

# A VIEW FROM FEW

AN ORGANIZATION FOR OPPORTUNITY AND EQUALITY  
FOR WOMEN IN GOVERNMENT

Space Coast Chapter, Kennedy Space Center, FL

May, 2003

SPACE COAST CHAPTER, FEW  
2002 – 2003  
Officers and Committees

President	Barbara Powell
Finance	Clara Anderson
Newsletter	Sharon White
NTP/RTP Planners	Dawn Partlow and Patti Rissman
Nominations	Carolyn Burnham
Parliamentarian	
President Elect	Dawn Partlow
Seminar	Karin Biega & Jean Grenville
Compliance/Diversity	Gail McLean
Webmaster	Debbie Ward
Vice President	Patti Rissman
Programs/Publicity	Becky Fasulo
Community Outreach	Vickie Hall
Bylaws	Past Presidents
Treasurer	Karin Biega
Membership	Becky Denis
Environmental	Aneta Ott
Sunshine	Karen Jansma
Secretary	Suzanne Worland
Scholarships	Jane Eitel
Legislation	Marie Argana
Historian	Jean Grenville
Past President	Connie Dobrin
Nat'l VP for Training	Becky Fasulo
Regional Nominations	Jane Eitel
Regional Legislation	Marie Argana

## PRESIDENT'S MESSAGE

**Barbara Powell**



WOW!!! Six new members. It's great that so many are joining our ranks. I'd like to once again add my WELCOME to Martha Carroll, Karen Bowled, Vivian Andreassen, Lilly Frederick, Sandra Getter and Johanna Velasquez. We must be doing something right. Now, not to rush anyone, or scare anyone off, but I'd like to encourage each of you to begin thinking about what area(s) of the Chapter you would like to support next year. With new officers being elected in May, they will be looking around for committee chairs, and committee members. Believe me there is plenty to go around, but we'll have fun doing it. There is not better way to learn the inter-workings of the organization than to jump into the fray with both feet. Trust me when I say, the Chapter will not let you fail. We are a group of achievers! If you look bad, we all look bad, and we don't look bad. If you are not yet eligible to be an officer, join a Committee. The Chairs are always seeking new ideas and fresh ways of tackling problems. Jean Grenville said it best, "choose a committee, and work closely beside one of the older members." (Not age, gals, but I'm talking experience in the organization.)

Another thing to remember, there are lasting friendships discovered within the organization. We are also a natural networking organization on the local level, the regional level, and at the national level. Someone once said, "talk to the people around you, you never know who you may be working for tomorrow".

I'm really looking forward to working with all of you in the future. Remember, target a committee, add your name to the list, and go for it!

## **PROGRAM COMMITTEE**

*Becky Fasulo*

Our March Membership Drive meeting was very well attended on Tues, April 29, at Kelsey's in Port St. John. The Chapter treated everyone to pizza. Marie Argana, Past National President, gave us an overview of the legislative issues FEW has targeted with the current Congress. The Chapter Officers and Committee Chairs gave a brief description of each of their duties and what areas and activities their committees cover. We had several guests that became members - Martha Carroll, Karen Bowles, Vivian Andreassen, and we held a drawing for 3 free 1-year memberships and Lilly Frederick, Sandra Getter, and Johanna Velasquez were the winners - welcome to our Chapter! Door prizes were also given and a 50/50 drawing was held. Lee Furis was the winner of half of the money collected with the balance going to help the residents at Baxley Manor.

Gail McLean, Diversity Chair, is planning our May meeting. It is scheduled for Tuesday, May 20 at the Olive Garden in Merritt Island. We will have several representatives from the different cultural organizations at the Center as our guest speakers.

Questions or comments, please contact Becky Fasulo, 867-4436 or [rebecca.fasulo-1@ksc.nasa.gov](mailto:rebecca.fasulo-1@ksc.nasa.gov).

## **Past President's Task Force** **Connie Dobrin**

Now is the time to nominate individuals for our Chapter Awards. The awards available are our prestigious Chapter Member of the Year and Distinguished Service Award. Award criteria will be mailed to all Chapter members for nominations. Ballots will then be sent out for the Membership to vote on and then the recipients will be recognized at our Annual Installation and Awards dinner in June. Nominations are due by May 23, 2003, so please take that extra time to nominate an individual whom you think merits one of these awards. For further information, please contact Connie Dobrin, 867-4544 or [Connie.L.Dobrin@nasa.gov](mailto:Connie.L.Dobrin@nasa.gov).



## **Question of the Month**

### **Do You Know what is a Triple Treat for Your Heart?**

It's a serving of our Florida elixir of wonder - orange juice. Orange juice is an excellent source of three nutrients: vitamin C, potassium, and folate. Each of which may play a key role in helping reduce heart disease risk factors. One 8-ounce glass of orange juice delivers 124 milligrams of vitamin C, 75 milligrams of folate, and 494 milligrams of potassium. From *Florida Today's* Health and Medicine Supplement.



## **FEW's 35th Anniversary**

**Women's Advocacy Group Turns 35 With Work Left to Do** (Excerpt from the Federal Diary column by Stephen Barr that appeared in the Washington Post on April 10)

Thirty-five years ago, a group of women sitting around a kitchen table in a Washington home decided to create Federally Employed Women. "Sex" had just been added to the types of discrimination prohibited in the federal workplace.

FEW, as the group is called, will celebrate its 35th anniversary this evening with a gala reception. Tomorrow, the group looks to the future with a breakfast at the Capitol focused on legislative issues.

The founders envisioned FEW as a nonpartisan group that would work toward ending sexual discrimination inside the government and would complement official women's programs sponsored by federal agencies. As a private advocacy group, FEW could lobby on Capitol Hill and perform advocacy work that would be off-limits for a federal agency.

Many of the founding members are still involved in the organization, including Allie Latimer, the group's first president, who will offer the welcoming remarks to about 200 guests tonight.

Since it's founding, FEW has grown to more than 100

chapters across the country and overseas. Membership is open to women and men willing to work toward ending discrimination against women in government. The group's directors come from 21 states.

In the past three decades, "women have made great strides in the federal workplace," said Patricia Wolfe, FEW's president. "Unfortunately, the 'glass ceiling' is still there in many career fields."

Wolfe said it remains difficult for women to break out of administrative support jobs. "Once you are a secretary or administrative clerk, many managers find it difficult to see you in the role of a supervisor, even when you have the education," she said.

Women represent 44 percent of the federal workforce, compared with 46.6 percent of the private-sector workforce, data collected by the Office of Personnel Management show. Women represent 34.8 percent of all federal employees in professional occupations and 46.9 percent of employees in administrative jobs.

On average, women in the government are paid less than men, OPM data show. For example, women who have a bachelor's or graduate degree and less than 14 years of experience are paid an average of \$5,500 less annually than men with similar qualifications. Women with 15 years or more of federal service are paid about \$8,900 less than men who have served that long.

The last major study looking at the federal glass ceiling -- that barrier to women's careers that is born of stereotypes and unfounded assumptions -- was published in 1992 by the Merit Systems Protection Board. The study showed that women were less likely to win promotions in their first five years of federal employment than men with the same qualifications and background. That effectively

destroyed their chances of advancing to top federal jobs.

In addition to helping women overcome bias, FEW has taken up several issues that especially affect women and minorities. They include outsourcing of federal work, favoritism in pay and promotions, and Social Security provisions that reduce retirement income for federal workers.

"Hardly a week goes by without someone contacting FEW about a discrimination issue," Wolfe said.

This evening's gala reception will feature Kay Coles James, the OPM director, as the keynote speaker. Rep. Chris Van Hollen (D-Md.) will address the group tomorrow.

### **James Recognizes Achievements of Federally Employed Women**

During a speech before hundreds, Office of Personnel Management Director Kay Coles James stressed the need for the federal government to continue to reach out to women to maintain a strong, vital workforce. "We have a tremendous need for new talent, new energy, and new creativity to do the work of government in the 21st Century," said James. "And it is the women I see before me that I know can handle the job." The address came during the 35th Anniversary Gala for Federally Employed Women, an organization dedicated to the needs and concerns of female federal employees. "It should come as no surprise that, while women made up 34 percent of the federal workforce in 1968, those women were concentrated in the lower grades," James said. "In the upper echelons of our government, women were almost invisible. Contrast that with the image of the President's Cabinet as they entered the House chamber this year for the State of the Union - Secretary of Agriculture Ann Veneman; Secretary of the Interior Gale Norton; Secretary of Labor Elaine Chao; and Administrator of the Environmental Protection Agency Christine Todd Whitman. In these unsettled times, I find it reassuring to know we have so many outstanding women taking their place at the table where executive decisions are made." James also stressed the need to honor and recruit the women who have fought for our freedom.

### **MEMBERSHIP COMMITTEE**



We are truly glad to have our members support our Chapter and if anyone has any questions, call Becky Denis at: 321-867-4104 (voice), 321-867-1458 (fax) or E-mail at [Rebecca.M.Denis@nasa.gov](mailto:Rebecca.M.Denis@nasa.gov) If you haven't yet sent in your membership dues, please send your check to our Treasurer, Karin Biega at XA-A.

WELCOME

Our Chapter Welcomes six new members:

- Martha Carroll
- Karen Bowles
- Vivian Andreassen
- Lilly Frederick
- Sandra Getter
- Johanna Velasquez



DIVERSITY/COMPLIANCE

Gail McLean

OPM seeks boost in SES ranks - The Office of Personnel Management April 10 launched a government wide candidate development program designed to bring more women, minorities and people with disabilities into the Senior Executive Service (SES). The Senior Executive Service Candidate Development Program is aimed at correcting an imbalance, said OPM Director Kay Coles James. For instance, of the 7,000 SES members, only 13 percent are minorities and about 25 percent are women, she said. "We know we have a mission" to get candidates through the program and get them into real jobs, James said. The program "will show agencies how it can be done," she said at a briefing. OPM will recruit candidates nationwide and from inside and outside government, said Steve Benowitz, associate director for human resources products and services at OPM. If an agency seeks a person with a technology background or with a particular technical skill, OPM can specifically advertise for that person, he said. In general though, OPM is looking for people with leadership experience and potential.

OPM will temporarily increase the number of SES employees that agencies can hire so that they can tap candidates who graduate from the program. However, OPM will not provide agencies with additional funding to hire them, a potential sticking point especially for small agencies. The new program is the first step in addressing diversity in SES, said Rep. Danny Davis (D-Ill.), who commissioned a General Accounting Office report that found SES lacked diversity. "Even as far as we have come there is still much farther to go," he said at the briefing.

**2003 National Training Program  
July 7 - 11**

Chicago's NTP Theme is, "Building Tomorrow's Leaders Today". For more information go to the FEW website at <http://www.few.org>



**SUNSHINE**  
Karen Jansma

Celebrating birthdays in May:

Christy Vanasse	5/06
Sue Gaines	5/09
Jean Lewandowski	5/14
Dawn Partlow	5/16
Maribea Pratt	5/26
Patricia Shuler	5/26
Barbara Powell	5/27
Rutha Williams	5/30



Our Chapter would like to continue to remember our FEW Sisters Birthdays as well as any other significant events in our members' lives, so please send information to Karen Jansma at [Karen.S.Jansma@nasa.gov](mailto:Karen.S.Jansma@nasa.gov). Also, if your big day comes around and it is not noted in the monthly Newsletter, please let Karen know.

"Just Thinking of You" cards were sent to Christy Vanasse and Aneta Ott.



History of Mother's Day  
Internet from the Women's History Project

The seeds of Mother's Day were planted:

In 1858, when Anna Jarvis, a young Appalachian homemaker, organized "Mother's Work Days" to improve the sanitation and avert deaths from disease-bearing insects and seepage of polluted water.

In 1872, when Boston poet, pacifist and women's suffragist Julia Ward Howe established a special day for mothers and for peace not long after the bloody Franco-Prussian War.

In 1905, when Anna Jarvis died, her daughter, also named Anna, decided to memorialize her mother's lifelong activism, and began a campaign that culminated in 1914 when Congress passed a Mother's Day resolution.

Each woman and all of these events have contributed to the present occasion now celebrated on the second Sunday in May. The cause of world peace was the impetus for Julia Ward Howe's establishment, over a century ago, of a special day for mothers. Following unsuccessful efforts to pull together an international pacifist conference after the Franco-Prussian War, Howe began to think of a global appeal to women.

"While the war was still in progress," she wrote, she keenly felt the "cruel and unnecessary character of the contest." She believed, as any woman might, that it could have been settled without bloodshed. And, she wondered, "Why do not the mothers of mankind interfere in these matters to prevent the waste of that human life of which they alone bear and know the cost?"

Howe's version of Mother's Day, which served as an occasion for advocating peace, was held successfully in Boston and elsewhere for several years, but eventually lost popularity and disappeared from public notice in the years preceding World War I.

For Anna Jarvis, also known as "Mother Jarvis," community improvement by mothers was only a beginning. Throughout the Civil War she organized women's brigades, asking her workers to do all they could without regard for which side their men had chosen. And, in 1868, she took the initiative to heal the bitter rifts between her Confederate and Union neighbors.

The younger Anna Jarvis was only twelve years old in 1878 when she listened to her mother teach a Sunday school lesson on mothers in the Bible. "I hope and pray that someone, sometime, will found a memorial mother's day," the senior Jarvis said. "There are many days for men, but none for mothers."

Following her mother's death, Anna Jarvis embarked on a remarkable campaign. She poured out a constant stream of letters to men of prominence -- President William Taft and former President Theodore Roosevelt among them -- and enlisted considerable help from Philadelphia merchant John Wannamaker.

By May of 1907, a Mother's Day service had been arranged on the second Sunday in May at the Methodist Church in Grafton, West Virginia, where Mother Jarvis had taught. That same day a special service was held at the Wannamaker Auditorium in Philadelphia, which could seat no more than a third of the 15,000 people who showed up.

The custom spread to churches in 45 states and in Puerto Rico, Hawaii, Mexico and Canada. The Governor of West Virginia proclaimed Mother's Day in 1912; Pennsylvania's governor in 1913 did the same. The following year saw the Congressional Resolution, which was promptly signed by President Woodrow Wilson.

Mother's Day has endured. It serves now, as it originally did, to recognize the contributions of women. Mother's Day, like the job of "mothering," is varied and diverse. Perhaps that's only appropriate for a day honoring the multiple ways women find to nurture their families, and the ways in which so many have nurtured their communities, their countries, and the larger world.



**SCHOLARSHIP COMMITTEE**

*Jane Eitel*

Scholarship recipients will be announced at the Installation Banquet.



## **GOVERNMENT NEWS & LEGISLATION**

*Marie Argana*



### **Lawmakers oppose Bush's pay-for-performance fund**

Lawmakers from both parties said Tuesday they would oppose a Bush administration proposal to create a \$500 million fund for performance-based pay raises for federal employees this year. Democrats and Republicans from both the House and the Senate raised concerns about the pay-for-performance fund at a hearing on the federal workforce. The lawmaker's aid agencies need to have better performance evaluation systems in place before they tie federal pay raises more closely to evaluations. Some also said federal base pay needs to be higher. "There's a little skepticism about going forward with pay for performance," said Sen. George Voinovich, R-Ohio, chairman of the Senate Governmental Affairs Subcommittee on Oversight of Government Management, Restructuring and the District of Columbia. Unless changes are made to the administration's proposal, "this is not going to write this year," he said. "We don't think it's there."

### **Open Season About to Start**

One of the twice-yearly TSP open seasons starts April 15 and runs through June 30, the first spring open season under the revised dates the TSP began using late in 2002; previously the spring open season ran each May 15-July 31. During an open season, investors may change the amounts of their investments. Investors under the FERS system may invest 13 percent of salary and those under the CSRS system may invest 8 percent, subject to the tax code dollar cap of \$12,000. Highly-paid investors under the FERS system may need to adjust their investments during the open season to make sure they don't hit the dollar cap until the end of the year. If they hit it earlier, their contributions shut off and so do the government matching contributions the government makes for FERS investors.

### **House Civil Service Reform Bill Offered**

Rep. Jo Ann Davis, R-Va., head of the House civil service subcommittee, has offered legislation (HR-1601) that is a counterpart to civil service reforms being pushed on the Senate side (S-129) by Sen. George Voinovich, R-Ohio. Proposals include: expanding "demonstration project" authority in which agencies can break away from many standard job classification, pay and other rules; expanding the circumstances in which recruitment, relocation and retention bonuses may be paid; repealing a provision that has the effect of reducing retirement benefits for CSRS employees who switch to part-time employment late in their careers; fixing pay administration anomalies associated with special rates and pay retention; requiring agencies and the Office of Personnel Management to place a greater emphasis on training; and enhancing annual leave benefits for individuals joining the government in mid- or late-career. Davis and Voinovich also introduced new legislation (HR-1602 and S-768) to raise pay caps for senior executives, tie their pay more closely to performance and improve annual leave benefits for them and other high-level employees.

### **Federal Legal Corner: 7-step proposal to improve the federal sector EEO Process**

On March 27, 2003, a coalition of civil rights organizations, employee advocates and other interested parties submitted a 7-step proposal to improve the federal sector EEO process to the EEOC. This proposal is in response to EEOC's intent to drastically change the EEO process to curtail federal employees' rights to a hearing on charges of discrimination. The coalition highlighted that its proposal was intended to achieve the co-existing goals of: 1) adding (or restoring) credibility to the process; 2) making the process more timely; and, 3) preserving the EEOC's primary federal-sector role as the adjudicator of claims of discrimination. The coalition was emphatic in insisting on the maintenance of the investigative function at the agency level and on the continuation of EEOC hearings. These two issues are consistent with the recommendations made on an August 5, 2002 letter sent to EEOC from eleven organizations affiliated with the Leadership Conference on Civil Rights Employment Task Force and with the majority of the panelists who testified at a November 12, 2002 open session meeting at EEOC.

**Great American Women**  
*Eleanor Roosevelt*

" No one can make you feel inferior without your consent"

During her 12 year in the White House, Eleanor Roosevelt conducted many fact-finding tours for the President and became the most active First Lady in American history. She was very interested in humanitarian causes, working with young and underprivileged people. She fought diligently for equal rights for all groups. After the President's death, she was appointed as a delegate to the United Nations and was chair of the United Nations Commission on Humanitarian Rights.



#### **KSC All American Picnic**

The KSC All American Picnic was a great success on April 26, 2003. Special Thanks from the Chapter goes to Dawn Partlow, Barbara Powell, Patti Rissman, Becky & Lenny Fasulo, Jane Eitel and Sandy Shaheen.

#### **Savannah Dudley Benefit**

Savannah Dudley, a local eight year old girl, was hit by a truck when it was backing out of a neighborhood driveway. Her accident occurred last November and Savannah has undergone several surgeries and gone through rehabilitation since then but she still has much to go through. Right now she cannot see at all in her left eye. Crafts & Stuff & Publix, along with the Parkchester Santa of Cocoa are hosting a benefit to help pay some of the medical expenses that the family has incurred and will have to face in the future. The benefit is to include a Classic Car Show, a Silent Auction and a 50/50 Drawing and will be held at Byrd Plaza in Cocoa on May 10, 2003, from 10 am to 6 pm.

At the Chapter Board of Directors Meeting, additional monies were requested and allocated to the Community Outreach funds. As a result \$250 is being donated to the Savannah Dudley Fund to help defer some of the enormous hospital costs. Additionally, if you would like to make a personal donation toward helping Savannah, you may make checks payable to Parkchester Santa Fund and get them to me and I will make sure they get to the right place or if you have

the time, please go to the benefit on Saturday, May 10<sup>th</sup>, I'm sure you will enjoy it.

#### **Operation USO Care Package**

As a result of our increased Community Outreach line item, \$200 is being donated to support "Operation USO Care Package." Even though for the most part the war is over, we still have thousands of troops out defending our freedom and we don't want those folks to think we have forgotten them.

And to that end, please let us not forget our very own, Janice Everett who has been called to active duty for an unknown time as this point. Janice's e-mail is [JEverett@staponce.uscg.mil](mailto:JEverett@staponce.uscg.mil) and her address is:

COMMANDER (ADMINISTRATIVE  
COMMAND POST)  
U. S. Coast Guard Group  
Mayport  
Attn: YN3 Janice L.  
Everett/USCG Station Ponce  
4200 Ocean Street  
Atlantic Beach, FL 32233-  
2416

So let her know you are thinking about her.

#### **CALENDAR OF EVENTS**

##### **May**

- 03 March of Dimes Walk America
- 11 Mother's Day
- 20 Monthly Meeting, Olive Garden, MI**
- 30 Memorial Day

##### **June**

- 14 Flag Day
- 15 Father's Day
- ?? Installation Banquet

## Florida History and Culture



*Vickie Hall*

### African American Floridians

Conditions for African Americans in Florida varied considerably during the war. The 1860 census recorded nearly 63,000 blacks in the state. Of this figure, almost 62,000 were listed as slaves, while less than 1,000 were free blacks. Because of the restrictive laws of the time, even those few who were "free" had only very limited freedom.

The conditions of slavery in Florida often differed by region. In the cotton belt plantations of central north Florida, many enslaved blacks worked under a "gang system" in which large groups of agricultural workers labored from sunup to sundown. In east and west Florida, a "task system" was more common, which provided workers with a daily task quota and could allow some personal time after the tasks were completed. However, in some plantations both systems were used.

As enslaved residents in the Confederate states, most African Americans had little choice but to support the Confederate war effort. Some went to war as servants to white southern officers. Others toiled in hard labor when the Confederate military impressed enslaved blacks for labor projects, such as building fortifications and transportation systems.

Although many enslaved blacks remained on plantations during the war, many others who had an opportunity fled to Union-held areas, such as Jacksonville and Fernandina in northwest Florida, where they lived as refugees. More than a thousand African American men from Florida joined the Union army, filling out the ranks of black regiments.

### SPACE COAST CHAPTER NEWSLETTER

**Sharon White**

This monthly publication is a means of sharing information and ideas. Please send news articles or items of interest for this Newsletter to Sharon White at OP-ES-A or e-mail at

[Sharon.L.White@nasa.gov](mailto:Sharon.L.White@nasa.gov)

Please feel free to share this Newsletter with your friends. And for anyone interested, a Membership Application is attached as the last page.

<b>New Applicant</b>		<b>Renewal</b>		<b>Previous Member</b>		<b>Change of Membership Info</b>	
<b>Name</b>		<b>Membership Number</b>		<b>Birth Date</b>			
<b>Home Address</b>							
<b>City, State, Zip</b>							
<b>Home Phone</b>							
<b>Agency/Company</b>							
<b>Mail Code/Address</b>							
<b>City, State, Zip</b>							
<b>Work Phone</b>		<b>FAX #</b>					
<b>E-mail Address</b>							
<b>If interested in serving as a Chapter Officer, please indicate which office</b>							
<b>President</b>		<b>President Elect</b>		<b>Vice President</b>		<b>Secretary</b>	<b>Treasurer</b>
<b>METHOD OF PAYMENT</b> (Credit Cards only available Jan-Mar)							
<b>Total Amount Due: see schedule below</b>							
<b>Cash or Check</b>		<b>Check No.</b>		<b>Credit Card</b>	<b>Visa</b>	<b>Master Card</b>	
<b>Card Number</b>					<b>Expiration Date (MM/YY)</b>		
<b>Print Cardholders Name (as it appears on card)</b>				<b>Signature (Credit Cards Only)</b>			

Please place an X by the month dues are paid and pay the indicated amount.

	Month	Amount Due		Month	Amount Due		Month	Amount Due
	February	\$30.00		March	\$28.00		April	\$26.00
	May	\$24.00		June	\$22.00		July	\$20.00
	August	\$17.00		September	\$15.00		October	\$13.00
	November	\$11.00		December	\$9.00		January	\$7.00

The National Office requesting the following for statistics only:

Position/Title: \_\_\_\_\_ Series/Grade: \_\_\_\_\_

Circle One:    **SES**    **GM**    **GS**    **WG**    **Military**    **Other**

Circle if Applicable:    **FWP Full-time**    **FWP Part-time**    **EEO**

**Demographics**

Sex [F/M]: \_\_\_\_\_ Race: \_\_\_\_\_ Years of Service: \_\_\_\_\_ Retired [Y/N]: \_\_\_\_\_