

# A VIEW FROM FEW

AN ORGANIZATION FOR OPPORTUNITY AND EQUALITY  
FOR WOMEN IN GOVERNMENT

SPACE COAST CHAPTER, KENNEDY SPACE CENTER, FL

SEPTEMBER 2003



## PRESIDENT'S MESSAGE

*Barbara Powell*

What Is The Unique Relationship Between Federally Employed Women (FEW) and The Federal Women's Program Working Group (FWPWG)?

The Federal Women's Program (FWP) was established in 1967 when President Lyndon B. Johnson signed E.O 11375 and added sex as a prohibited form of discrimination. The FWP's primary responsibility is identifying barriers to the hiring and advancement of women and enhancing employment opportunities for women in all Federal service. The Civil Service Commission (now OPM) originally provided guidance to the FWP. In 1978 the program responsibility for the FWP shifted to the EEOC. The FWP is an integral part of the overall Civil Rights/Equal Opportunity program. Each Federal agency has at least one Federal Women's Program Manager (FWPM), and many agencies have established a network of managers, representatives and committees throughout their headquarters and field locations. The FWPM acts as the agency's contact point, source of information, and as an advisor to the head of the agency in matters involving the employment and career advancement of women. In field locations, FWPMs may also be appointed and serve in a similar role or as an extension of the National FWPM.

Federally Employed Women (FEW) is a private, non-profit membership organization concerned with many of the same issues addressed by the FWP. FEW and FWPWG are not in conflict. They have mutual goals and objectives including the elimination of sex discrimination and issues impacting the career advancement of women. Anyone may become a member of FEW by paying dues. FEW has local chapters around the world and is governed by a Board of Directors. As a private organization, FEW works as a constructive pressure group to improve the status of women employed by the Federal government. This includes lobbying on legislation and meeting with management officials in all agencies to demonstrate support of the FWP, encourage officials to support the program, and to obtain insight into the effectiveness of the agency's FWP at all levels. FEW is not a labor organization and does not represent employees. However, FEW officers can meet with management officials to discuss matters falling within

### SPACE COAST CHAPTER, FEW 2003 – 2004 Officers and Committees

President	Barbara Powell
Finance	Clara Anderson
Newsletter	Sharon White
NTP/RTP Planners	Dawn Partlow and Patti Rissman
Nominations	Jean Grenville
Parliamentarian	Carolyn Burnham
President Elect	Dawn Partlow
Seminar	Jean Grenville & Vickie Hall
Compliance	Gail McLean
Diversity	Mayra Smalls
Webmaster	Debbie Ward
Vice President	Patti Rissman
Programs/Publicity	Patti Rissman
Community Outreach	Aneta Ott
Bylaws	Past Presidents
Treasurer	Karin Biega
Membership	Becky Denis
Environmental	Aneta Ott
Sunshine	Karen Jansma
Secretary	Jane Eitel
Scholarships	Elizabeth Valentine
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

their fields of expertise. Managers and EEO officials may join FEW and may hold chapter, regional or national offices. There is no conflict between being an employee of the Federal government, automatically covered by the FWP, and joining FEW. In fact, many find membership in professional organizations like FEW to be a career-enhancing affiliation.

WORKING TOGETHER – National FEW through its Executive Committee, maintains a relationship with OPM, the EEOC and Department and Agency heads providing input as required or appropriate on all personnel policies

and affirmative actions to promote equal employment. FEW was the major pressure group for the implementation of the FWP. In 1970, only six agencies had a full time FWPM, even through the program was begun the Federal Government in 1967. A relationship agreement signed by the FEW National President and the Director of OPM describes the objectives and goals as being in concert. Because of their common mission and vision, employees charged with FWP responsibilities have good reason to work with FEW officers and members to develop goals and objectives for agency implementation of Affirmative Employment Plans and other program initiatives designed to meet the agency’s unique needs and ensure equality of opportunity for women.



**A Proclamation Signed by the President of the United States for Women’s Equality Day August 26, 2003**

The 19th Amendment to the Constitution, ratified on August 26, 1920, guaranteed the right to vote for American women. Women's Equality Day commemorates this constitutional amendment and is an opportunity for citizens across our country to honor those who took part in the long and difficult struggle for women's suffrage, as well those since 1920 who have continued to fight for equal rights for women.

Beginning with the Seneca Falls Convention in 1848, women's suffrage supporters lectured, wrote, marched, and lobbied for enfranchisement of American women. Susan B. Anthony, Elizabeth Cady Stanton, and Lucretia Mott led this movement and advocated an amendment to the Constitution that would guarantee women the right to vote. Through their vision and dedication, these women advanced the fight for equal rights.

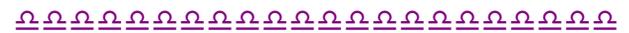
Today, American women are making a difference in their communities and workplaces. Women's accomplishments in education, business, science, art, medicine, athletics, and every other field have made America better and stronger. The courage and determination of American women are exemplified in the personnel serving in our Armed Forces. Women across America are also helping to secure our country by serving as police officers, firefighters, doctors, nurses, paramedics, and first-responders.

Americans believe in opportunity for all and - on this day, we honor the achievements of women who have charted the path to equal opportunity.

NOW, THEREFORE, I, GEORGE W. BUSH, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim August 26, 2003, as Women's Equality-- Day. I call upon the people of the United States to observe this day with appropriate programs and activities.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-sixth day of August, in the year of our Lord two thousand three, and of the Independence of the United States of America the two hundred and twenty-eighth.

GEORGE W. BUSH



**1903 – 2003  
A Century of Change  
Karen Jansma**

The year is 1903, one hundred years ago... what a difference a century makes. Here are the U.S. statistics for 1903:

The average life expectancy in the US was 47.

Only 14% of the homes in the US had a BATHTUB.

Only 8% of the homes had a TELEPHONE.

There were only 8,000 CARS in the US and only 144 miles of paved ROADS.

The tallest structure in the world was the Eiffel Tower.

The average wage in the US was \$0.22/hour.

More than 95% of all BIRTHS in the US took place at HOME.

Sugar cost \$0.04/pound. Eggs were \$0.14/dozen. Coffee cost \$0.15/pound.

Most women only washed their HAIR once a month and used BORAX or EGG YOLKS for shampoo.

The American flag had 45 stars. Arizona, Oklahoma, New Mexico, Hawaii & Alaska hadn't been admitted to the Union yet.

The population of Las Vegas, Nevada was 30.

Crossword puzzles, canned beer, and iced tea hadn't been invented.

There was no Mother's Day or Father's Day.

One in ten US adults couldn't read or write. Only 6% of all Americans had graduated from HIGH SCHOOL.

Coca Cola contained cocaine. Marijuana, heroin & morphine were all available over the counter at corner drugstores. According to one pharmacist, "Heroin clears the complexion, gives buoyancy to the mind, regulates the stomach and the bowels, and is, in fact, a perfect guardian of health."

18% of households in the US had at least one full-time SERVANT or domestic.

Just think what it will be like in another 100 years. It boggles the mind...



## DO YOU KNOW MILLIONAIRE HABITS?

### Avoid The Earn-to-Spend Mentality

Michael LeBoeuf, author of [Finding the Millionaire in You](#), points out that to increase wealth, it's essential to emulate millionaires who view money as something to save and invest, rather than income to spend. Many wealthy people live quite simply, he points out, choosing less pretentious homes than they could theoretically afford and opting for financial independence over material showmanship.

### Focus

LeBoeuf also counsels resisting the impulse to be scattered in your efforts and interests. "Winners

focus; losers spray," he warns. And goals that are clearly written down are easier to keep in focus.

### Do Whatever Is Necessary to Meet Your Goal

People who earn their millions are able not only to focus, but to persevere in the pursuit of their goals. One single mom entrepreneur, Melissa Clark-Reynolds, started her first business, a health and safety consultancy, when she had a young son. En route to her goal of being a millionaire by age 35, Clarke-Reynolds and her son ate lots of pizza, did homework late at night and often slept at the office. She is now a chief executive mentor for Empower New Zealand, a global business consulting firm headquartered in London.

### Take Calculated Risks

Perhaps it goes without saying, but you have to take strategic risks to earn and grow money. And a little rebelliousness seems to help too. One interesting study found a majority of male millionaire entrepreneurs had been in trouble with school authorities or the police during their adolescence.

### Be Generous

And why doesn't it surprise us that millionaires are often very generous? Sometimes it's for the tax breaks, obviously, but often it's not. One Jewish Swiss millionaire, for instance, flew to Israel to give \$5,000 in cash to a waiter at a Jerusalem café who foiled a Palestinian suicide bombing. Among the most generous of millionaires are those from North America, who are, according to a Merrill Lynch Cap-Gemini report, two to five times more likely to give to causes they value than their European counterparts.

These five millionaire habits are a pretty good prescription for living happily, whether or not the money follows. But LeBoeuf insists it's not so unusual to be a millionaire, noting that one in 14 households has a net worth of \$1 million. And are the folks in those households happy? Yes, says Professor Andrew Oswald of the University of Warwick, UK. After studying more than 9,000 people over eight years, Oswald concluded that people who come into money are happier. **The happiest among them, he further says, seem to be "highly educated, well-paid women who have jobs."**



**PROGRAM COMMITTEE**  
*Patti Rissman*

See you at the Sunset Café in Cocoa Beach for our new member luncheon on September 20<sup>th</sup>.



**So You Think You Know Everything?**

A "jiffy" is an actual unit of time for 1/100th of a second.

A shark is the only fish that can blink with both eyes.

A snail can sleep for three years.

Al Capone's business card said he was a used furniture dealer.

All 50 states are listed across the top of the Lincoln Memorial on the back of the \$5 bill.

Now you know everything! .... Maybe!



**MEMBERSHIP COMMITTEE**  
*Becky Denis*



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.

Also, please remember, when you use the Global FEW Membership list, it only includes the folks that are on-site. Individuals need to create a **FEW Membership** Distribution list in their personal address books and add in those folks that are off-site.



**COMPLIANCE**  
*Gail McLean*

For the purposes of FEW, the term "Compliance" in its broadest meaning is conformance on the part of a Federal department, agency, or subordinate agency with existing laws pertaining to the administration of the Equal Employment Opportunity (EEO) Program and the Federal Personnel System. FEW is primarily concerned with the regulations and compliance with these laws by monitoring agency and local activity programs and in providing guidance to FEW members and other employees.

FEW's Legislative Program seeks to both proactively and defensively monitor urgent legislative proposals. This is in order to assess the effect on federally employed women, and establish close communication with Members of Congress and the Administration. The effort is to promote the needs, and concerns of women in the federal service. Through the Compliance Committee, FEW acquires data to support concerns with conformance on the part of a Federal department, agency, or subordinate agency with existing laws pertaining to the administration of the Equal Employment Opportunity (EEO) Program and the Federal Personnel System. This program works in concert with FEW mission and goal statements of representing federally employed women's concerns and interests before legislative and judicial bodies. Compliance Committee functionality is directly related to, and involved with the FEW's Legislative Program. Compliance Committee's on the regional, and local levels are an integral part of the FEW Legislative Program.



**SUNSHINE**

*Karen Jansma*

Celebrating birthdays in September:

Gloria Vigilante	September 02
Vickie Hall	September 02
Pat Lowry	September 02
Joan Fosdick	September 22
Sharon White	September 25



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.

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**GOVERNMENT NEWS & LEGISLATION**



*Marie Argana*

**Government Reform/DoD Reorganization**

The Pentagon's plans to revamp its civil service work rules are under negotiations as part of the fiscal year 2004 defense authorization bill. The policies set by House and Senate negotiators likely will spill over into the rest of the government and accelerate changes in how other civilian employees are paid and managed.

There are differences between the congressional negotiators and the two sides appear unwilling to give ground on some issues, leaving it to Sen. John Warner (R-VA) to broker a compromise or decide which version to adopt. Warner has kept silent on what he thinks of the Rumsfeld plan. While he supports the department's need for flexibility, he also fully appreciates the concerns of federal employees as well.

On another front, OPM Director Kay Coles James has urged federal agencies to review their hiring operations and to adopt whatever means necessary to speed up their hiring process. James wrote in a memo, "After extensive research and analysis, it has become quite clear that issues related to the delays in the federal hiring process rest at the agency level."

The Merit Systems Protection Board, in a report this spring, said federal job announcements are poorly written and tend to be legalistic, stilted and hard to follow. Far too often, the job postings are more likely to drive away applicants rather than attract them to federal service.

OPM, through a contract with Monster Government Solutions, revamped its Internet jobs site ([www.usajobs.opm.gov](http://www.usajobs.opm.gov)) this month and plans to launch an enhanced version next month that will help the government move toward more standardized job announcements aimed at making it easier for job seekers to apply. More than one million people visited the revamped job site in its first week, and its first day of operation saw a tenfold increase in the number of people coming to the site when compared to the old site a week earlier.

**Federal Sector Personnel Cuts**

OMB has agreed to tweak the Circular A-76 to clarify the rights of groups to challenge whether jobs are "commercial in nature," and therefore eligible for outsourcing. OMB has clarified that groups can challenge any agency decision to designate federal work as "commercial." This decision was in response to the federal union legal challenge of the new Circular language.

**New Per Diem Rates Coming**

The General Services Administration likely will soon announce new per diem rates for federal travelers to be effective October 1, an annual announcement closely watched not only travelers themselves--who often complain that they end up paying costs out of their own pockets even when reimbursement rates go up--but by members of Congress whose districts are heavy travel destinations. GSA traditionally had made the announcement around the start of a calendar year but several years ago switched to making new rates effective at the start of a new fiscal year.

**FEW Capwiz Web Site**

There is a new web site for FEW members (and their families and friends) to use for contacting their Senators and Representatives on issues of



## Great American Women Katherine Ortega

"Millions of our forbearers came to this country through the portal where the Statue of Liberty stands. Millions came through other portals. Most of these succeeding generations of new Americans came to escape tyranny and to live their lives in freedom. Others came not of their free will, but their descendents would in time find freedom and equality in a land that never ceases to offer new vistas of hope and opportunity for each new generation."

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### 2002 NTP Bag Clara Anderson

We have purchased the left over book bags we gave at the NTP in 2002. Members attending the NTP received a bag at registration. We would like for all our members to have our white beach bag with the FEW logo on it, but don't know how to get them to everyone that's off center. We are having our membership luncheon on September 20, and would be able to have your NTP Bags available to pick up. If you are at KSC, I'm in HQ Bldg., Room 2328 (across from EO). Just let me know you're coming so that I have extra bags here in the office.



### COMMUNITY OUTREACH Aneta Ott

#### Volunteers Still Being Accepted

Florida Coastal Cleanup: Our Chapter is participating in the Ocean Conservancy Coastal Cleanup 2003 on September 20, from 8 a.m. to 12 p.m. at Alan Shepard Park, Cocoa beach (at the end of SR520). This is not strenuous duty. Please participate in this community event sponsored by Keep Brevard Beautiful. Forward your name, phone number, your tee shirt size,

and the time you would like to work (8-10 or 10-12) to Aneta Ott at 867-8548.

### CALENDAR OF EVENTS

#### September

9/15 - 10/15 Hispanic Heritage Month - Hispanic Awareness Luncheon with Speaker and entertainment planned

18 - 20 World Congress & Exposition on Disabilities - Orange County Convention Center, Orlando, FL

20 FEW Florida Coastal Clean Up, Cocoa Beach  
20 New Member Luncheon, Sunset Café, CB

#### October

22 National Disability Employment Awareness Month (NDEAM)  
24-25 Make a Difference Day

### BREAST CANCER WEBSITE

The Breast Cancer site is having trouble getting enough people to click on it daily to meet their quota of donating at least one free mammogram a day to an underprivileged woman.

It takes less than a minute to go to their site and click on "donating a mammogram" for free (pink window in the middle). This doesn't cost you a thing. Their corporate sponsors/advertisers use the number of daily visits to donate mammogram in exchange for advertising. <http://www.thebreastcancersite.com/>

### Florida History and Culture Vickie Hall



The Home Front: Women's Lives and Work

The Civil War greatly affected the lives of women, particularly in southern white society. With many heads of households away from home serving in the

military, women had to take on many additional responsibilities. Whether it was a large plantation in north Florida or a small subsistence farm in peninsular Florida, women often had to perform all of the tasks that the men had done, as well as their own.

The burden fell to women on the home front to raise their families and to make do with less. The absence of working men, combined with the severe economic hardships imposed by the Union naval blockade, made life difficult for the average woman in the South. As towns along Florida's coast changed hands, the inhabitants often found themselves as refugees in their own land--forced to relocate inland or live under Union or Confederate occupation.

Many women served as supporters of the Confederate war effort. Groups such as the Ladies Soldiers Friend Sewing Society in Tallahassee formed to make clothing for southern soldiers. Others in the state organized fund-raising events to support the Florida Hospital set up for sick and wounded Florida soldiers in Richmond, Virginia.

### **Have You Eaten Your Colors Today? From Health.msn.com**

**Look at your plate, if all the food on it is white or brown you are in trouble. Try eating food from each of the following color groups each day:**

**RED:** Foods in this group include tomatoes and tomato products. These items contain lycopene, which inhibits breast cancer growth and has an antioxidant effect.

**GREEN:** Broccoli, cabbage, and bok choy all are in this group and contain isothiocyanates. These stimulate enzymes in the body to scavenge and remove pesticides and carcinogens. Also, in this group are spinach, kale, mustard greens, and collard greens. All contain lutein, which helps to prevent blindness and inhibits tumor cell growth.

**ORANGE:** Packed with beta and alpha carotenes, squash and carrots have anticancer and antioxidants effects and are excellent for the eyes.

**ORANGE/YELLOW:** This is the citrus group and should be eaten for their flavonoids and Vitamin C content. The fruit skins contain limonoids, which fight cancer.

**RED/PURPLE:** This group contains red wine, raspberries, blueberries, and strawberries. They contain the cancer fighter polyphenols.

**WHITE:** This is garlic and onions. They contain the cancer fighting allyl sulfides.

### **Thoughts to Ponder Submitted by Vickie Hall**

You are here not to impress anyone, but to improve everyone. You are here not to grab all you can, but to give all you are.

You are here not to regret where you've been or worry about where you are going. You are here to live with all the fullness and richness you can imagine.

You are here to question, to answer, to search and to find. You are here to love, to experience, to know and to share. You are here to create, to encourage, to build and grow and support. You are here to think, to act, and by so doing to make life all the more meaningful by way of your presence.

You are here now, able to do all these things and more in this very moment. Go far, far beyond those pretenses and anxieties that only serve to weigh you down.

You are here now, and the possibilities are everything you could ever imagine. Live them, here, now.  
-- Ralph Marston

### **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.

FEDERALLY EMPLOYED WOMEN, INC.

<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>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>			

**Space Coast Chapter 009**

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

**Membership Application**

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

**National Office requests 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]:** \_\_\_\_\_

Membership dues are to be paid February 1<sup>st</sup> of each year. Please contact the Membership Chair, Becky Denis, 867-4104 if you have any questions.