

A VIEW FROM FEW

An organization for opportunity and equality for women in Government



January 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

It is so wonderful for me to be back to work and to be able to function once again. Thank you all for your good wishes and concern for me. I have discovered kindness and consideration in so many people during my health ordeal and hope I'll be able to reciprocate some day. I wish a happy, healthy and prosperous New Year to all of you.

We are excited about all of the activities coming up in Space Coast Chapter this year, especially the progress we've made planning our Annual Training Program in conjunction with the Southeast Regional Training Program March 5-7, 2008. Speakers have been selected and confirmed and we know you are going to love each and every one of them. They are all great. Please come help us with this seminar. There is a job for everyone and it is a great opportunity to increase your organization skills.

This is the year to select new officers to run our chapter and our Nominations Committee will be contacting you to see what you would like to do for the chapter this year – an officer, a committee chair (Scholarship, Community Outreach), a committee member, a member of the seminar committee - the choices are many.

Make a New Year's resolution to get involved with your chapter – we have a great network of women who can assist you wherever you need them – career, networking, friendship, and fun. You have to be involved, however, to get the maximum benefit and we wish that for you.

I look forward to seeing you all soon.

Sandy

Reflections:

"We won't always know whose lives we touched and made better for our having cared, because actions can sometimes have unforeseen ramifications. What's important is that you do care and you act." -Charlotte Lunsford

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FEW's Mission Statement

Federally Employed Women (FEW) is a 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.

Diversity

Experts call for top leaders at agencies to commit to diversity

By Alyssa Rosenberg

arosenberg@govexec.com November 20, 2007

Federal agencies need strong leadership commitment, structural changes and a willingness to confront internalized biases if they want to create a truly diverse workforce, speakers at a National Academy of Public Administration panel said on Friday.

"People look at mechanisms to improve diversity, but the bottom line is if you don't have support at the top, those other things don't matter," said John Palguta, vice president for policy at the Partnership for Public Service. "Managers need to be held accountable for providing that culture."

Tania Shand, staff director for the House Oversight and Government Reform Subcommittee on Federal Workforce, Postal Service and the District of Columbia, said a [new bill](#) introduced by

Rep. Danny Davis, D-III., would provide some of that structural reform and accountability. The bill would create three-person panels that include a woman and a member of a racial minority group to review appointments to Senior Executive Service positions, and then report those appointments to agency heads.

"It says you must know about what candidates are moving forward," Shand said. "You should know if your SES is getting more or less diverse."

Ron Stroman, managing director of the Office of Opportunity and Inclusiveness at the Government Accountability Office, said those kinds of structural changes were important, but that inherent biases had an impact on the ability of federal workers to advance as well.

"Work sometimes gets done informally," Stroman said. "You're walking down the hall, you're talking to your colleagues. Who are you going to have those conversations with? You're going to have those conversations with people you feel comfortable with, who look like you, whose office you can go into. It has real implications for the work you do, for the ratings you get, the promotions that people get. This natural implication to work with people who look like them is something agencies really have to understand if they're going to deal with this issue of diversity."

Palguta said it was not enough to simply recruit a candidate pool and expect that would result in a diverse leadership team.

"We've got overall, pretty good diversity, but [it's] clustered at the lower levels. I don't think we can assume that takes care of it," Palguta said. "It may be that we need to focus and move away from spending all our time on recruitment efforts, and look at what we're doing to get our folks ready to move up into leadership positions."

When it comes to making those final decisions, Stroman said, stereotypes and biases can be at their most pernicious.

"As you go up the ladder, the criteria for selection becomes vague," he said. "Its things like 'do you have leadership skills?' What are leadership skills? Who defines that? As the criteria for selection becomes less precise, stereotypes creep into the decision-making process."

Submitted by Charlotte Becker

AGE DISCRIMINATION

The Age Discrimination in Employment Act of 1967 (ADEA) protects individuals who are 40 years of age or older from employment discrimination based on age. The ADEA's protections apply to both employees and job applicants. Under the ADEA, it is unlawful to discriminate against a person because of his/her age with respect to any term, condition, or privilege of employment, including hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on age or for filing an age discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under the ADEA.

The ADEA applies to employers with 20 or more employees, including state and local governments. It also applies to employment agencies and labor organizations, as well as to the federal government.

More info can be found at
<http://www.eeoc.gov/types/age.html>

Sunshine Committee

Eva Coffman



Please notify me (639-4881) or Becky Fasulo (636-8525 or bekyjf@yahoo.com) of any members that have extended illnesses, hospital stays, or news that deserves congratulations.

Happy Birthday to:

Lenny Fasulo – **January 14**

FEW 2008 Annual Training Program (ATP) and Regional Training Program (RTP)

Marlene Satterthwaite, 2008 Chair ATP/RTP

HAPPY NEW YEAR!

Wishing all a Happy & Healthy 2008.

JANUARY MEETINGS

Both January Meetings are at the CIAO after work hours (4:30 - 5:00-ish)

January 9/Wednesday -- Program on Compliance and ATP/RTP meeting/updates

January 31/Thursday - ATP/RTP meeting

We are nearing to "show time" for the ATP-RTP and would appreciate a good attendance at both of these meetings, especially if you are a chairperson or named as a committee member. Your involvement is necessary to make this Program work and we do appreciate your time and attendance. Thank you.

Marlene

Membership

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.

Excerpts from the Space Coast History Calendar 1988:

November 20, 1919 - Listed for sale: A real home in beautiful Rockledge - 7 rooms, bath, pantry, 2 screened porches, house partly furnished. Soft and hard water are in the house; has garage, pump house, well-kept lawn and a small grove of citrus trees. Price is \$4,500.

November 27, 1919 - 160-acre plot on Merritt Island $\frac{1}{2}$ mile north of the bridge was listed at \$60.00 per acre.

April 19, 1922 - The bridge from Merritt Island to Cocoa Beach was completed.

July 30, 1925 - Gus Edwards sold Cocoa Beach for \$1,200.00.

August 11, 1925 - Cocoa Beach was incorporated as a town.

Nominations Committee

Submitted by Jean Grenville

As this year begins, the nomination and election of officers this year is a very major issue. We hope you will consider being an officer or committee chair for the Space Coast Chapter for the 2008 – 2010 term. Exciting things will be happening. After completing the ATP/RTP in March 2008, the Annual Membership Meeting later in March, Election of Officers in May, and our June 2008 Installation and Awards Banquet, we will be looking forward to the National Training Program in Anaheim, CA where FEW will have their 40th Anniversary celebration. We will then start planning our program year, our community outreach projects, our 30th Annual Training Program and new projects and activities to include all our members. The Nominations Committee will be contacting you soon to discuss what position you are interested in for 2008 – 2010.

COMMUNITY OUTREACH

Submitted by Sandra Getter

Here we are, the beginning of 2008. December was a busy month with the finalization of the Yogurt lids, the Salvation Army Christmas stockings and Baxley Manor Christmas. We collected a total of 1562 Yogurt lids for Save Lids, Save Lives to benefit the Susan G. Koman Breast Cancer research. There were 650 stockings with an additional 200+ gift bags and larger toys delivered to the Salvation Army on 12/14. On December 20th we delivered the Christmas gifts to our elderly residents at Baxley Manor. As always, thank you so much for all that you do to enrich the lives of those less fortunate!

Just a note to remind you that Friday, January 18, 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...

Lunchmeats, 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

-Sandra-

New kind of 'Vampire' Sucks Power Out of Homes

Forwarded by Brian O. Montgomery, KSC

A force as insidious as Dracula is quietly sucking a nickel of every dollar's worth of the electricity that seeps from your home's outlets.

Electronic gadgets running in standby mode use 5 percent of electricity in the United States.

Insert the little fangs of your cell phone charger in the outlet and leave it there, phone attached: That's "vampire" electronics.

Allow your computer to hide in the cloak of darkness known as "standby mode" rather than shutting it off: That's vampire electronics.

The latest estimates show 5 percent of electricity used in the United States goes to standby power, a phenomenon energy efficiency experts find all the more terrifying as energy prices rise and the planet warms. That amounts to about \$4 billion a year.

The percentage could rise to 20 percent by 2010, according to the U.S. Department of Energy.

In California, lawmakers passed a proposal last year -- dubbed the Vampire Slayers Act -- to add vampire electronics labels to consumer products, detailing how much energy a charger, computer, DVD player, PlayStation, microwave or coffee maker uses when on, off or in standby mode.

"It's something people don't know about," said Dave Walton, home ideas director for Direct Energy, a utility and energy services company that has one of its four main offices in Dublin, Ohio.

The issue is particularly pressing in Ohio, the nation's No. 1 emitter of toxic air emissions -- mostly from electricity production at the state's coal-fired power plants. Walton said skyrocketing energy costs mean everyone should worry about the vampires in the house.

The International Energy Agency has estimated standby energy use by vampire electronics at 200 to 400 terawatt-hours a year. The entire country of Italy consumes about 300 terawatt-hours of electricity each year, according to the agency.

Picture any appliance that displays a clock while otherwise idle, such as a microwave oven, coffee maker or DVD player. They constantly consume little bits of energy.

"About 40 percent of the electricity being used to power your home electronics is consumed while they are in that standby mode," Walton said. "If you just focus on that piece, you will be making a big step." Ditto for things that charge, such as cell phones, PDAs, toothbrushes or portable tools, some of which trickle a charge even after the device that's charging is at capacity.

Some chargers halt the flow of current when it's not needed, which should happen automatically with chargers for lithium-ion batteries. If you're uncertain, Walton advises unplugging chargers when not in use.

He recommends hooking up your home computer system, including accessories like a printer or scanner, to a single power strip that can be easily switched off each night. He advises shutting off the other vampires too, though the inconvenience of resetting the clocks, channels and timers on those devices each morning will discourage most people.

The government-backed Energy Star program, coordinated jointly by the U.S. Department of Energy and U.S. Environmental Protection Agency, identifies appliances that consume less energy.

If one in 10 American homes used only appliances endorsed through the program, the Energy Department estimates, it would reduce U.S. carbon emissions by

the same amount as planting 1.7 million acres of trees.

George Carlin on Age

HOW TO STAY YOUNG:

1. **Throw out nonessential numbers.** This includes age, weight and height. Let the doctors worry about them. That is why you pay "them."

2. **Keep only cheerful friends.** The grouches pull you down.

3. **Keep learning.** Learn more about the computer, crafts, gardening, whatever. Never let the brain idle. "An idle mind is the devil's workshop." And the **devil's** name is **Alzheimer's**.

4. **Enjoy the simple things.**

5. **Laugh** often, long and loud. Laugh until you gasp for breath.

6. **The tears happen.** Endure, grieve, and move on. The only person, who is with us our entire life, is ourselves. Be ALIVE while you are alive.

7. **Surround yourself with what you love,** whether it's family, pets, keepsakes, music, plants, hobbies, whatever. **Your home is your refuge.**

8. **Cherish your health:** If it is good, preserve it. If it is unstable, improve it. If it is beyond what you can improve, get help.

9. **Don't take guilt trips.** Take a trip to the mall, even to the next county; to a foreign country but NOT to where the guilt is.

10. **Tell the people you love that you love them, at every opportunity.**

AND ALWAYS REMEMBER:

Life is not measured by the number of breaths we take, **but** by the moments that take our breath away.

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. If you are interested in joining this vital organization, a Membership Application is attached.

Calendar of Events

January

- 9 2008 ATP/RTP Meeting - CIAO, SR#3
- 18 Delivery of items to Baxley Manor
- 21 Martin Luther King, Jr. Day
- 28 A View from FEW News Articles due
- 31 2008 ATP/RTP Meeting - CIAO, SR#3

February

- TBD 2008 ATP/RTP Meeting - CIAO, SR#3
- 8-24 Rogers and Hammerstein's Carousel at Cocoa Village Playhouse
- 25 A View from FEW News Article Due

CONGRATULATIONS

Go to Jean Grenville on the occasion of her granddaughter's wedding. Stacy St. Clair was wed to Shaun Dellone in a beautiful ceremony at The Thomas Center in Gainesville, FL on December 29, 2007.



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

**FEDERALLY EMPLOYED WOMEN
P.O. BOX 75551
BALTIMORE, MD 21275**

_____ **Membership ID**

Month/Year joined /

LAST NAME: _____ FIRST NAME _____

ADDRESS 1: _____

ADDRESS 2: _____

CITY _____ STATE ZIP CODE + 4 +

OFFICE PHONE _____ HOME PHONE _____

FAX _____ EMAIL _____

- | | | | | | |
|-----------------------------------|---|---|-------------------------|---------------------|--|
| GRADE (check) | | FWP/EEO (check) | | DEMOGRAPHICS | |
| <input type="checkbox"/> GS 1-4 | <input type="checkbox"/> SES | <input type="checkbox"/> FWP Full-Time | SEX (M/F) _____ | | |
| <input type="checkbox"/> GS 5-8 | <input type="checkbox"/> WG | <input type="checkbox"/> FWP Part-Time | RACE _____ | | |
| <input type="checkbox"/> GS 9-12 | <input type="checkbox"/> Military | <input type="checkbox"/> EEO | YEARS OF SERVICE: _____ | | |
| <input type="checkbox"/> GS 13-15 | <input type="checkbox"/> Other(specify _____) | <input type="checkbox"/> Other FWP/EEO | RETIRED (Y/N) _____ | | |
| <input type="checkbox"/> GS 16+ | | <input type="checkbox"/> Not Applicable | | | |

ABOUT THE ORGANIZATION

FEW is comprised of chapters throughout the world. Membership is open to all federal and DC government employees and to any other person supporting the goals and objectives of FEW. More information about the organization is posted on the FEW web site: <http://www.few.org>

Annual national membership dues are \$25.00 for chapter members, and \$35.00 for members-at-large (no chapter affiliation) but are prorated according to the joining month. Use the table below. Chapter dues are established by each chapter and payable in addition to national dues. Eligibility for chapter membership is contingent upon national membership. National lifetime membership is a one-time fee of \$300.00 Only members that have been members for the previous five (5) consecutive years are eligible to join at this level. Chapters may set their own lifetime fee.

Membership Dues are prorated. Month chosen must match "month/year joined" above.

<input type="checkbox"/> March	\$25.00	<input type="checkbox"/> September	\$12.00		
<input type="checkbox"/> April	\$23.00	<input type="checkbox"/> October	\$10.00	Total for National	\$ _____
<input type="checkbox"/> May	\$21.00	<input type="checkbox"/> November	\$8.00		
<input type="checkbox"/> June	\$19.00	<input type="checkbox"/> December	\$6.00	Total for Chapter	\$ _____ (if known)
<input type="checkbox"/> July	\$17.00	<input type="checkbox"/> January	\$4.00		
<input type="checkbox"/> August	\$15.00	<input type="checkbox"/> February	\$2.00	Total for Region	\$ _____ (if known)
				Check Amount	\$ _____

Select one:

- I wish to join the Space Coast 009 Chapter as a regular member (*enclose prorated amount above*)
- I wish to join as a Member-at-large (*enclose prorated amount + \$10.00*)
- Payment (\$300.00) is enclosed for a Lifetime Membership

Referred/Recruited By (one name only): _____

Recruitment Event (If applicable): _____

**Contributions or gifts to FEW are not deductible as charitable contributions
for Federal income tax purposes.**

****Chapter Info Only**** Mail Code _____ Date of Birth _____