



FEDERALLY EMPLOYED WOMEN FALL CREEK CHAPTER#149 (F.E.W.)

Indianapolis, IN



Women Equality Day

WOMEN'S EQUALITY DAY, 1998
By the President of the United States of America

A Proclamation

Vikki Alexander (pictured above)
[vikki.alexander@dhs.gov]

ELECTION RESULTS FOR FEW FALL CREEK CHAPTER#149

- Vikki Alexander-President
- Rita Harder- Vice President
- Doris Webster-Treasurer
- Sylvia Villarreal-Secretary
- Jo Ann Miller- Nomination Chair
- Nominations Committee :
- Jimella Porter & Earnestine Lloyd

Since the earliest days of our democracy, Americans have taken great pride and found great purpose in our pursuit of equality. It is a right for which many have bravely struggled and the ideal that challenges us even today to build a more perfect union and to forge a future in which our children know no boundaries to their dreams. Each year, on Women's Equality Day, we rededicate ourselves to the pursuit of full equality for women and girls in our society.

This year, as we reflect on the magnificent journey and the extraordinary heroines and heroes of the women's rights movement in America, we celebrate the 150th anniversary of the first women's rights convention, which took place in Seneca Falls, New York, in 1848 and set our Nation on a course toward equality. It was at this historic gathering that pioneers such as Elizabeth Cady Stanton, Lucretia Mott, Mary Ann McClintock, and Frederick Douglass signed the Declaration of Sentiments—a document unequivocally affirming that all men and women are created equal. Encouraged by the truth of their convictions, these determined women and men set out to make equality for women a reality in America.

In the decades following the convention at Seneca Falls, many of the rights expressed in the prophetic Declaration of Sentiments became law. The ratification of the 19th Amendment to the Constitution secured a woman's right to vote; the passage of the Civil Rights Act of 1964 barred employment discrimination; and the enactment of Title IX of the Education Amendments of 1972 guaranteed equal opportunity in education and sports.

This year, we recognize another milestone on the road to women's equality: the 35th anniversary of the enactment of the Equal Pay Act, which for the first time in our Nation's history guaranteed equal pay to women who perform the same jobs as men. Only a generation ago, a woman could legally be paid less for her time and talent solely because of her gender. Today, we realize that the denial of equal pay not only unfairly limits a woman's ability to provide for her family's economic security, but also diminishes her dignity by belittling the value of her labor.

While we have made progress in closing this pay gap in the 35 years since the enactment of the Equal Pay Act, women today continue to make less than men for the same work—earning 76 cents for every dollar paid to a man. As we celebrate the Equal Pay Act's anniversary, we must reaffirm our commitment to making equal pay for equal work a reality in the workplace. My Administration supports new proposed legislation that will close the pay gap completely, strengthen enforcement of the Equal Pay Act, and toughen penalties for violations.

My Administration is striving to ensure women's equality in other areas of our society. We have dramatically increased the funding for research, prevention, and treatment of diseases that predominantly affect women. Through the Family and Medical Leave Act that I signed and our proposed child care initiative, we are working to help women balance their responsibilities at home and on the job. During the past 5 years, the Small Business Administration has tripled loans to women-owned businesses, and we have strengthened enforcement of Title IX to ensure that education programs, activities, and institutions receiving Federal funds do not discriminate on the basis of gender.

On Women's Equality Day, as we look back on what we have accomplished, we also recognize how far we have to go before we complete the journey that began so long ago. As women continue to distinguish themselves in boardrooms, classrooms, courtrooms, and family rooms across America, we must renew our efforts to empower all women with the rights and opportunities promised by our founders and fought for by the heroic women and men whose achievements we honor today.

NOW, THEREFORE, I, WILLIAM J. CLINTON, 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, 1998, as Women's Equality Day. I call upon the citizens of our great Nation to observe this day with appropriate programs and activities.

IN WITNESS WHEREOF, I have hereunto set my hand this twentieth day of August, in the year of our Lord nineteen hundred and ninety-eight, and of the Independence of the United States of America the two hundred and twenty-third.

WILLIAM J. CLINTON

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Doris Webster-Program Coordinator



Making A Difference
Mentoring
Adolescence
Program



Participants in the M.A.D.M.A.P.



05/05/2007

The members of the Fall Creek Chapter #149 - FEW, Inc. were invited to participate and help implement a community outreach pilot 12 week mentoring program. The "Making-A-Difference" Mentoring Adolescence Program was offered to the Indianapolis Public Schools and the community at large. Mentoring training was provided by a local Home School Advisor to the FEW members and other interested persons in the community. FEW members also assisted with implementing a successful "Kick-Off" mentoring program, held February 24, 2007. FEW members also donated \$25.00 towards door prizes and refreshments for the program.

The twelve week mentoring program commenced on March 3, 2007. The Program components involved weekly student meetings, guest facilitators, community service, field trip and individual student projects. The goal of the program is to ultimately empower the youth to make positive life choices that will enable them to maximize their personal potential.

Program Components include:

	<u>Facilitators</u>
The Importance of a Good Education	Millicent Filer
Living Healthy & Drug Free	Celesta Hunt
Abstaining from Violence &	
Criminal Behavior	Bervin White
Life in the Military	Rodney Babb
Critical Thinking	Karen Poston
Dress for Success	Vicki Babb
Social Etiquette Skills	Carlisa Sowards
Career Choices	Valerie Moss

Individual/Team Projects - positive benefits - included, but was not limited to: fun, attention to detail, following directions and completion of a finished product.

Math & Science	Karen Poston (private tutoring sessions)
Art of Bread Making	Doris Webster
Scrap Booking	Doris Webster
Music-Dance	Denise Day
Beginning Seamstress	Millicent Filer
Photography	Josh Kendrick
Rebuilding Computers	Kelvin Jarrett & Al Stovall
Proper Etiquette Skills	Carlisa Sowards

Games were played as a team-building effort, group dynamics, academic reinforcement, positive competition and fun. Community Service Activity:

Held, Saturday, April 14, 2007 - Habitat for Humanity Home - 833 W. 25th Street - Coordinated by FEW Member Carlisa Sowards and (Mentor) Vicki Babb. Lunch was donated and provided by Ms. Sowards & Ms. Babb.

Positive benefits from community service activity included - first hand experience with home built by volunteers, team effort, physical labor and pride. Student delivered lunch meals to approximately 20 volunteers. Positive benefits derived from this experience was that the students and mentors learned that they are part of the community and that it is essential that everyone give back to the community in order for the community to thrive and prosper.

Students were given information on volunteerism and encouraged to participate in other community service activities.

Student field trip was held at the Eagle Creek Peace Learning Center, staff facilitators demonstrated various tools to resolve conflict and team building tips. Breakfast and lunch was provided at all meetings and special thanks go out to the persons, churches and Papa Murphy Pizza for donating those meals. At the end of the twelve week program, \$25.00 U.S. Savings Bonds were awarded to eleven students for successful completion of the program. Tokens of appreciation were given to the mentors for donating their time and talent, and certificates of appreciation were given to the organizations and persons that helped make the program successful.

The Platinum Sponsorship Award was given to two members of the Kappa Alpha Psi. Mr. Kelvin Jarrett demonstrated how to build a new computer. The newly built computer, with a DVD Rom was raffled off at the Completion Program to one of the lucky students. The computer was valued at \$3,000.00. Another Kappa Man, Mr. Paul A. Chaney created a Power Point Presentation with background music highlighting the weekly student sessions. Mr. Chaney has also promised another computer for give away to another student for the 2007 fall session. Sponsorships also included Target and Wal Mart Stores. Submitted by:

Doris J. Webster, Program Coordinator



THE FEW VIEW **ON LEGISLATIVE NEWS**

Provided by Yolanda Brown-Harris
Legislative Chair

FEW is proud to announce that its 2008 National Training Program (NTP) will be held at the beautiful Anaheim Hilton Hotel in Anaheim, California, July 14-18, 2008.

FEW's 2008 National Training Program (NTP) is a training opportunity you just don't want to miss! We plan to live up to our long history of hosting great training programs, this year in the beautiful city of Anaheim, California. The NTP Committee is comprised of FEW members and leaders from across the country. FEW has contracted with Experient, a professional conference management company, to provide technical and logistical assistance. With this team effort, FEW often receives compliments like, "This is the best organized conference I have ever attended."

Whether NTP 2008 in Anaheim will be your first or your tenth, we guarantee that the 39th NTP will be one you won't forget. We are planning a wide variety of courses that will feature trainers who are the best in the business. FEW plans to host Federal Agency Forums and the third annual Education/Career Fair. FEW's Exposition Hall in Anaheim will afford attendees a unique opportunity to visit with government, business and industry leaders who represent products and services on the cutting edge of tomorrow's workplace.

Managers and supervisors looking to identify training opportunities for themselves and their staff will find a wealth of courses that address the current issues and trends in the Federal workplace. Whether your career goals include transforming your career path, ascending the career ladder, renovating your knowledge base, or expanding your marketability as a government professional, you'll find several workshops to fit your needs.

FEW will also celebrate its 40th Anniversary during NTP week in Anaheim, and this is sure to make the 2008 NTP memorable with special guests and events, including many of our past National FEW Presidents. Perhaps more importantly, FEW will celebrate its long history of providing training and development opportunities to women as they advance in their government careers. Indeed, this year's theme, "Moving On, Moving Up!" is reflective of both the FEW organization and its annual training program.

Plan now to join us in beautiful Anaheim, California, July 14-18, 2008. You will be glad you did!


Patricia M. Wolfe
Co-Chair


Jeanette S. Miller
Co-Chair

• Affirmative Action:

Federal agencies cut the average time it takes to process equal employment opportunity complaints to 186 days in fiscal year 2006, down from 237 days the year before, according to a new report from the agency responsible for enforcing laws against workplace discrimination. Despite the overall improvement, less than a third of the profiled agencies had average investigation completion times shorter than 180 days, according to the 2006 Annual Report on the Federal Workforce, released by the Equal Employment Opportunity Commission (EEOC). Federal law requires that all agency investigations be finished within 180 days.

The Office of Personnel Management (OPM) took an average of 105 days to conclude an EEO investigation in fiscal year 2006, well ahead of the government average of 186 days. OPM also reduced the total time it took to close complaints to 131 days from 346.

The numbers in the report indicate that the EEOC itself has had trouble processing complaints. Once an agency completes an investigation and makes its decision, the complainant can request a hearing before an EEOC judge. Statutes require that the EEOC conclude the hearing within 180 days, a requirement that often goes unmet. In fiscal year 2005 EEOC took an average of 249 days to finish hearings; in 2006 the number rose to 274 days.

On another front, according to data released by EEOC in this report, women are moving up the ranks of federal service. The Senior Executive Service, Executive Schedule, Senior Foreign Service and other federal positions that pay above GS-15 are being filled increasingly by women. The 5,256 (out of 20,070) women in senior pay-level positions represent 26% of the workforce, up from 21% in fiscal year 1997.

□ Effective/Efficient Government Reform:

A coalition of labor unions filed a petition for a full appeals court review of a ruling that upheld the Defense Department's new personnel and labor relations rules.

The unions are seeking a rehearing of a decision issued in May by a panel of judges of the US Court of Appeals for the District of Columbia regarding the department's National Security Personnel System.

The appeals judges found that the law creating the system grants the Defense Department temporary authority to curtail the collective bargaining rights of employees, reversing a lower court's ruling.

The petition asks the full appeals court to review what the unions see as discrepancies between the May NSPS decision and an earlier decision involving personnel rules at the Homeland Security Department. In that case, decided last June, a separate three-judge appeals panel upheld a lower court ruling that struck down large parts of DHS's new labor relations system.

A provision in the version of the 2008 Defense authorization bill approved by the House in May would overhaul the Pentagon's implementation of the system, restoring employees' collective bargaining and appeal rights and requiring the department to bargain with unions before implementing pay for performance. The Senate Armed Services Committee approved similar language in late May. According to the appeals court ruling, Defense's authority to limit employees' collective bargaining rights runs out in November 2009, unless Congress votes to extend the changes.

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National Training Program Scholarships -

Sandra J. Johnson, East Bay Chapter, Western Region

Rita Harder, Fall Creek Chapter, Great Lakes Region

Katherine Astleford, Steel City Chapter, Mid-Atlantic Region

Evagelina Anderson, Central Coast of California Chapter, Western Region

Collegiate Scholarships -

Rita Harder, Fall Creek Chapter, Great Lakes Region

Rhonda Smith, Derby City Chapter, Southeast Region

FEW President Rhonda Trent said, "It is a pleasure to recognize those who have worked so hard for FEW and in our

four emphasis programs, training, diversity, compliance, and legislative. Our chapters, officers, individual members,

and partners in the private sector are to be commended for their support and commitment to FEW. It is always a great

event when our annual awards are presented in front of our members and peers."

UPCOMING EVENT

Want to go to Tunica, MS. Oct 5-7 2007

Motor coach leaves Devington Shopping Center (46th Arlington)

Time: 2:00 a.m. Friday

Cost: \$175.00

Deposit due: 15th Sept 07

Balance: 28th Sept 07

Includes: Room for 2 nights,





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• Family Member Care:

Rep. Carolyn Maloney introduced a bill (HR 1369, Family and Medical Leave Expansion Act) that would expand the scope of the FMLA to cover parental leave, among other things. Specifically the bill would establish a grant program that supports the efforts of states to provide partial or full wage replacement to new parents so that the new parents are able to spend time with a new infant or newly adopted child.

Of most importance to federal employees are the provisions dealing with federal employees paid parental leave. The bill provides six weeks of paid leave for employees separate from annual or sick leave resulting from the birth or adoption of a child and other family caregiving needs. Federal employees

LINKS:



Federally Employed Women
Member Login Working for the Advancement of Women in Government

YOTES FOR WOMEN

<http://memory.loc.gov/ammem/naw/nawcap.html>

NEW MEMBERS 2007

1. Gwen McGill
2. Joyce Skinner
3. Sylvia Villarreal
4. Jimella Porter
5. Jo Ann Miller
6. Belinda McFarland

Death of Irene Morgan Kirkaldy

Irene Morgan Kirkaldy, Who Refused to Give Up Her Seat 11 Years Before Rosa Parks, Dies

Date: Tuesday, August 14, 2007

By: Associated Press

GLOUCESTER, Va. - (AP) Irene Morgan Kirkaldy, a black woman whose

refusal to give up her bus seat to white passengers led to a landmark U.S. Supreme Court decision more than a decade before Rosa Parks gained recognition For doing the same, has died at 90.

Kirkaldy died Friday at her daughter's home, said Fred Carter, director Of Carter Funeral Home in Newport News.

Kirkaldy, born Irene Morgan in Baltimore in 1917, was arrested in 1944

For refusing to give up her seat on a Greyhound bus heading from Gloucester To Baltimore, and for resisting arrest.

Her case was appealed to the U.S. Supreme Court by an NAACP lawyer named Thurgood Marshall, who later became the first black justice on the high court.

The Supreme Court held in June 1946 that Virginia law requiring the

racess to be separated on interstate buses -- even making passengers change seats during their journey to maintain separation if the number of passengers changed -- was an invalid interference in interstate commerce.

At the time, the case received little attention, and not all bus

Companies complied with the ruling at first, but it paved the way for civil rights victories to come, including Parks' famous stand on a local bus in Montgomery, Ala., in 1955.

Kirkaldy also inspired the first Freedom Ride in 1947, when 16 civil

Rights activists rode buses and trains through the South to test the Supreme Court decision.

In 2001, President Bill Clinton awarded her the Presidential Citizens Medal the second highest civilian honor in the United States.

Asked where her courage came from that day, Kirkaldy said simply: "I can't understand how anyone would have done otherwise."

She was not part of any organized movement, unlike Parks, who was an

Active member of the National Association for the Advancement of Colored People when she challenged segregation.

Kirkaldy, then a young mother, boarded the Greyhound bus in Hayes Store, Va., and took a seat toward the back for her ride home. She was

Recovering from surgery and had taken her two children to stay temporarily with her mother in Gloucester.

A few miles down the road, the driver told her to move because a white couple wanted to occupy her row.

"I said 'Well, no,'" she recalled. "That was a seat I had paid for."

Kirkaldy said she willingly paid a \$100 fine for resisting arrest

Because she did kick the officer who tried to remove her from the bus.

"Sometimes, you are so enraged, you don't have time to be afraid," she

remarked in 2000. She lived out of the spotlight for decades after the case, earning a college degree in 1985 at age 68, and lived most of her life in New York state.0She said she didn't mind the relatively little notice her achievement0s

brought. "If there's a job to be done, you do it and get it over with and go on To the next thing," she told The Washington Post in 2000.



When and where are next

**FEDERAL EMPLOYED
WOMEN -FALL CREEK
CHAPTER MEETINGS:**

Sep 10th @6:15

Denny 6288 E 82nd St

Oct 12th @6:15

Pike Library

6525 Zionville Rd

Nov 12th @ 6:15

Pike Library

6525 Zionsville, Rd

Dec 10th@6:15

Pike Library

6525 Zionville Rd

FOODS THAT HEAL

Apples

Protects your heart
prevents constipation
Blocks diarrhea
Improves lung capacity
Cushions joints

Apricots

Combats cancer
Controls blood pressure
Saves your eyesight
Shields against Alzheimer's
Slows aging process

artichokes

Aids digestion
Lowers cholesterol
Protects your heart
Stabilizes blood sugar
Guards against liver disease

Avocados

Battles diabetes
Lowers cholesterol
Helps stop strokes
Controls blood pressure
Soothes skin

Bananas

Protects your heart
Quiets a cough
Strengthens bones
Controls blood pressure
Blocks diarrhea

Beans

Prevents constipation
Helps hemorrhoids
Lowers cholesterol
Combats cancer
Stabilizes blood sugar

Beets

Controls blood pressure
Combats cancer
Strengthens bones
Protects your heart
Aids weight loss

blueberries

Combats cancer
Protects your heart
Stabilizes blood sugar
Boosts memory
Prevents constipation

Broccoli

Strengthens bones
Saves eyesight
Combats cancer
Protects your heart
Controls blood pressure

Cabbage

Combats cancer
Prevents constipation
Promotes weight loss
Protects your heart
Helps hemorrhoids

cantaloupe

Saves eyesight
Controls blood pressure
Lowers cholesterol
Combats cancer
Supports immune system

Carrots

saves eyesight
Protects your heart

Prevents constipation
Combats cancer
Promotes weight loss
against Prostate Cancer
Combats Breast Cancer
Strengthens bones
Banishes bruises
Guards against heart disease

Cherries

Protects your heart
Combats Cancer
Ends insomnia
Slows aging process
Shields against Alzheimer's

Chestnuts

Promotes weight loss
Protects your heart
Lowers cholesterol
Combats Cancer
Controls blood pressure

chili peppers

Aids digestion
Soothes sore throat
Clears sinuses
Combats Cancer
Boosts immune system

Figs

Promotes weight loss
Helps stop strokes
Lowers cholesterol
Combats Cancer
Controls blood pressure

Fish

Protects your heart
Boosts memory
Protects your heart
Combats Cancer
Supports immune system

Flax

Aids digestion
Battles diabetes
Protects your heart
Improves mental health
Boosts immune system

garlic

Lowers cholesterol
Controls blood pressure
Combats cancer
kills bacteria
Fights fungus

grapefruit

Protects against heart attacks
Promotes Weight loss
Helps stop strokes
Combats Prostate Cancer
Lowers cholesterol

grapes

saves eyesight
Conquers kidney stones
Combats cancer
Enhances blood flow
Protects your heart

green tea

Combats cancer
Protects your heart
Helps stop strokes
Promotes Weight loss

Kills bacteria

honey

Heals wounds
Aids digestion
Guards against ulcers
Increases energy
Fights allergies

lemons

Combats cancer
Protects your heart
Controls blood pressure
Smooths skin
Stops scurvy

limes

Combats cancer
Protects your heart
Controls blood pressure
Smooths skin
Stops scurvy

mangoes

Combats cancer
Boosts memory
Regulates thyroid
aids digestion
Shields against Alzheimer's

mushrooms

Controls blood pressure
Lowers cholesterol
Kills bacteria
Combats cancer
Strengthens bones

oats

Lowers cholesterol
Combats cancer
Battles diabetes
Combats cancer
prevents constipation
Smooths skin

olive oil

Protects your heart
Promotes Weight loss
Combats cancer
Battles diabetes
Smooths skin

Onions

Kills bacteria
Lowers cholesterol
Fights fungus
Supports immune systems
Combats cancer

Protects your heart
Straightens respiration

peaches

prevents constipation
Combats cancer
Helps stop strokes
aids digestion
Helps hemorrhoids

peanuts

Protects against heart disease
Promotes Weight loss
Combats Prostate Cancer
Lowers cholesterol
Aggravates

diverticulitis

pineapple

Strengthens bones
Relieves colds
Aids digestion

Dissolves warts

Blocks diarrhea

prunes

Slows aging process
prevents constipation
boosts memory
Lowers cholesterol
Protects against heart disease

rice

Protects your heart
Battles diabetes
Conquers kidney stones
Combats cancer
Helps stop strokes

strawberries

Combats cancer
Protects your heart
boosts memory
Calms stress

sweet potatoes

Saves your eyesight
Lifts mood
Combats cancer
Strengthens bones

tomatoes

Protects prostate
Combats cancer
Lowers cholesterol
Protects your heart
walnuts

Lowers cholesterol
Combats cancer
boosts memory
Lifts mood
Protects against heart disease

water

Promotes Weight loss
Combats cancer
Conquers kidney stones
Smooths skin

watermelon

Protects prostate
Promotes Weight loss
Lowers cholesterol
Helps stop strokes
Controls blood pressure

wheat germ

Combats Colon Cancer
prevents constipation
Lowers cholesterol
Helps stop strokes
improves digestion
wheat bran
Combats Colon Cancer
prevents constipation