

FEW Notes

April 2008
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From the President...
Reflections & Highlights
By Debbie L. Miller

Inside this issue:

- Reflections & Highlights
- Processing EEO Complaints
- History of Earth Day
- Women's History Month Program
- 2008 Women's Legislative Day
- Diversity in the Workplace
- 13 Signs of Burnout and How to Help You Avoid It
- 6 Easy Steps to Make a Change in Your Career
- GOKC FEW Executive Board
- GOKC Membership Application

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April is a time to experience the wonderful arrival of spring with its weather fluctuations and the blossoming of trees and flowers. On the national level, the month of April recognizes the importance of Diversity (respecting and valuing our differences) as well as contributing individually to the theme of 2008 Earth Day: A Call for Climate on April 22, 2008. Locally, April is a time too for family members and survivors of the Alfred P. Murrah bombing to gather at a commemorative ceremony to reflect and honor the 168 individuals who lost their lives tragically 13 years ago. This tragedy touched several chapter members and our prayers continue for their resiliency. This month also is a busy month for GOKC members to participate in the annual downtown Arts Festival as well as the annual Oklahoma City Metro Heart Walk. The Oklahoma City Metro Heart Walk is an annual noncompetitive, family-oriented walking event that raises critical funds for lifesaving research and education in our community. This event also promotes the benefits of physical activity and a healthy lifestyle to fight heart disease and stroke—two conditions that significantly affect women. In addition to these events, our chapter is hosting a program entitled “Understanding Diversity—Racial, Ethnic, and Gender” on April 14th. The general public (women and men) are invited to attend and there is no admission cost for the event so mark your calendar and make plans to attend.

April 2008 is also significant for FEW members as the FEW National Nominations & Elections Officer announces the FEW National Elections for the term 2008 - 2010. Candidates' information and fliers are posted on the FEW national website, www.few.org, for review. Please take time to review the candidates and cast your vote via the internet, when notified. Members without internet capability will be asked to forward their ballots to the National office.

NEXT BOARD MEETING
MAY 12, 2008 5:30 – 7:00 P.M.
METRO TECH CENTER, MCNICKEL ROOM

Processing EEO Complaints

Every federal employee should be aware of the process requirements to file a discrimination complaint and, if they are not, knowledge may be acquired through two avenues: (1) researching the law for all federal agencies (29 Code of Federal Regulations {CFR} 1614); or (2) contacting the local Equal Opportunity (EO) Specialist. Guest speaker Ms. Mary S. Pinkston, a Department of Defense EO Specialist from Tinker Air Force Base, Oklahoma, opened our February 20, 2008 program with this statement. Ms. Pinkston continued to state that an individual must file the complaint in the correct jurisdiction to remedy the complaint. As such, federal employees submit their complaints through their agency while the private sector employees submit their complaints through the Equal Employment Opportunity Commission (EEOC) office located in downtown Oklahoma City. In addition to 29 CFR 1614, the EEOC distributes additional guidelines via Management Directive 110 that charges the EO Specialist with the responsibility of determining the claim and basis of the complaint as well as insuring fragmentation of the complaint does not occur.

Ms. Pinkston presented and discussed a number of topics relative to the complainant, the supervisor's responsibilities, and the Alternative Dispute Resolution (ADR) process. Knowledge about the compliance system is imperative; therefore, Ms. Pinkston suggested reviewing the various laws created to protect individuals. Her methodical overview, along with the associated instructional handouts, revealed that not all discrimination is the same and that discriminatory intent is truly not the issue--it is the impact toward the individual. She also noted that the majority of EEO complaints are due to the following: lack of, or ineffective, communication; the misunderstanding of regulatory guidance; or the perception of difference in treatment.



Debbie L. Miller, GOKC Chapter President with Mary S. Pinkston

Ms. Pinkston closed the program with the fact that both employees and supervisors should take an active role in resolving an issue when it arises. The audience participation during the question and answer session was excellent and the participants agreed that the

February program provided excellent and informative information that enabled them to understand the involved process requirements for the compliance of EEO and ADR actions.

"Truth, however bitter, can be accepted, and woven into a design for living."
Agatha Christie

History of Earth Day

Earth Day -- April 22 -- each year marks the anniversary of the birth of the modern environmental movement in 1970. Earth Day founder Gaylord Nelson, then a U.S. Senator from Wisconsin, proposed the first nationwide environmental protest "to shake up the political establishment and force this issue onto the national agenda."

On April 22, 20 million Americans took to the streets, parks, and auditoriums to demonstrate for a healthy, sustainable environment. Denis Hayes, the national coordinator, and his youthful staff organized massive coast-to-coast rallies. Thousands of colleges and universities organized protests against the deterioration of the environment. Groups that had been fighting against oil spills, polluting factories and power plants, raw sewage, toxic dumps, pesticides, freeways, the loss of wilderness, and the extinction of wildlife suddenly realized they shared common values.

The first Earth Day led to the creation of the United States Environmental Protection Agency and the passage of the Clean Air, Clean Water, and Endangered Species acts. Sen. Nelson was awarded the Presidential Medal of Freedom -- the highest honor given to civilians in the United States -- for his role as Earth Day founder.

As 1990 approached, a group of environmental leaders asked Denis Hayes to organize another big campaign. This time, Earth Day went global, mobilizing 200 million people in 141 countries and lifting the status of environmental issues on to the world stage. Earth Day 1990 gave a huge boost to recycling efforts worldwide and helped pave the way for the 1992 United Nations Earth Summit in Rio de Janeiro.

As the millennium approached, Hayes agreed to spearhead another campaign, this time focused on global warming and a push for clean energy. Earth Day 2000 combined the big-picture feistiness of the first Earth Day with the international grassroots activism of Earth Day 1990. For 2000, Earth Day had the Internet to help link activists around the world. By the time April 22 rolled around, 5,000 environmental groups around the world were on board, reaching out to hundreds of millions of people in a record 184 countries. Events varied: A talking drum chain traveled from village to village in Gabon, Africa, for example, while hundreds of thousands of people gathered on the National Mall in Washington, D.C., USA.

Earth Day 2000 sent the message loud and clear that citizens the world 'round wanted quick and decisive action on clean energy. Now, the fight for a clean environment continues.

Women's History Month Program - Legislative Issues & Cherokee Basket Weaving

By Debbie L. Miller

Informative! Beneficial! Fabulous! These words thoroughly described the 2008 March Women's History Month program. The Greater OKC chapter collaborated with the FAA Technical Women's Organization (TWO) to better publicize FEW's legislative agenda during this election year. As such, Oklahoma's Lieutenant Governor (Lt Gov) Jari Askins was our keynote speaker. The program also jointly incorporated this year's Women's History Month theme of "Women's Art: Women's Vision." Ms. Mary Stone, noted Cherokee Basket Weaver, presented the art of basket weaving.



Mary Stone presents a basket to Lt Gov Askins

Ms. Stone, a member of the Cherokee Nation of Oklahoma, provided an interesting historical overview of the Cherokee Indians and their life in Oklahoma. She also brought her personal flair describing the weaving of contemporary (double-walled Western style) and traditional (Eastern style) Cherokee baskets. Ms. Stone interwove her life and job experiences explaining the influences and mentors that led her to fulfill her destiny as a basket artisan. She defined how both styles of baskets were historically used for utilitarian purposes while today they are showcased as works of art. Her artwork is part of various personal collections that include President George W. Bush, former Governor Frank Keating, former state attorney general Larry Derryberry, Crosby, Stills & Nash, along with several Supreme Court Justices. However, working with children in public schools to continue the art of Cherokee basket weaving is one of her most rewarding experiences to date. Ms. Stone closed

her presentation with several female inspirational quotes and challenged the program attendees to provide continued support for women.

Lt Gov Jari Askins is the only second female Lt Governor in Oklahoma history. Her personal influence concerning state bills that are affecting Oklahoman women was a key factor in her selection as the keynote speaker for our legislative program. Lt Gov Jari Askins announced that she was excited to provide a status review of legislative issues but she wanted to open her presentation by noting how women's roles in the work force have evolved. Lt Gov Askins informed the audience that she had a list developed in 1943 to assist supervisors that were considering hiring women. The statements made both the males and females in the program audience laugh rambunctiously; however, it proved the point that Lt Gov Askins wanted to make--women have truly exceeded the expectations of the male population during the past few decades. Relative to the legislative process, Lt Gov Askins explained that the state legislative session shall not last more than 160 days and must adjourn by 5 p.m. on the last Friday in May. She stated that all sessions meet in the State Capitol unless otherwise directed by the Governor. Lt Gov Askins then described the stages of a bill when introduced by a member, how the bill flows throughout the legislative timeframe, and that only those bills that are approved by the House and Senate bills are sent to the Governor for consideration. The Governor may either sign the bill or veto it. Many program attendees participated in the Lt Gov's question and answer session. In addition, Lt Gov Askins graciously remained after the program's conclusion to take photographs with several attendees.

An added highlight of the evening was Mary Stone presenting her Cherokee baskets to Lt Gov Askins as well as two program attendees. Congratulations to the two lucky recipients—Kim Hare and Edi Cameron. I am very proud to announce that we had 34 attendees representing various agencies, to include some international students from Africa. Overall, the program was a success!



Lt Gov Askins, Iris Pratt, Mary Stone and Debbie L. Miller



Edi Cameron, Mary Stone and Lt Gov Askins



Mary Stone, Kim Hare and Lt Gov Askins



**GOKC FEW Members – back rows
Mary Stone and Lt Gov Askins**

2008 Women's Legislative Day

In order to strengthen the Oklahoma legislative emphasis on women's issues and produce a more united cause on behalf of women, the Greater Oklahoma City (GOKC) Federally Employed Women (FEW) chapter seized a dynamic opportunity to become a partner in a bipartisan women's advocacy coalition - the Oklahoma Women's Legislative Coalition (OWLC). On March 5, 2008, the OWLC hosted the 2008 Women's Legislative Day at the State Capitol. The conference opened with Oklahoma Lieutenant Governor Jari Askins welcoming the participants and three keynote speakers presented their legislative topics. Approximately 82 women and 3 men attended the conference and the local Fox 25 Network News provided coverage of a taped segment on the evening news. This conference provided a wealth of publicity exposure for FEW and it increased the GOKC's networking opportunities with other professional women's organization.

There were several noteworthy accomplishments during the conference. GOKC President Debbie L. Miller presented an overview of FEW (the organization's mission, and goals, and Tiers I-III legislative agenda) and then briefly discussed several legislative bills (H.R. 82, repeal of GOP/WEP and S. 80, Paid Parental Leave Act). Additionally, a public invitation was offered to the audience by announcing the GOKC's Women's History Month Legislative Program scheduled for March 20, 2008. The GOKC FEW presentation generated several questions from the audience so the President advised interested parties to contact her as well as browse the FEW National and Chapter websites. The highlight of the day was the participants conducting a mass visit to the legislators to voice their concerns. The unified visit solidified OWLC's influence concerning the importance of legislative issues affecting women.

GOKC FEW's collaboration with OWLC will continue impacting the community as they will continue to meet bimonthly to monitor legislative issues affecting women. Overall, the March 5, 2008 Women's Legislative Day was a phenomenal success....for FEW and for the overall Oklahoma female population!



Oklahoma Women's Legislative Coalition (OWLC) Representatives



2008 Conference Attendees
with FOX 25 TV News Coverage



GOKC FEW Chapter President
Debbie L. Miller briefs
FEW's legislative agenda to attendees

DIVERSITY IN THE WORKPLACE

By Susan Arnett



Susan Arnett, Hoover McCoy & Jo Smith

This month our Diversity Program was presented by Hoover McCoy from Tinker AFB. You may have been at our Diversity program last year when he presented Generational Diversity. If you did attend, you know how animated he can be getting his audience to interact with him.

In order for us to understand diversity, Hoover talked about our biases emphasizing how people stereotype people from other neighborhoods, cultures, their age, their ethnic background. Just because someone is from a lower income neighborhood should not mean they are inferior or less intelligent. Hard working, smart individuals come from any walk of life. We need to be aware of how we feel when we stereotype and determine why so we can overcome our feelings.

FEW members became involved with Hoover thru various exercises including being tolerated, how did you feel and how did being tolerated affect your relationship with the person or persons tolerating you. Several members participated with their scenarios. Hoover used music to get the attendees to picture a particular culture and then presented a picture on the screen. Members exchanged examples of why the music related to the portrait. Hoover asked us to think of a time we felt appreciated. Members voiced how they felt to be appreciated and how they felt respected and again how the relationship was affected.

It is important for us to recognize our prejudices. There are many types which include sexism, racism, and ethnic. Hoover again got audience participation by asking what other isms we could think of and why we think so. Our society, family beliefs, the media, schools, the workplace, Government and Churches all play a part in why we feel as we do. One thing pointed out was through the media. For instance while reporting the description of a person; if no color is included most assume the individual is white. Can you think of instances when you saw someone you didn't know and you assumed they were from a particular culture or a specific religion?

In conclusion Hoover elaborated on how work place diversity deserves attention. We can all make a difference by how we react and respond to our diverse workforce. Chapter President Debbie Miller presented Hoover with a FEW bottle stopper for his excellent presentation.

13 Signs of Burnout and How to Help You Avoid It

So how do you know if you, a loved one, or someone who reports to you is suffering from burnout? Here are the early warning signs.

- ❖ Chronic fatigue - exhaustion, tiredness, a sense of being physically run down
- ❖ Anger at those making demands
- ❖ Self-criticism for putting up with the demands
- ❖ Cynicism, negativity, and irritability
- ❖ A sense of being besieged
- ❖ Exploding easily at seemingly inconsequential things
- ❖ Frequent headaches and gastrointestinal disturbances
- ❖ Weight loss or gain
- ❖ Sleeplessness and depression
- ❖ Shortness of breath
- ❖ Suspiciousness
- ❖ Feelings of helplessness
- ❖ Increased degree of risk taking

6 Easy Steps to Make a Change in Your Career

Below are 6 easy steps to move you in your desired direction starting *Today!!*

- ***Know What You Want:*** This may take a little soul searching in order to make a final decision. There are many on-line tools available to help with the self-assessment process.
- ***Explore Your Options:*** One of the most powerful ways to do this is by networking with others. The process of networking is very simple. It involves interacting and talking with people in such a way as to get to know them better. In the process, you learn about their needs and they learn about yours. As a result, you may be able to gain exposure to their acquaintances that may be looking for someone with your skills and interests. In most communities there are plenty of opportunities to network with people in your field of interest.
- ***Get Organized:*** A vital component of any important change is to budget your time— allowing you to focus on relevant activities within the limited hours available. You may choose to set aside one hour per day to work on your plan while you're employed. Identify in advance what you want to accomplish and stick to doing things such as career research, networking or other tasks you have outlined in your action plan. Remember, you are investing in yourself. This has a high priority! Simplify other activities to create extra time in your day. Get your family involved as a support. It can make an important difference having them help you create the life you want and deserve. Look at it as a family event.
- ***Get Trained:*** Depending on what you have decided as your goal, now may be the time to begin training for your new field. You may choose to enroll in a graduate, undergraduate or vocational program to get started. This will affect the amount of time it takes for you to ultimately achieve your career goals.
- ***Get Coached:*** Enlisting the services of a coach can make all the difference in supporting you in your efforts. Lots of successful people are where they are today because of the presence of a coach. A career coach will help you move faster in the direction of achieving your daily and longer range tasks. A coach will partner with you on the creation of your strategy, understanding your own thinking to ensure you aren't standing in your own way, help you manage your environment and clarify your goals. Effectively, a coach can increase your motivation beyond that which you have on your own. He or she can provide help with such things as job search skills and getting your resume ready. A coach is with you every step of the way and is well worth the investment.
- ***Make Your Move:*** Whether it takes you one month, 6 months, or one year, once you've planned your work and worked your plan, take action. It's time to go for it! By now you have thought through the details, including the financial aspects of making a change, getting your family on board, and most importantly have decided to take charge of your life. At this time, you realize a career or job change will not threaten your survival and that the fear you felt at the beginning of this process has long faded away.

<http://www.womensmedia.com/new/change-career.shtml>

*I am a woman, hear me roar
In numbers too big to ignore,
And I know too much to go back and pretend.*

Helen Reddy

**GOKC CHAPTER
EXECUTIVE BOARD
2006-2008**

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If additional information is required, please contact the Chapter President at
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