

## Hoosier Hills Chapter, No. 45, Crane, Indiana

Marilyn S. Schisel, Publisher

[www.hhfew.org](http://www.hhfew.org)

May 2008



### A FEW Notes from Our President... Susan Jones

Members,

I want to take a moment to thank every member of our chapter for making the Hoosier Hills Chapter #45 not only the largest chapter in the world but also the BEST. It takes each and every one of you and your contributions to make all we do such a success. It has been a pleasure to work with our board members. Each one has put in a lot of time and effort to make our chapter a success. This is a voluntary organization and we put a lot of time into our projects that take away from our families. I want to thank each and every one of you for your dedication to FEW.

Elections will be soon and a new board will be in place by the end of July. Those of you who would like to help in any way, I am sure the new

President would appreciate all volunteers. We have some excellent choices for officers this year. I believe we have at least two candidates for each office.

Here is another reminder to check out the NTP website at <http://fewntp.org> for training on July 14-18. There are a lot of excellent training opportunities at the National Training Program. We also will be having two of our local chapter members, Ms. Sue Webster and Ms. Tonjua Toon, being sworn in as officers at this training.

Thank you for two great years.

*Susan*

## Compliance Matters

The Hoosier Hills Chapter of Federally Employed Women (FEW) held a luncheon on Monday, 17 March 2008, St. Patrick's Day, at the Club. Ms. Sue Webster, National Executive Vice-President for the FEW, presented the program, "Compliance – Learn How FEW Attempts to Establish and Maintain Working Relationships with Individuals, Organizations, and Agencies."

Ms. Webster first stressed FEW's four focus areas including: Training; Legislation; Diversity; and Compliance. She is very knowledgeable of the laws, procedures and practices of FEW. Have you ever wondered what Compliance is? Compliance, in its broadest meaning, is conformance on the part of a federal department or agency with existing laws. Compliance assistance is for everyone in the federal sector and is a cornerstone to protect wages, health benefits, retirement security, employment rights as well as the safety and health of America's workforce. Compliance policies and practices of primary concern to FEW include: EEO and Affirmative Action; promotion and upward mobility; recruitment, selection, and placement; reassignment and reduction in force; and sexual harassment.

FEW's Compliance Program monitors progress made by the

federal government in achieving EEO evidenced by its adherence with statutory civil rights protections, including but not limited to the Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, and the Civil Rights Act of 1991.

FEW's Compliance Program includes:

- Holding meetings with the EEO Commission to identify common goals and strengthen the partnership between our organizations
- Conducting visits with federal agencies to identify compliance issues and develop solutions specific to the agency
- Providing guidance and resources to Regional Manager and Chapter Officers as they work with their agency's EEO offices on compliance issues and
- Advising FEW members and/or interceding on the members' behalf except in formal discrimination or compliant cases.
- Developing relationships with agencies
  - Speakers
  - Information
  - Guidance
  - Monitoring
- Providing individual support
  - Career Development
  - Affirmative Actions
  - EEO & HR



**Sue Webster, National Vice President receives memento from Susan Jones, President**



**Janet Brown (cut off) with Tammy Reed pouring coffee. Other FEW members in background are Paula Martin, Doris Richardson, and Vernell Thomas**

## Federally Employed Women Compliance Program

- **KEY Contacts**
  - National
    - Bernice Waller, VP for Compliance, [b.f.waller@att.net](mailto:b.f.waller@att.net)
  - Region
    - Doris Webster, Diversity Chair
  - Chapter
    - Paula Martin, Compliance Chair
  - References
    - FEW Compliance Brochure
    - <http://www.few.org/mo-forms-and-documents.asp> (members only access)

*From Public Relations Chair:  
Marilyn Schisel*

### **Diversity**

The Crane EEO office and the Hoosier Hills Chapter of Federally Employed Women (FEW) jointly sponsored a luncheon on Tuesday, April 29, 2008, at the Club Lakeview Conference Center. The guest speaker was Mr. Eric Love, Director, Office of Diversity Education, Indiana University who presented the topic "*Diversity: Old News or Critical Relevance?*"

Eric Love is a dynamic speaker who blends first-hand experience, a breadth of knowledge and an inspirational message to his audiences. Drawing upon his professional, personal and academic life, he is equally at home giving a keynote address, presenting a workshop or facilitating a weekend retreat.

The youngest child of a bi-racial and bi-cultural couple, Mr. Love grew up in England and the State of Idaho. As an undergraduate at Boise State (BSU), he developed a strong sense of social justice and became an outspoken human rights activist. While at BSU, Mr. Love served as the first African American student body president. He went on to obtain a Master's degree from Idaho State University (ISU) in counseling, with an emphasis in Student Affairs. Mr. Love then worked at ISU for five years as the Diversity Resources Coordinator. His experiences cover a wide range of student and academic affairs. He has developed

a number of diversity programs that are utilized at several universities.

Mr. Love runs his own diversity consulting business, LoveForce Consulting. He is a member of Kappa Alpha Psi Fraternity, Inc. Among his proudest achievements was his role in having the state of Idaho recognizing the Dr. Martin Luther King, Jr. Holiday as a legal state holiday.

He currently serves as the Director of Diversity Education at Indiana University, Bloomington, Indiana. He will complete his Ph.D. in Higher Education Administration from Indiana University in the near future. His dissertation topic is student diversity education and social justice. He has received many honors for his work and community service. He continues to run his consulting business, LoveForce Consulting, specializing in diversity education and training, student leadership and social justice.

Mr. Love has been in Indiana eight years. He comes from a military family of six children. His mother is English and part Jewish and lives in Idaho. His father is African American. Idaho's black population is 2.9%. Mr. Love has been in the Diversity office four years. Growing up in a military environment, he has been around many diverse people. He stated we have come a long way with Black History Month, Women's History Month, Asian Pacific Heritage month, etc. Diversity enhances all aspects of teamwork and leadership.

Mr. Love was quite humorous in his presentation. He was looking for some material for a diversity presentation. His mother told him she would send him some Kwanzaa material. He stated it looked more like the Star of David. Kwanzaa is an African American holiday with Christmas values for those unfamiliar with it.

He once did a Whiteness Retreat in Martinsville and included all ethnic backgrounds.

Another example of his humor was when he told the group he was stopped once by the Johnson County police chief for DWB (Driving While Black).



**Mr. Eric Love, special guest speaker at Diversity Luncheon**



**Sue Webster provides introduction of speaker at Diversity Luncheon**



**Vernell Thomas, Policy & Long Range Planning Chairperson, provides closing remarks at Diversity Luncheon**



**Vernell Thomas presents FEW Indiana Limestone to guest speaker, Mr. Eric Love**

*Submitted by: Tonjua Toon*

### Legislative

From a nurse:

I'll never forget the look in my patients' eyes when I had to tell them they had to go home with the drains, new exercises and no breast. I remember begging the doctors to keep these women in the hospital longer, only to hear that they would, but their hands were tied by the insurance companies. So there I sat with my patients, giving them the instructions they needed to take care of themselves, knowing full well they didn't grasp half of what I was saying, because the glazed, hopeless, frightened look spoke louder than the quiet "thank you" they muttered.

A mastectomy is when a woman's breast is removed in order to remove cancerous breast cells/tissue. If you know anyone who has had a mastectomy, you may know that there is a lot of discomfort and pain afterwards.

Insurance companies are trying to make mastectomies an outpatient procedure. Let's give women the chance to recover properly in the hospital for two days after surgery. If there was ever a time when our voices and choices should be heard, this is one of those times.

Take the 30 seconds to vote on this issue and send it on to others.

There's a bill called the Breast Cancer Patient Protection Act which will require insurance companies to cover a minimum 48-hour hospital stay for patients undergoing a mastectomy. It's about eliminating the "drive-through mastectomy" where women are forced to go home just a few hours after surgery, against the wishes of their doctor, still groggy from anesthesia and sometimes with drainage tubes still attached.

Lifetime Television has put this bill on their Web page with a petition drive to show your support. Last year over half the House signed on.

PLEASE!! Sign the petition by clicking on the Web site below. You need not give more than your name and zip code number.

<http://www.lifetimetv.com/breastcancer/petition/signpetition.php>

*From Legislative Chair: Bonita Page*

## Legislative (cont'd)

# Voting

[http://www.in.gov/sos/elections/vote\\_reg.html](http://www.in.gov/sos/elections/vote_reg.html)

The above link provides information on "your right to vote in Indiana if."

It also gives you information if you aren't registered to vote in Indiana. But I'm not only talking about voting in the big elections, don't forget about smaller elections. For example:

FEW's National Board – which I hope everyone took the time to cast their ballot. It was online, which makes voting easy.

Great Lakes Regional Board – not sure how the voting will be done for election, but please vote anyway.

Hoosier Hills Chapter – The nominating committee works very hard to ensure that all the candidates running for an office met the criteria set forth in the bylaws. This voting is done by paper ballot. So when you get your ballot, please vote.

These are the elections everyone should take an interest in. But there are other ways to "vote."

Take a survey and vote for your favorite animal, color, movie, song, entertainer, etc.

One last thing, when you vote, you are quietly voicing your opinion.

## More Legislative News

We have some great news to share and we ask that you forward this to your Chapter members. As you all know, for more than three years, FEW has been working with Chairman Danny Davis's (D-IL) staff on drafting and introducing an SES Diversity bill (HR 3774). Well, earlier this week all of our hard work paid off, and the House of Representatives passed the bill by unanimous consent. Immediately following the vote, FEW sent out a Press Release praising the House - it is attached.

Additionally, when talking about the bill before the vote on the House floor, Chairman Davis cited FEW by name as one of the organizations to be thanked for helping him and his staff draft this bill. We believe this is the first time FEW's name has been specifically mentioned on any congressional floor, and it shows that all our - and your grassroots work - is beginning to get recognition by Members of Congress. Please thank all your Chapter members for their participation in our Advocacy efforts and to keep it up! We are right now updating the CAPWIZ site with some new and important information and a notice will be sent out soon.

The purpose of the Senior Executive Service Diversity Assurance Act bill is to provide for greater diversity within, and to improve policy direction and oversight of, the Senior Executive Service. To read the entire bill, you can go to our great CAPWIZ site located on FEW's website at [www.few.org/legislative-focus.asp](http://www.few.org/legislative-focus.asp) for a copy. There are three versions of the bill listed on the website (Senior Executive Service Diversity Assurance Act (Introduced in House) [H.R.3774.IH], Senior Executive Service Diversity Assurance Act (Reported in House) [H.R.3774.RH], and Senior Executive Service Diversity Assurance Act (Engrossed as Agreed to or Passed by House) [H.R.3774.EH]). Review the last version listed here to see the text that passed.

The House also passed an important Telework bill and full details of that legislation will be included in the next FEW Washington Update.

Finally here are some links to some press coverage FEW received from our Press Release.

<http://federaltimes.com/index.php?S=3561088>

<http://blogs.govexec.com/fedblog/>

Cecelia L. Davis  
VP for Congressional Relations  
(202) 219-0202

Janet Kopenhaver  
FEW Washington Representative  
703-528-7822

## **NSWC Crane 2008 Science Fair Winners**

A special thanks goes to FEW's volunteers for Crane's 2008 Science Fair: Bonita Page served as emcee for the event and Debra Hobson, Nancey Maegerlein, and Anita Netherland served as judges.

The award winners were:

1st Place:  
\$100  
Miss Stacey Vosters  
Senior @ North Daviess High School  
Abstract Title: The Search for Genetic Links to Aluminum Tolerance among Varieties of Triticum aestivum L. by Use of the Hematoxyl in Staining Method, a 4 Year Study  
(Botany)

2nd Place:  
\$25  
Miss Jessica Jackson  
Senior @ Eastern High School  
Abstract Title: Using Thlaspi caerulescens in an Altered pH Environment to Phytoextract Cadmium from Sewage Sludge Augmented Soil  
(Botany)

3rd Place:  
\$25  
Miss Erin Huckabone  
Senior @ Christian Academy of Indiana  
Abstract Title: Which Palpation Method is Best for Locating Lumps in Simulated Breast Tissue?  
(Medicine & Health)

4th Place:  
\$25  
Miss Nyssa Boyd  
Senior @ North Daviess High School  
Abstract Title: Isolating Honey  
Chemical Constituents Responsible  
for Antimicrobial Properties  
(Chemistry / Biochemistry)

*From Financial Chair: Karen Kutch*

### **Spring Flower Fundraiser Was A Great Success!**

FEW has had a wonderful spring! Even though it's been quite gloomy and rainy, the day of the Spring Flower Fundraiser turned out bright and sunny, though just a bit cool.

The Hoosier Hills (HH) Spring Flower Fundraiser is to raise funds for the National Training Program (NTP) scholarships. This year's NTP is being held in Anaheim, California. This is a great fundraiser to show your support for the NTP scholarships and the HH FEW Financial Committee would like to thank everyone who supported us by purchasing flowers.

This year we offered begonias, petunias, geraniums and ferns. There were several colors to choose from: red, white, pink, lavender, blue, purple, salmon and fuchsia. The flowers were all beautiful and they were a joy to see.

On delivery day, 30 April 2008, all volunteers assembled at the drop off point and cheerfully awaited the delivery truck. When it arrived, we were eagerly awaiting

the beautiful colors and greenery; it was a sight to behold. The truck seemed huge, and it was filled to the "gills" so to say. We hastily unloaded, arranged, and counted all of the flowers, verified the numbers, and paid the driver. We were able to take a short breather before the masses started arriving to select their favorite plants. Everyone seemed to have great fun picking out just the right flowers. It was almost sad to see a field of flowers disappear and turn all green again after it was all over. All of the volunteers felt they had accomplished something by the end of the day and had fun in the process, as well as helped a worthy cause.

The FEW Financial Committee would like to thank everyone who helped with this fundraising event. The volunteers were: Susan Jones, Tammy Reed, Kathy Campbell, Mary Ann Wathan, Tonjua Toon, Nancy Roark, Ellen McIntosh, Rebecca Sparks, Patti Burch, Janet Brown, Lisa Sullivan, Dianne Wilson, Dorothy Clary and Karen Kutch. We deeply apologize if anyone that helped out was left off the list. All of the volunteers did a wonderful job.



**Rebecca Sparks, Nancy Roark,  
Linda Hawkins and Kathy  
Campbell unloading flowers**



**A beautiful field of flowers!**

*From Membership Chair: Lori Tedrow*

**MEMBERSHIP IS GROWING!**

Membership is growing & remaining strong! Our total number of members is well over 250! The Hoosier Hills Chapter remains the largest chapter in the National FEW organization.

Welcome to the following new members who have joined FEW since January 2008!

Mary Beth Boblitt  
Kevin A. Day  
Linda Buse  
Barbara J. Stoner  
Ryan Carnes  
Vonda Osborn  
Ruth Flynn  
Lisa Baker  
Brenda Leighty  
Melinda May  
Kimberly Barrett  
Alice Emily  
Sarah Lambrecht  
April Webster

Any questions regarding FEW membership can be directed to the Membership Co-Chairs, Lori Tedrow and Terri Resler.

**Congratulations On  
Hoosier Hills Awards**

Barbara Boardman Tennant Award:  
Lisa Sullivan  
Helen R. Dudley Award – 2<sup>nd</sup> Place  
Newsletter Award – 2<sup>nd</sup> Place  
Programs Award – 1<sup>st</sup> Place  
Fundraiser Award – 2<sup>nd</sup> Place  
Membership Achievement Award – 1<sup>st</sup> Place  
Special Project Award – 3<sup>rd</sup> Place

These awards will be presented at NTP on Monday, July 14 at 7:00 PM at the Awards Banquet. A good job to all FEW chairmen for their award write-ups!

**Upcoming Events**

Election of Officers: June 2008

39<sup>th</sup> NTP in Anaheim, CA –  
July 14-18, 2008

RTP in Bloomington, IN -  
October 17-18, 2008

**Hoosier Hills Chapter Officers  
2007-2008**

**Executive Committee:**

President: Susan Jones  
Immediate Past President: Carie Johann  
Vice President: Teresa Chastain  
Recording Secretary: Tammy Reed  
Corresponding Secretary: Angela Breeden  
Treasurer: Hank Webster

Public Relations Chair: Marilyn Schisel

Policy and Long Range  
Planning Chair: Vernell Thomas

Historical Chair: Debra Hobson

**Committee Members:**

Nominating Committee: Marsha Neal –  
Chairman

Judy Mullis  
Greg Reece  
Lynn Shipley-Crow  
Julie Speaker

Legislative Chair: Bonita Page

Diversity Co-Chairs: Suzi Inman  
Judy Mullis

Membership Co-Chairs: Lori Tedrow  
Terri Resler

Compliance Chair: Paula Martin

Financial Co-Chairs: Karen Kutch  
Kathy Campbell  
Team Members: Janet Brown  
Kris Kemp  
Ellen McIntosh  
Nancy Roark  
Dianne Wilson

Awards Chair: Mary Webster  
Team Members: Gina Divine  
Patti Burch

Program Chair: Marsha Neal  
Team Members: Rebecca Sparks  
Judy Pankey  
Marcy Lindley-  
Pride  
Brenda Adams  
Mary Ann Wathen

Federal Women's  
Program Manager: Susie Burris

Website: Lisa Sullivan

