy for you. I remember your enthusiasm at the NTP.”

“Does that mean we made it? Yes, president for now.”

“After we voted, the whole national Board of Directors applauded.”

Nicole Rothschild “liked” that and she is the new president. Sure enough, three of the four new officers are the ones who attended in July.

I said, “I remember the group of you and seemed to run into you folks frequently, so glad you found the National Training Program and FEW.” “You were put in our path for a reason. Thank you.”

I will be in touch with Nicole and her Lowcountry Chapter. I am thrilled to have encouraged a spark in women who seek to advance the goals of this organization. We are about camaraderie as well as learning. We cheer for new members. I hope as you meet other young women that you get to spread the enthusiasm and the positive spirit of being a FEW member.

# Unlock the Power of Connection with FEW’s Annual Membership Contest



Invite your colleagues to join FEW, and let’s level up together!

Be one of the top recruiters to snag a \$500 VISA gift card!

Your network awaits – make it count!

#FEWMembershipContest #ConnectAndWin

The FEW Membership Contest runs between June 1 – May 31.

### Individual Membership Contest

- Recruit a minimum of ten (10) new members between June 1 – May 31
- Only applicants with postmark/online submission dates within the contest range will be accepted
- The recruiter’s name must be included at the time of submission on the membership application

### Forming New Chapters Membership Contest

- Recruit the Chapter with the highest number of members, based on confirmation of the Chapter Chartering package between June 1 – May 31
- The FEW recruiter must be a member in good standing throughout the contest period
- The recruiter’s name must be included at the time of submission on the membership application

- The contest winner(s) will be announced at the National Training Program in August.
- Individual members are eligible to win the contest only once every two (2) years.
- Members of the National Board of Directors and Executive Committee are not eligible to win the contest prize(s), even though they are strongly encouraged to be recruiters throughout the year.

More details regarding the specific process can be found in the *National Policy and Procedures Manual, Section-IV-Activity-and-General-Procedures; Membership*

For more information, please contact your Vice President for Membership and Chapter Organization at [membershipvp@few.org](mailto:membershipvp@few.org).



## The Importance of DEIA Training in the Workplace

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



DEIA training is a crucial component in establishing a workplace that promotes inclusivity. However, what precisely does DEIA training entail?

DEIA training is a collection of ideas and practices aimed at assisting companies and employees in implementing tangible measures to establish a just and efficient work environment across four fundamental domains: diversity, equity, inclusion, and accessibility.

"Diversity is a fact, but inclusion is a choice we make every day. As leaders, we have to put out the message that we embrace and not just tolerate diversity."

—Nellie Borrero (*Managing Director, Senior Strategic Advisor – Global Inclusion & Diversity at Accenture*)

## REASONS WORKPLACE DEIA TRAINING IS BENEFICIAL

### 01

Your organization will benefit from it, becoming more robust and resilient.

### 02

Enhanced communication will be facilitated among your team.

### 03

DEIA training that is both effective and in accordance with the law leads to long-lasting transformation.

### 04

DEIA training enhances the capabilities and confidence of employees.



# The Next Phase of DEIA Evolution



As we celebrate the strides we've made in fostering diversity, equity, inclusion, and accessibility (DEIA) within the workplace, it's essential to look toward the future with a sense of purpose and ambition. The journey toward a truly inclusive workplace is ongoing, and Federally Employed Women (FEW) is committed to pushing the boundaries of what's possible.

The first step in this forward-thinking approach is the establishment of ambitious DEIA goals. These goals are not just about meeting quotas; they reflect a dedication to creating an environment where everyone feels seen, heard, and valued.

Recognizing the pivotal role of leadership, FEW is committed to diversifying leadership echelons. Through targeted mentorship, leadership development initiatives, and the 2024 National Training Program (NTP), FEW aims to help grow leaders in the federal workplace that reflect the diversity inherent in communities across the U.S.

Accessibility is another cornerstone for the future. From physical infrastructure to digital platforms, an environment that accommodates every citizen and employee, will foster a workplace that is truly inclusive for individuals of all abilities.

Attending and leading comprehensive DEIA training programs will help cultivate a culture steeped in understanding, empathy, and allyship. This educational approach is not merely responsive; it's a proactive step to address emerging challenges and opportunities in the evolving landscape of diversity and inclusion.

As we embark on this next phase of our DEIA journey, we invite every member of FEW to join in this collective endeavor. By setting ambitious goals and working together, we can achieve a workplace that is a beacon of diversity, equity, inclusion, and accessibility for all. Together, we will shape a future that reflects the strength found in our differences.

# Exceptional Women Leading the Way

As we delve into Women's History Month, it's imperative to spotlight the indomitable spirit and outstanding achievements of women making waves within government agencies. These trailblazers have not only broken barriers but are actively shaping policies, fostering innovation, and creating positive change.



**Kamala Harris:  
Highest Ranking Elected  
Woman in U.S. History**

Kamala Harris, the first female Vice President of the United States, stands as a trailblazer and a symbol of empowerment for Women's History Month. With an impressive career as a former Attorney General

and Senator, Harris shattered multiple glass ceilings, exemplifying resilience, and leadership. Her historic inauguration marked a pivotal moment in history, inspiring women globally to aspire to the highest echelons of political leadership. As a passionate advocate for justice and equality, Harris continues to break barriers, leaving an indelible mark on the narrative of women in power.



**Christina Hammock Koch:  
Traveling to the Moon and Back!**

NASA astronaut Christina Hammock Koch is set to make history as one of the four astronauts embarking on Artemis II, NASA's inaugural crewed

mission on the path to establishing a sustained presence on the moon. In this mission, Koch will become the first woman to gracefully soar into lunar orbit, marking a significant milestone in space exploration and advancing gender equality in the realm of cosmic exploration.

**Jennifer Homendy:  
At the Driver's Seat at the NTSB!**

Appointed as the 15th Chair of the National Transportation Safety Board (NTSB), Jennifer Homendy has a wealth of experience in transportation safety. As the first woman to hold this esteemed position, she has demonstrated unwavering dedication to ensuring the well-being of travelers and the reliability of transportation systems. Her leadership at the NTSB marks a significant stride forward, exemplifying the crucial role women play in shaping policies that impact the safety and efficiency of our nation's transportation networks.



These women exemplify the strength, intelligence, and resilience that characterize the many contributions women make within government agencies. As we celebrate Women's History Month, let's honor and amplify the stories of these exceptional women who are not only making history today but inspiring future generations of leaders to follow in their footsteps.



# Reflecting on the Future

By Marcia McDaniels, Diamond Member



Marcia McDaniels,  
Diamond Member

Recently I was in a brainstorming session at the Regional Board Meeting and we were talking about recruiting new members and retaining what members we have. Retention was my focus.

I'm a Diamond Life Member of 40 years, and none of us are getting younger.

Quite a few members of my generation are still active but are facing different challenges. We have met the Zoom demands and workplace changes of the last few years. There are new obstacles. Elder discrimination is still visible in American society and employment. Workplace education or advancement may be denied if they think you're on borrowed time, close to the minimum age to retire.

Instead of the corner office or a bigger title, many of us are facing a challenge of how to navigate the next chapter: retirement and reinvention.

If we don't show up at meetings, it's because we don't think there is anything to help us with the challenge.

"As [author, MacArthur Fellowship recipient, and founding head of DOJ's Elder Justice Initiative M. T. Connolly](#) has written a book, ["The Measure of Our Age: Navigating Care, Safety, Money, and Meaning Later in Life."](#) Connolly lays out some stark statistics. In a little over a decade, we will have [more people in this country over the age of 65 than under the age of 18.](#)"

We still desire to uphold the goals of the organization. It got us where we are.

We can find meaning in mentoring if youth will listen. But finding new Millennials and Gen X to take our place is difficult as they are less likely to follow the same establishment goals and structure that we negotiated. Especially Gen Alpha.

Most of us still enjoy camaraderie and getting together and socializing. We didn't grow up depending on screens for finding friendship. Still, we adapt.

There's a lot of issues for members to explore that support the focus groups but there is little currently offered for what follows in the next 20 to 40 years.

If we want to be relevant to a growing aging population in a shrinking government structure, we need to meet those needs, or at least have someone on staff to consider them and bring them to consciousness of the membership. We need a special assistant, not for chapter consolidation, but a Special Assistant for retirement preparation and reinvention. We shouldn't aim to replace some of the organizations that focus only on this goal, but we should be mindful of what our members could be concerned with in the future. We are also the future.

Reference: Salon January 18, 2024 "Live long and flounder: An aging expert on the looming crisis of our longer lifespans"  
Story by Mary Elizabeth Williams

# SAVE THE DATE

THURSDAY  
**7**  
MARCH



## Federally Employed Women (FEW) Scholarship Application Period Begins

Pamela H. Richards  
National President

**LEVELING UP**  
*For Success*  
Working for the Advancement



# 55<sup>TH</sup> FEDERALLY EMPLOYED WOMEN NATIONAL TRAINING PROGRAM

Delivering informative, engaging and insightful training for the purpose of achieving the mission of “advancement and professional growth ...”



## EMPLOYEE EXPERIENCE | LEARNING TRACK | DEIA

The employee experience refers to the overall evaluation of an employee's engagement with your organization and its personnel. The 2024 FEW NTP will bring the connection between learning and employee experience to include several training offerings centered on diversity, equity, inclusion, and accessibility (DEIA).

Participants will receive thorough

DEIA training that will enhance your team's comprehension of unconscious biases, strategies for mitigating and addressing microaggressions, and the prevention of workplace harassment through bystander intervention.

Khadejah M. Brown, **FEW National Vice President for Training | 2024 NTP Chair**



## JOIN US

Unleash Your Full Potential: Learn, Recall, Apply, Reinforce!

August 4 – 8, 2024

Hilton Chicago  
720 South Michigan Avenue  
Chicago, Illinois, 60605

## REGISTRATION OPENS SOON!

For more information, contact:  
[ntpevents@few.org](mailto:ntpevents@few.org)





# One Simple Thing Can Change Everything

By Dr. Mallary Tytel, [mtytel@healthyworkplaces.com](mailto:mtytel@healthyworkplaces.com)

Hello! I believe in the principle of *One Simple Thing*. *That is*, if we can identify and accomplish one essential, meaningful, and simple act every day with intention and integrity, we can achieve great things, both individually and collectively. This is a different way of thinking and acting, to be and do your best, one simple thing at a time.

Here's how you get started. With each piece I will be offering 5 simple tips. What resonates with you? What is relevant right now? And how do these ideas support you on your own professional path? Keep notes if you like, feedback is always welcome, and I hope you will share your own experiences. And please feel free to reach out to me anytime with a question, idea, or request. Good luck and remember: Simple is NOT the same as easy!

- March 2024 is *National Women's History Month* and this year's theme celebrates "Women Who Advocate for Equity, Diversity and Inclusion." Women throughout the country understand that, for a positive future, we need to eliminate bias and discrimination entirely from our lives and institutions. So, how will you honor and celebrate the amazing, talented women in your organization? Do not forget to tell those around you how much you appreciate them, in March and every day.

- Looking for a role model? Easy... just be yourself. Do you know who you are, what is important to you, and how you want to connect with others? That's all it takes. Answer these three simple questions for yourself and watch what happens.
- You can tell a lot about someone by what they choose to see in you. What do YOU see in you?
- It's all right not to have all the answers. In fact, the questions are far more important and illuminating. Today, question three things you were sure of yesterday. Still sure?
- "*A woman with a voice is by definition a strong woman. But the search to find that voice can be remarkably difficult.*" ~Melinda French Gates. What will you do to find your own voice today and every day, when it counts?

Dr. Tytel is President of [Healthy Workplaces](https://www.healthyworkplaces.com), a national consulting practice, and Co-Founder and Chair of [The Simple Rules Foundation](https://www.thesimplerulesfoundation.org). She has been a member of FEW since 2017.

# FAQs: Understanding Diversity, Equity, Inclusion, and Accessibility (DEIA)



## **Q: Why are DEIA initiatives important?**

A: DEIA initiatives are crucial for promoting fairness, innovation, and a positive organizational culture. Embracing diversity enhances creativity, equity ensures equal opportunities, inclusion fosters a sense of belonging, and accessibility ensures that everyone, regardless of abilities, can participate fully.

## **Q: What is equity in the context of DEIA?**

A: Equity involves ensuring fairness and justice by providing individuals with the resources and support they need to succeed. It acknowledges that different individuals may require different levels of support to achieve equal opportunities.

## **Q: How can inclusion be fostered in the workplace?**

A: Inclusion can be fostered by promoting open communication, acknowledging diverse perspectives, providing equal opportunities for career advancement, and creating a supportive environment where every individual feels valued and heard.

## **Q: How can organizations ensure accessibility?**

A: Organizations can ensure accessibility by designing physical spaces and digital platforms that accommodate individuals of all abilities. This includes providing assistive technologies, implementing accessible design principles, and offering accommodations based on individual needs.

## **Q: How can individuals contribute to DEIA efforts?**

A: Individuals can contribute by educating themselves on DEIA issues, actively challenging biases, promoting inclusivity in their communities, supporting diverse voices, and being allies to marginalized groups. Small, consistent actions can lead to significant change.

## **Q: How can DEIA success be measured?**

A: DEIA success can be measured through various metrics, including representation data, employee engagement surveys, pay equity analyses, and feedback mechanisms. Regular assessments help organizations identify progress and areas for improvement.

[Click here for more FAQs!](#)





# What Are Federal Employees Options for Appealing an MSPB Decision?

If you have completed the initial Merit Systems Protection Board (MSPB) appeal process and the administrative judge has issued an unfavorable initial decision, you have two options for appealing. The first way to challenge the decision is to file a petition for review. The second option would be to file an appeal with the U.S. Court of Appeals for the Federal Circuit.

You must file a petition for review within 35 days after the initial decision was issued. A federal circuit appeal must be filed within 60 days after the MSPB issues its final order on your appeal.

For a petition for review, you should include arguments and evidence showing that the initial decision contained erroneous findings of facts, was based on erroneous interpretations of law, and/or is inconsistent with the MSPB's rules involving abuses of discretion.

When filing a federal circuit appeal, you should provide proof and evidence that the MSPB's final ruling was incorrect because it either misapplied the legal standard to the facts of your case or failed to accurately evaluate the facts of your case.

While the appeal is pending resolution, if the initial decision upholds the agency's action, then the action will remain in effect. However, if the initial decision is in the

employee's favor, then relief should be granted immediately in most cases.

Regardless, no employee should be forced to suffer the consequences of an unjust adverse action. Hiring an attorney from the start can give you the best chance of approval, but having legal representation at the appeal and MSPB levels is even more critical. Without the necessary experience, you [risk being denied](#) or forced to wait in the [massive MSPB case backlog for review](#).

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**Soon**

## 2024 NATIONAL AWARDS SEASON

**Theme: Potential Unleashed: Leading The Way to Triumph!**

Get Ready To Apply For FEW Awards!  
2024 Awards Season opens March 7, 2024

### Minimum Qualification for Chapter Awards

All Quarterly Reports must be submitted on time  
(by the 10th of the month – no exceptions).

### Individual/Organizational Awards

Allie Latimer, Barbara Boardman Tenant,  
Champion of Diversity, Distinguished Service,  
Federal Department/Agency, FEW Regional  
Achievement, Private Sector

### Chapter Achievement Award Categories

Best Chapter Programs, Chapter Fundraiser,  
Chapter Newsletter, Chapter Special Emphasis  
Project, Chapter Membership Achievement,  
Chapter Special Project, Helen R. Dudley Chapter  
Overall Achievement Award

For more information, please see [Awards - Federally  
Employed Women \(few.org\)](#) or contact the National  
Awards Chair at [awards@few.org](mailto:awards@few.org)



Pamela H. Richards  
National President

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