



## MID CONTINENT REGIONAL BOARD NEWSLETTER April 2013

### MANAGER'S MUSINGS

To All Mid-Continent Region Members,

I struggled writing these musings, rambled on about some issues confronting FEW as a whole organization, and then rethought what I had written. So here is how I have boiled the ramblings down to something more reasonable.



Unless you are a Regional or National board member you may not have heard about this. I think you should know. We, FEW as a National organization, are facing possible hard financial times. We are not broke but have been losing ground for the past couple years. The National Training Programs have not been as profitable as the previous several years. With the federal budget issues, declining numbers of attendees will be at this and probably future NTPs.

The National Board of Directors looked into canceling the 2013 NTP but after much deliberation has decided to continue. The NTP will, however, be a shortened and less expensive to put on than as in the past. Pending this decision announcement of awards and scholarships was put on hold, but if not already out by the time you see this, information should be out soon.

The National board is looking at other fundraisers at the National level. I am sorry to say that to keep afloat at the National level, there may be decisions that affect regions and chapters. One of these has previously been put in place; decrease in assistance to regions. Another is an increase to Out of Pocket Tuition to \$700.00.

And that's the short version!!

As the federal budget issues have also affected some Region Training Programs, regions may need to review their program venues and act accordingly. I am happy to say that Mid-Continent Region is going on with planning for the RTP hosted by Carrie Chapman Catt in Ames IA area in late September or early October. I look forward to hearing the details at the April Region Board of Directors meeting in Kansas City.

Next board meeting will be in conjunction with Heart of America's Diva Day April 27, 2013 Kansas City MO. As always, it is an open meeting. We will have the actual board meeting in the morning and lots of fun in the afternoon. Credentialing will start at 8:30 am with the meeting convening at 9:00. I intend to have the meeting adjourned by 12:00 so we can all enjoy the lunch and Diva Day activities. Hope to see lots of you there!

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**Sexual Assault is not your fault!**

## **April is Sexual Assault Awareness and Prevention Month.**

Sexual Assault ad Awareness and prevention month is an opportunity for the all to highlight our commitment to eliminating the crime of sexual assault, providing support to victims and intervening to help stop the unsafe behavior.

We must work every day to instill a climate that does not tolerate or ignore sexist behavior, sexual harassment, or sexual assault. The proclamation:

## **Presidential Proclamation -- National Sexual Assault Awareness and Prevention Month, 2012**

NATIONAL SEXUAL ASSAULT AWARENESS AND PREVENTION MONTH, 2012

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

### A PROCLAMATION

Though we have come far in the fight to reduce sexual violence, the prevalence of sexual assault remains an affront to our national conscience that we cannot ignore. This month, we stand with survivors of sexual assault, join together to break the silence, and recommit to ending this devastating crime.

Rape and sexual assault inflict profound suffering upon millions of Americans every year. Nearly one in five women has been raped, and still more have endured other forms of sexual violence or abuse. Tragically, these crimes take their greatest toll on young people; women between the ages of 16 and 24 are at greatest risk of rape and sexual assault, and many victims, male and female, first experience abuse during childhood. The trauma of sexual violence leaves scars that may never fully heal. Many survivors experience depression, fear, and suicidal feelings in the months and years following an assault, and some face health problems that last a lifetime.

It is up to all of us to ensure victims of sexual violence are not left to face these trials alone. Too often, survivors suffer in silence, fearing retribution, lack of support, or that the criminal justice system will fail to bring the perpetrator to justice. We must do more to raise awareness about the realities of sexual assault; confront and change insensitive attitudes wherever they persist; enhance training and education in the criminal justice system; and expand access to critical health, legal, and protection services for survivors. As we fight sexual assault in our communities, so must we

combat this crime within our Armed Forces. The Department of Defense provides additional resources for service members and military families at 1-877-995-5247 and at: [www.SafeHelpline.org](http://www.SafeHelpline.org).

With the leadership of Vice President Joe Biden, my Administration is working to stop sexual violence before it begins and ensure justice for the countless men, women, and children who have already been harmed. Last year, we introduced comprehensive guidance to schools, colleges, and universities to clarify their obligations under existing civil rights law to prevent and respond to campus sexual assault. In January, we issued a revised definition of rape that will improve our understanding of where and how often this crime occurs. And today, we are collaborating with private organizations and agencies at every level of government to bolster advocacy and assistance for victims of sexual violence. All of us share a responsibility to those in need. By standing with survivors of rape and sexual assault and helping them secure the support and services they deserve, we do right by the ideals of compassion and service at the heart of the American character. For additional information and resources, visit: [www.WhiteHouse.gov/1is2many](http://www.WhiteHouse.gov/1is2many).

During National Sexual Assault Awareness and Prevention Month, we rededicate ourselves to breaking the cycle of violence that threatens lives, erodes communities, and weakens our country. As we reflect on the progress we have made and the distance we have yet to go, let us recommit to empowering survivors and fighting for a safer future for every American.

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim April 2012 as National Sexual Assault Awareness and Prevention Month. I urge all Americans to support survivors of sexual assault and work together to prevent these crimes in their communities.

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Greetings FEW members! I hope you have some educational things planned for Women's History Month! I want to remind you of our region membership contest. Attached is the flyer about it. PLEASE share with chapter members and "use" this month to talk to at least one individual about joining FEW! Keep some membership forms handy!

Barb Kesl  
Mid-Continent Region Membership Chair  
515-231-4443



## *Mid-Continent Region 12-13 Membership Contest*

## Regional contest September 1, 2012 through August 31, 2013

All prizes are awarded to individual chapter members.



**First prize:** \$50 towards next Regional Training Program registration (or \$50 cash, if no Mid-Continent RTP is scheduled within 12 mo) & FEW membership dues for one year.

**Second prize:** \$50 towards next Regional Training Program registration (or \$50 cash, if no RTP is scheduled within 12 mo).

**Third prize:** FEW membership dues for one year

*National lifetime winners will receive a cash payment equal to annual National dues plus chapter dues for one year. Chapter lifetime winners will receive a cash payment equal the amount of chapter dues for one year.*

New member's applications must have the Referred By line completed whether by web or paper and a copy retained if by paper for submission at the end of the contest. Tiebreakers will be decided/resolved from the earliest membership date listed on the National roster. Winners will be announced at the fall Regional Board Meeting.

Questions about the contest can be referred to Barb Kesl, Membership Chair at [Barbara.l.kesl@aphis.usda.gov](mailto:Barbara.l.kesl@aphis.usda.gov) or 515-231-4443.

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## REGIONAL AWARDS

**SURPRISE, SURPRISE ...JOYCE LATROM FINALLY HAS INTERNET IN HER HOME AND WILL ACCEPT A PDF FILE FOR REGIONAL AWARD SUBMISSIONS.**

**HER PREFERENCE IS HANDING THEM TO HER, PERSONALLY AT THE SPRING REGIONAL MEETING. THIS YEAR WE ARE EXCITED TO TAG ON TO THE HEART OF AMERICA CHAPTER'S DIVA DAY IN KANSAS CITY. WE LOVE DIVA DAY ...DON'T MISS IT! THIS IS HELD ON SATURDAY, APRIL 27<sup>TH</sup> THIS YEAR.**

**REMINDER: EACH WINNER'S CHAPTER RECEIVES A CHECK FOR \$30.00. HEY ... THIS IS WORTH YOUR TIME ... DON'T MISS OUT!**





## Spring Flowers

By Joyce Latrom

Spring flowers are not only beautiful and fragrant, but the change of the seasons has a miraculous effect on plant and animal life. It is the symbol of renewal.

Nature awakens in spring, the number of daylight hour's increase and in many countries people celebrate with spring festivals.

This is also a time that our human spirits can awaken from the darkness of winter. Take on a new project, learn about something that interests you or dedicate some hours every week to a new form of physical exercise. Be well ... Be happy!



Registration is Open! Mid America Chapter Host Annual Training

The Mid America Chapter Federally Employed Women is hosting its 20th annual training program on Wednesday May 15, 2012 at the Regency Conference Center, O'Fallon, IL. The program is a full day of training with seminars, continental breakfast, a full lunch, and lots of vendors and information tables. We hope you will consider joining us for this day of information, networking, and fun.

Registration packages are available. For more information contact Marion Stevens, President Mid America Chapter at [marionstevensm@charter.net](mailto:marionstevensm@charter.net) or (618) 632-1695.

**“Making a FEW Changes in Your Life”  
FEW Training Program Seminar Descriptions  
May 15, 2013  
Regency Park, O’Fallon, IL**

**08:00 – 08:25 a.m.**

Barbara J. Bowyer is the Deputy Director of the Foundation Geospatial Intelligence (GEOINT) Group at the National Geospatial-Intelligence Agency. In this position she oversees the administration and budget for a workforce of almost 1500 personnel who provide maps and charts to the Department of Defense to support worldwide operations. Following our theme of "Making a FEW Changes in Your Life", Ms. Bowyer will share some of her experiences during her active duty military and currently civilian career with over 35 years of leadership experience.

**08:30 – 10:00 a.m.**

**A1: When Should You Begin Receiving Your Social Security Retirement Benefits?**

As you near retirement, one of the biggest financial decisions you'll need to make is when to begin receiving your Social Security retirement benefits. With pensions disappearing, Social Security remains the major source of guaranteed lifetime retirement income for most Americans, so it's important to take the time to explore your options to make an informed, well-reasoned decision.

*Presenter: Jill Pietrusinski, First Command Financial Planning, 1722 Corporate Crossing Suite, O'Fallon, IL, 62269, [jspietrusi@firstcommand.com](mailto:jspietrusi@firstcommand.com), 618.622.1320 x 127.*

**A2: Juggling Hats – Time Management**

Balancing work, family, job hunting, education, and whatever else in our lives can be complicated and stressful. We rush through life, trying to manage all those things we deem significant in our day-to-day living. To put prospective and keep ourselves from being pulled in so many directions, learn how to make the most of your time.

*Presenter: Ann Clay, IT Program Manager, [ann.m.clay.civ@mail.mil](mailto:ann.m.clay.civ@mail.mil), 618.220.4454.*

**A3: Workplace Violence – How to Protect Yourself in the Workplace (same as B1)**

This presentation is based on knowing the indicators of violence and non-law enforcement response to an active shooter situation. Learn how to protect yourself in the workplace if a volatile situation arises.

*Presenter: Anthony J. Russo, Antiterrorism Force Protection Unit, #1 Soldier Way, Scott Air Force Base, IL., 62225, [Anthony.j.russo93@mail.mil](mailto:Anthony.j.russo93@mail.mil), 618.220.6641.*



## **10:15 – 11:45 a.m.**

### **B1: Workplace Violence – How to Protect Yourself in the Workplace (see A3**

Same as A3

### **B2: Balancing Work Life Stress through Diet and Exercise**

Stress is something nearly everyone has experienced; yet is also subjective and is manifested in a variety of ways. The American Institute of Stress defines stress as the response by your body to any demand for change. Chronic stress, even at low or moderate levels, can increase your risk of cardiovascular disease, hypertension and stroke. Making changes to your diet and nutritional intake, combined with exercise and relaxation techniques, will greatly decrease your stress and lead you to a healthy lifestyle, both at home and at work.

*Presenter: Briant K. Mitchell, Proprietor, BKM Fitness Boot Camp, 110 Jamestown Mall, Florissant, MO 63034, [www.bkmbootcamp.com](http://www.bkmbootcamp.com), 314.837.7782.*

### **B3: All About Federally Employed Women**

You have attended the training and now you are beginning to wonder about the group that's behind it. Who are the people in Federally Employed Women of FEW? What do they do? How are they different from the Federal Women's Program? This is the place to get all your questions answered.

*Presenter: Marion Stevens, President Mid-America Chapter Federally Employed Women and former VP for Membership and Chapter Organization, [marionstevensm@charter.net](mailto:marionstevensm@charter.net), 618.632.1695.*

## **1:30 p.m. – 3:30 p.m.**

### **C1: Your Pay May Be Frozen, But Your Options Aren't**

Regarding the pay freeze and constant scrutiny of benefits, this presentation helps federal employees understand what changes may lie ahead; discover options for saving and investing with changing circumstances; learn productive financial behaviors for uncertain times; find out what to consider in preparing for an early out, buyout or retirement; and discover how to benefit from a financial plan.

*Presenter: Jill Pietrusinski, First Command Financial Planning, 1722 Corporate Crossing Suite, O'Fallon, IL, 62269, [jspietrusi@firstcommand.com](mailto:jspietrusi@firstcommand.com), 618.622.1320 x 127.*

### **C2: My Job May be Killing Me – The Silent Indicators of Heart Disease**

An estimated 42 million American women live with cardiovascular disease, but too many are unaware of the threat they face. There are many factors that contribute to heart disease in women - one being workplace stress. This workshop is designed to educate women on how to lower their risk of heart disease by recognizing the symptoms, knowing the questions to ask their health care providers and receiving the support to make heart-smart changes in their lives.

*Presenter: Dr. Reger, Rural Family Medicine Associates, LTD., 739 North Jefferson Street, Suite 200, Mascoutah, IL., 62258, [pjrmd63@charter.net](mailto:pjrmd63@charter.net), 618.566.8810.*

### **C3: Diversity and Inclusion in the Workplace**

Diversity is defined as the differences and similarities among us. Inclusion on the other hand is to regard as part of the general category or group. Learn the difference between diversity and inclusion and create a workplace environment that produces positive results.

*Presenter: Michelle Martin, AMMEmpowerment LLC, [ammempowerment@yahoo.com](mailto:ammempowerment@yahoo.com), 314.653.1128.*



## Women's History Month Program 2013

The Mid America Chapter Federally Employed Women in conjunction with the 375<sup>th</sup> Airlift Mobility Wing Women's History Month Committee hosted a women's empowerment panel. The program was held on March 19, 2013 as part of the month long celebration of Women's History Month. The discussion followed the theme: *Empowering Women in Science, Technology, Engineering, and Mathematics*. The panel was composed of women working in one of the listed areas and represented diversified group consisting of a senior civilian, an officer, a reserve officer and a senior enlisted person. Over 30 Scott Air Force Base employees attended. Refreshments were provided by Federally Employed Women. It was great event and we look forward to hosting again next year. This is the third year that FEW has been involved and attendance has grown each year.

*Marion Stevens*  
*President*  
*Mid America Chapter FEW*



Compliance- Diversity in the workplace

Pam Makovicka – Compliance Chairman

Workplace diversity refers to the variety of differences between people in an organization. That sounds simple, but diversity encompasses race, gender, ethnic group, age, personality, cognitive style, tenure, organizational function, education, background and more.

Diversity not only involves how people perceive themselves, but how they perceive others. Those perceptions affect their interactions. For a wide assortment of employees to function effectively as an organization, human resource professionals need to deal effectively with issues such as communication, adaptability and change. Diversity will increase significantly in the coming years. Successful organizations recognize the need for immediate action and are ready and willing to spend resources on managing diversity in the workplace now.

## Benefits of Workplace Diversity

An organization's success and competitiveness depends upon its ability to embrace diversity and realize the benefits. When organizations actively assess their handling of workplace diversity issues, develop and implement diversity plans, multiple benefits are reported such as:

### Increased adaptability

Organizations employing a diverse workforce can supply a greater variety of solutions to problems in service, sourcing, and allocation of resources. Employees from diverse backgrounds bring individual talents and experiences in suggesting ideas that are flexible in adapting to fluctuating markets and customer demands.

### Broader service range

A diverse collection of skills and experiences (e.g. languages, cultural understanding) allows a company to provide service to customers on a global basis.

### Variety of viewpoints

A diverse workforce that feels comfortable communicating varying points of view provides a larger pool of ideas and experiences. The organization can draw from that pool to meet business strategy needs and the needs of customers more effectively.

### More effective execution

Companies that encourage diversity in the workplace inspire all of their employees to perform to their highest ability. Company-wide strategies can be executed; resulting in higher productivity, profit, and return on investment.

## Challenges of Diversity in the Workplace

Taking full advantage of the benefits of diversity in the workplace is not without its challenges. Some of those challenges are:

**Communication** - Perceptual, cultural and language barriers need to be overcome for diversity programs to succeed. Ineffective communication of key objectives results in confusion, lack of teamwork, and low morale.

**Resistance to change** - There are always employees who will refuse to accept the fact that the social and cultural makeup of their workplace is changing. The "we've always done it this way" mentality silences new ideas and inhibits progress.

Implementation of diversity in the workplace policies - This can be the overriding challenge to all diversity advocates. Armed with the results of employee assessments and research data, they must build and implement a customized strategy to maximize the effects of diversity in the workplace for their particular organization.

Successful Management of Diversity in the Workplace - Diversity training alone is not sufficient for your organization's diversity management plan. A strategy must be created and implemented to create a culture of diversity that permeates every department and function of the organization.

Recommended steps that have been proven successful in world-class organizations are:

Assessment of diversity in the workplace - Top companies make assessing and evaluating their diversity process an integral part of their management system. A customizable employee satisfaction survey can accomplish this assessment for your company efficiently and conveniently. It can help your management team determine which challenges and obstacles to diversity are present in your workplace and which policies need to be added or eliminated. Reassessment can then determine the success of your diversity in the workplace plan implementation.

Development of diversity in the workplace plan - Choosing a survey provider that provides comprehensive reporting is a key decision. That report will be the beginning structure of your diversity in the workplace plan. The plan must be comprehensive, attainable and measurable. An organization must decide what changes need to be made and a timeline for that change to be attained.

Implementation of diversity in the workplace plan - The personal commitment of executive and managerial teams is a must. Leaders and managers within organizations must incorporate diversity policies into every aspect of the organization's function and purpose. Attitudes toward diversity originate at the top and filter downward. Management cooperation and participation is required to create a culture conducive to the success of your organization's plan.

Recommended diversity in the workplace solutions include:

Ward off change resistance with inclusion. - Involve every employee possible in formulating and executing diversity initiatives in your workplace.

Foster an attitude of openness in your organization. - Encourage employees to express their ideas and opinions and attribute a sense of equal value to all.

## Check the website for membership and membership renewal

<http://www.few.org/>

Check under the “about us” tab for a “join now” tab.

If you have problems with this membership tab send an email to me at [pamela.a.makovicka.civ@mail.mil](mailto:pamela.a.makovicka.civ@mail.mil)

I will assist you or find help for you.

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