

A VIEW FROM FEW

An organization for opportunity and equality for women in Government



February 2008

Space Coast Chapter, P.O. Box 21201, Kennedy Space Center, FL 32815
<http://www.ksc.nasa.gov/groups/few/>

President's Message

Sandy Eliason

Here it is February already! Even though it's a bit chilly "Space Coast" hasn't let the weather slow them down, we are very busy! Marlene Satterthwaite and her 29th Annual Training Program committee are proceeding with all the arrangements for another successful training program. If you haven't signed up to support, please get with her or a committee member. We still have many positions open that could use your help. While we are on the subject, if you are a NASA employee, please go into Saturn and go ahead and register. If you are a contractor, please get with your training coordinator and let them know your plans. After all, March 5, 2008 through March 7, 2008 is just around the corner! Please keep an eye on the website for updates & registration information <https://www.ksc.nasa.gov/groups/few/>

Nothing happens without a purpose! Whether we attract success or repel it depends on our willingness to stay open to new ideas of Leadership, Motivation, and Self Empowerment and to embrace their concepts like synchronicity. We must strive to stay enthusiastic toward progress of our personal evolution. It's much easier to let our egos prevent us from recognizing that even perceived mistakes and strife could be profound lessons. We may not always immediately understand the significance of certain experiences, but our trust in ourselves and the friendships we have made along the way will help us choose wisely at each crossroad.

Don't hesitate - register today! Hope to "Sea you and all your Possibilities" next month.

Sandy

Reflections:

"Even if I knew that tomorrow the world would go to pieces, I would still plant my apple tree. "
Dr. Martin Luther King, Jr.

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FEW's Mission Statement

Federally Employed Women (FEW) is membership organization working for the elimination of sexual harassment and the advancement of women in government. This will be accomplished by:

- Encouraging diversity and equity in the workplace
- Enhancing career opportunities for women
- Establishing and maintaining relationships with organizations to advocate the fair application of EEO and personnel laws, policies, procedures, and practices
- Improving the quality of life for women by influencing Congressional and Administration actions
- Committing to achieve and maintain a unified and diverse membership; and
- Providing opportunities for professional growth through leadership development, education, mentoring, and networking.

The FEW mission and purpose statement was revised to recognize that the mission of an organization is its driving force, and that FEW's mission needed to be consistent with the needs of federal women today on into the 21st century.

Legislative

Submitted by Arden Belt

Click on the following for the Florida House of Representatives Calendar and Weekly Schedules:

<http://www.myfloridahouse.gov/Sections/HouseCalendar/calendarsschedules.aspx>

Click on the following for Florida House Speaker Rubio's List of Florida House News:

<http://www.myfloridahouse.gov/Sections/HouseNews/pressrelease.aspx#top>

Click on the following for Senate Committee Holds Hearing on Pay Discrimination Bill

<http://www.womenspolicy.org/thesource/article.cfm?ArticleID=2639>

Click on the following for Bills Introduced

<http://www.womenspolicy.org/thesource/bills.cfm?IssueID=319>

Compliance - A Troublesome Decline in Disability Hiring by Stephen Barr, WashPost.com, January 17, 2008

Submitted by Becky Fasulo

Most federal agencies are losing more employees with severe disabilities than they are hiring, and the Equal Employment Opportunity Commission wants to get the government back on path as a model employer.

An EEOC management directive, which went into effect in October 2003, requires federal agencies with more than 1,000 employees to recruit disabled individuals and set hiring goals, but 43 percent of federal agencies have not established such goals, the EEOC said in a report released Tuesday.

"This may account for why little progress is being realized," the report said.

In fiscal 2006, the government had about 2.6 million permanent and temporary workers, and 24,442 were deaf, blind, mentally retarded or had other serious disabilities.

That year, the severely disabled represented 0.94 percent of the government's workforce, the lowest rate in 20 years, according to the report.

Even the overall growth in government employment did not help the recruitment and retention of disabled employees. The government's workforce grew by 135,732 between fiscal 1997 and 2006, a 5.48 percent increase, while the number of employees with severe disabilities decreased by 4,229 during, a loss of 14.75 percent.

The report found essentially the same pattern when temporary employees were excluded from the data. In fiscal 2006, the severely disabled represented 0.97 percent of the full-time, permanent government workforce, also a 20-year low.

The report suggests that bias or lack of training for managers is one explanation for the reduction of disabled employees. "Within the federal government, unfounded fears, myths and stereotypes persist regarding the

employment of people with disabilities," the report said. "These beliefs may unlawfully influence some employment decisions."

The 1973 Rehabilitation Act banned discrimination against disabled people in federal hiring and required agencies to develop plans to hire and promote disabled workers. It also required agencies to provide "reasonable accommodations," such as modified work schedules, special computers and other equipment.

But at the largest departments the number of permanent government employees with severe disabilities has dropped over the past two decades. Only the Treasury and Labor departments have increased the percentage of severely disabled in their workforces, the report said.

There appears to be no single reason for the decline, but the EEOC report suggests several possible reasons in addition to issues of bias. They include the increase in contractors to fill jobs at lower pay grades, the reluctance of managers to use special hiring programs to recruit the disabled, and "the misperception of managers" that the severely disabled are not likely to be the best qualified applicants for professional jobs in their agencies.

Last year, at the urging of Commissioner Christine M. Griffin, the EEOC launched the Leadership for the Employment of Americans With Disabilities Initiative. Through LEAD, the EEOC has encouraged agency leaders, personnel and hiring officials and others to recruit more individuals with serious disabilities.

The Navy and the Federal Aviation Administration have stepped up efforts to recruit disabled employees under LEAD, an EEOC official said, but the report says the overall decline will not be reversed until all agencies pay more attention to the issue.

"Very few agencies are actually setting hiring goals or making concrete plans to meet those goals. This must change," Griffin said in a statement.

The EEOC report recommends that agencies establish numerical hiring goals for the disabled, provide mandatory training on

disabilities for management officials and develop procedures to verify that hiring goals are met.

Diversity in Health

Submitted by Charlotte Becker

Diversity means different thing to different people. When you look the word up in the dictionary it says, "to give variety to, to extend into disparate fields, to distribute among several companies in order to average the risk of loss, to extend or distribute activities or investments, especially in business." Well. That is a big mouthful of words. If you look up the word diversity on the web you don't find many references. So, I thought that to look at everything as diversity would be a good answer. Below is some diversity from various publications. I will submit one or two each month.

Diversity of Women to Men in heart attacks: You must know that woman's symptoms are different from men. Here is a short list of symptoms for a woman.

1. Women feel like they have an upset stomach.
2. Women may or may not have chest pain.
3. Stress and nervous tension.
4. Chilblains and tingling in the hands and feet.
5. The symptoms of angina.

Other common signs and symptoms that a person can have during a heart attack include:

1. Upper body discomfort in one or both arms, the back, neck, jaw, or stomach
2. Shortness of breath may often occur with or before chest discomfort
3. Nausea (feeling sick to your stomach), vomiting, lightheadedness or fainting, or breaking out in a cold sweat

Not everyone having a heart attack experiences the typical symptoms. So if you're not sure, please call for an ambulance or get to a hospital fast. It is better to be safe. Keep the symptoms above in mind.

Here is a list from the WW site heart attacks

Healthy Lifestyle Choices

Healthy lifestyle choices to help prevent heart attack include:

- Following a low-fat diet rich in fruits and vegetables. Pay careful attention to the amounts and types of fat in your diet. Lower your salt intake. These changes can help lower high blood pressure and high blood cholesterol.
- Losing weight if you're overweight or obese.
- Quitting smoking.
- Doing physical activity to improve heart fitness. Ask your doctor how much and what kinds of physical activity are safe for you.

As you can see, women feel different from men when having a heart attack. Below is the website where I got some information.

http://www.nhlbi.nih.gov/health/dci/Diseases/HeartAttack/HeartAttack_Prevention.html

2008 National African American/Black History Month

*Forwarded by Cathy Fletcher,
National VP for Diversity*

The African-American/Black History Month begins February 1, 2008.

"Artist Hubert Sam created this year's image, which depicts the National Theme for Black History Month 2008 "Carter G. Woodson and the Origins of Multiculturalism." Known as the "Father of Black History," Carter G. Woodson holds an outstanding position in early 20th century American history. Woodson authored numerous scholarly books on the positive contributions of Blacks to the development of America. He also published many magazine articles analyzing the contributions and role of Black Americans. He reached out to schools and the general public through the establishment of several key organizations and founded Negro History

Week (precursor to Black History Month). His message was that Blacks should be proud of their heritage and that other Americans should also understand it." As of today, the Presidential 2008 Proclamation has not been issued and posted on the White House's website -- I encourage you to read and distribute this Proclamation as you deem appropriate when it becomes available.

The African-American/Black History Month is celebrated every year from February 1-28/29, and was established under the following authority:

Authority: First Presidential Proclamation, February 1976

* The first ethnic observance was the brainchild of Carter G. Woodson, a noted African-American author and scholar.

* He established Negro History Week in 1926.

* The week evolved into a month-long celebration in 1976 and is observed every February.

Sunshine Committee
Eva Coffman



Space Coast Chapter did not hear about any illnesses or hospitalizations in the month of January. I hope that means everyone is healthy and enjoyed the holidays.

Congratulations to Becky Denis (denisrichardp@bellsouth.net) and Karen Dubois (krdubois05@yahoo.com) on their retirements from NASA/KSC!

A card and dish garden were sent to Martha Carroll in remembrance of her mother who passed away recently. We are glad Martha had an opportunity to spend time with her mother in Pennsylvania before her death.

Please notify me (639-4881) or Becky Fasulo (636-8525 or beckyjf@yahoo.com) of any

members that have extended illnesses, hospital stays, or news that deserve congratulations.

Happy Birthday to:

Eva Coffman – February 2
Charmel Jones – February 8
Delores Abraham - February 11
Joette Feeney - February 19
Becky Fasulo – February 23
Lee Furis - February 28
Clara Anderson – March 16
Johanna Velasquez – March 18
Emogene Grenville – March 29

I am missing birth dates (month and day only) for the following members: Sandra Getter, Helen Kane, Daisy Morales, Teresa Piatuch, Lois Rawji, Marilee Tewksbury, and Carrie Tillman. Please send me your birth date, so that we can celebrate with you – bekyjf@yahoo.com



Make Waves – A Sea of Possibilities

29th Annual Training Program in conjunction with the 2008 Regional Training Program

Submitted by Marlene Satterthwaite

Please post to your calendars:

Both of the remaining ATP-RTP meetings will be held at the CIAO (Central Industry Assistance Office) located on SR 3/Kennedy Parkway - just south of Gate 2.

Dates:

February 11, 2008/Monday
 February 25, 2008/Monday

Time: After work hours (assemble 4:30-5:00 pm)

Chairs: If you are unable to attend - request you email ME a status report before each meeting

It's never too late to volunteer. Support call out now for "hostess/volunteers" - respond to : Joette.m.feeney@nasa.gov
 Registration support: respond to Johanna.velasquez@jbosc.ksc.nasa.gov

NOTES:

NASA employees MUST use SATERN. Additionally, ALL attendees (including ATP-RTP volunteers) MUST complete FEW Registration form. The luncheon count is derived from completion of this form. For more information please go to: www.ksc.nasa.gov/groups/few/

Tuesday - 3/4/2008 - Noon at the HOLIDAY INN/Flamingo Room -- ATP-RTP "STUFFING FOLDERS/PIZZA GET-TOGETHER" (Retirees and anyone else who wants to join in)

Quick Snapshot of Events:

Tuesday - 3/4/2008 7:00 - 9:00 pm -- RTP "ice-breaker" Holiday Inn Lofts (room number TBD)

Wednesday 3/5/2008 - -- 8:00 am - ATP-RTP Registration begins

Thursday 3/6/2008 -- 8:00 am - ATP-RTP Registration begins

Friday 3/7/2008 8:30 am -- Palms Room -- National Board updates

Friday 3/7/2008 9:45 am -- Palms Room -- SE Regional Board Meeting

Friday 3/7/2008 11:30 am -- Lunch (Box)

Friday 3/7/2008 12:30 pm -- Board Buses for KSC tour

29th Annual Training Program Speakers

Submitted by Jean Grenville

We are really excited about our speakers for the Annual Training Program this year. Dr.

Donna Walton was a speaker at the National Training Program in Washington, DC last year and our president, Sandy Eliason, immediately approached her after her presentation to see if she would like to come to Florida in March 2008. She agreed and we are so happy to be able to present her to you.



Our workshop speakers are amazing too. Lily Yeboah is coming all the way from England to speak to you. She lived in Orlando until very recently and we attended one of her workshops there.

Jeanne Henningsen was a speaker at one of Space Coast Chapter's monthly program meetings and we were very impressed with her. She is from Maitland, Florida and has a new baby that we're excited to see also.

Robin Krawiec of Louisville, KY comes with high recommendations from Cherie Guilford who we had originally planned to speak to you on DISC. Because of health problems, Cherie recommended Robin whom she has worked with on this interesting idea for many years. Robin has a new baby also.

Anmarie Kelly from Westchester, PA has been a speaker for many years including Clemson and will give you pointers on mentoring and how to live at your fullest capacity.

Get your registration form in now! You're going to love all our speakers.

Community Outreach

Submitted by Sandra Getter

Just a note to remind you that Friday, February 15th will be delivery day for Baxley Manor. Remember these folks are on food stamps and any help that you can give monetarily or otherwise will be greatly appreciated. The monetary contributions

that you make are used to buy food and personal items for these residents. My mail code is NE-E8. Thanks so much for making a difference!!

Although Aneta continues to coordinate from off center and is present at each delivery, I am coordinating the contribution for Baxley Manor here on Center with the help of some other very kind ladies. Valarie Franklin in O&C 1020, Sandy Eliason in LCC 4P23, Jan Hall in the Logistics Building 2610A, Carol Moore HQ 3490, Ana Contreras HQ 3531F and Charmel Jones O&C 1073M2 can take your contributions and items. I am in EDL 203 and can coordinate a pick up from you if you call or email me.

Here is the list...suggestions

Needed Items

Food Items

Small cans of vegetables & fruits

Jell-O & pudding snacks

Graham crackers, Saltine crackers

Any meat or meal in a can with the flip top lid...

Lunch meats, tuna, Spam, chicken, Vienna sausage, ham, deviled ham, Sardines, beef stew

Personal Items

Paper products: Q-tips, facial tissue & toilet tissue (packages of 4 rolls)

Toothbrush, toothpaste, mouthwash

Hand lotion, hair spray, mousse or gel, comb/brush

Razor, Nail files, clippers, Socks, stockings, earrings

Reading material such as books or magazines

Thanks again for your support of this worthy cause. *Sandra*

Membership

Submitted by Charmel Jones

It's that time of year to pay your chapter dues. If I can be of assistance or should you have any questions or concerns regarding membership or would wish to volunteer for the upcoming membership drive, please contact Charmel L. Jones, VP for Space Coast

Chapter Membership by e-mail at Charmel.L.Jones@nasa.gov or by phone at 867-2938.

Be thinking of some prospects to invite to our Annual Membership Meeting in March 2008. Plans have not been completely firmed up but we will have a flyer for you in your folders at the training seminar. This will be a special meeting designed to impress and entertain those special friends and co-workers you would like to have join us in FEW.

Excerpts from the Space Coast History Calendar 1988:

June 27, 1939 - A jump in the price of gasoline from 22½ to 23 cents aroused widespread comment in Melbourne.

December 14, 1941 - Wuesthoff Hospital opened with 10 beds.

August 26, 1948 - Porcher House was renamed Chip-Ahoy

August 3, 1957 - The City of Satellite Beach was founded with a population of 100 residents.

Nominations Committee

Submitted by Jean Grenville

The Space Coast Chapter Nominations and Elections Committee consists of three chapter members in good standing that are elected by the membership. The member receiving the most votes is called the Nominations Officer. The current committee consists of Jean Grenville, Chair, with Charmel Jones and Clara Anderson as committee members.

The committee shall solicit candidates, with their consent, for consideration as nominees to run for election at least 85 days before the annual installation and awards banquet. (We plan to have a roster to present to you at the March 2008 Membership Meeting and

additional nominations can be made at that time). Nominations will close 30 days later.

We will prepare the ballot and distribute to the members in good standing at least 45 days before the Installation and Awards banquet (assuming 3rd or 4th Tuesday in June) which would be by May 1.

The committee shall prepare an election report; notify all candidates of election results at least 20 days before the installation and awards banquet.

The results of the election shall be announced at the May meeting.

Please consider running for the following offices:

President, Space Coast Chapter
Vice President for Programs, Space Coast Chapter
Vice President for Membership, Space Coast Chapter
Treasurer, Space Coast Chapter
Secretary, Space Coast Chapter
Nominations Committee, Space Coast Chapter (3)

Quick Fixes from Woman's Day April 1, 2007 Magazine

Submitted by Johanna Velasquez

Banging Door: glue 1/8" thick tabs of foam rubber along the stop where the door shuts.

Dented Wooden Surface: Fold paper towel; wet with cold water; place on dent. Firmly press with warm iron set on steam for a few seconds. Dent should rise after a few applications. (Do not touch wood with iron.)

Squeaky Floorboards: Sprinkle a dry lubricant, like talcum powder, into the adjacent board joints.

Painted-shut window: Run a pizza cutter back and forth in the groove.

Small Hole in wall: Dab with white non-gel toothpaste or typewriter correction fluid.

Management Tips

Submitted by Becky Fasulo

Whether you are already a manager or simply aspire to become a manager, these tips may help you along your chosen path. These are also good for any leadership role.

Seven Tips for Management Success by Susan M. Heathfield from <http://humanresources.about.com>

An effective manager pays attention to many facets of management, leadership and learning within organizations. So, it's difficult to take the topic of "management success" and say that the following ten items are the most important. I will, however, suggest seven management success skills without which I don't believe you can be a successful manager.

The most important issue in management success is being a person that others want to follow. Every action you take during your career in an organization helps determine whether people will one day want to follow you.

A successful manager, one whom others want to follow:

- Builds effective and responsive **interpersonal relationships**. Reporting staff members, colleagues and executives respect his or her ability to demonstrate caring, collaboration, respect, trust and attentiveness.
- **Communicates effectively** in person, print and email. Listening and two-way feedback characterize his or her interaction with others.
- **Builds the team** and enables other staff to collaborate more effectively with each other. People feel they have become more - more effective, more creative, and more productive - in the presence of a team builder.
- **Understands the financial aspects** of the business and sets goals and measures and documents staff progress and success.
- Knows how to create an environment in which people experience **positive morale and recognition** and employees are motivated to work hard for the success of the business.
- **Leads by example** and provides recognition when others do the same.

- **Helps people grow and develop** their skills and capabilities through education and on-the-job learning.



Help Fight Breast Cancer Your clicks count!

Submitted by Vickie Hall

Since The Breast Cancer Site began in 2000, together we have funded free mammograms for more than 16,000 women in need! In 2007, visitor clicks funded 3,801 mammograms. The Breast Cancer Site matched a total of 365.3 mammograms just in the month of December.

Visitors who made a purchase at The Breast Cancer Site store funded an additional 3,349 mammograms for women in need.

All together, in 2007, your caring actions at The Breast Cancer Site funded a total of **7,151** mammograms for women in need.

What can we accomplish together in 2008? Simply click the "Fund Free Mammograms" button at The Breast Cancer Site <http://www.Thebreastcancersite.com/> to help provide free mammograms to underprivileged women.

Newsletter

Jean Grenville & Karin Biega

This monthly publication is a means of sharing information and ideas with members and friends. Please send your news articles or items of interest for this Newsletter to Jean Grenville at jeangrenville@aol.com and Karin Biega at kbiega@bellsouth.net by the last Monday of each month. If you are interested in joining this vital organization, a Membership Application is attached. We are still looking for those member bios so we can learn more about each of you.

Calendar of Events

February

- 8-24** Carousel at Cocoa Village Playhouse
- 11** 2008 ATP/RTP Meeting - CIAO, SR#3
- 15** Delivery of items to Baxley Manor
- 25** 2008 ATP/RTP Meeting - CIAO, SR#3
- 25** A View from FEW News Articles due

March

- 4** Folder Stuffing at CB Holiday Inn 12:00N
Ice Breaker (7:00 p.m. to 9:00 p.m.)
- 5-6-7** FEW ATP/RTP
- 26** A View from FEW News Article Due
- TBD** FEW Annual Membership Meeting -
location TBD

**SPACE COAST CHAPTER, FEW
2006- 2008
Officers and Committees**

Chapter

- | | |
|---------------------------|-----------------------|
| President | Sandy Eliason |
| VP for Programs | Marlene Satterthwaite |
| VP for Membership | Charmel Jones |
| Treasurer | Clara Anderson |
| Secretary | Barbara Powell |
| Nominations Officer | Jean Grenville |
| Immediate. Past President | Dawn Partlow |
| Compliance | Becky Fasulo |
| Diversity | Charlotte Becker |
| Legislative | Arden Belt |
| Annual Training Program | Marlene Satterthwaite |
| Finance | Johanna Velasquez |
| Scholarships | Aneta Ott |
| Newsletter Editor | J. Grenville/K. Biega |
| Parliamentarian | Carolyn Burnham |
| Environmental | Martha Carroll |
| Community Outreach | Sandra Getter |
| Sunshine | Eva Coffman |
| Historian | Ana Contreras |
| Webmaster | Debbie Ward |

Regional

- | | |
|-------------|----------------|
| Nominations | Jean Grenville |
| Compliance | Vickie Hall |

National

- | | |
|---------------------------|----------------|
| VP for Mbrship & Chapters | Becky Fasulo |
| Bylaws & Resolutions | Karin Biega |
| 2008 NTP Finance Chair | Clara Anderson |

Procrastination often takes more time and energy than just going ahead and tackling the job at hand – especially if it is a tough one – Page-a-Day Calendar – submitted by Clara Anderson

