



FEW

WORKING FOR THE ADVANCEMENT
OF WOMEN IN THE GOVERNMENT

NEWS & VIEWS

JULY/AUGUST 2024

Don't Miss The 2024 National Training Program



The Story of the “Waffle Women” and the “Crafty Ladies” of San Diego!

President's Message: The National Training Program [READ MORE](#)

Unleash Your Full Potential at the National Training Program

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The Women of Cohort 3 Leveling Up for Success

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President's Message:

FEW's 55th National Training Program



FEW members and friends:

This year's [National Training Program](#) (NTP) intersects with the month we mindfully honor [Women's Equality](#).

We are part of a long history of women and allies [fighting for our rights](#) and [protecting female wage-earners](#) in the United States of America and in the [federal workplace](#). Recognizing this, we are committed to individually and collectively doing our part to continue advancing women in the workplace. [Training](#) is a fundamental tenet and focus area of this great organization, allowing FEW members to expand their knowledge base and grow new skills.

As we embark on our 55th NTP, we will Unleash our Full Potential: Learn, Recall, Apply, and Reinforce. During this exceptional week of education and networking, we will have our fill of a "Taste of Chicago". Yes, the Windy City awaits us! I have always been impressed with the professionalism, array of career development options, expertise of the instructors, and opportunities for expanding one's network each time I attend a [FEW NTP](#). 2024 will bring the best NTP ever and each one of you who choose to participate will make all the difference.

[Joe Cote](#) and the team at [Southern New Hampshire University](#) remind us of the importance of assessing your own career position and creating a roadmap for advancement. "Have good self-awareness", "take action to build and improve your qualifications", and "have a network and know how to leverage it" are just a few recommendations you can implement during #FEWNTP2024 at the [Hilton Chicago](#).

According to the [Federal Managers Association](#) (FMA), navigating various types of workplace scenarios, including remote work and balancing a return to the office, is critical to our professional and upward mobility.

In collaboration with the Partnership for Public Service, FMA offers [resources](#) for topics you may explore in preparation for our upcoming NTP. The categories cited below are concepts to keep in mind as you move along in your career journey.

- Emotional intelligence
- Active listening
- Core competencies
- Wellbeing and social engagement
- Team dynamics

The FEW NTP is designed to address each of these topics and more. The coursework is appropriate for all federal occupations at varying levels of service. Each training session aligns with the [Office of Personnel Management's Senior Executive Service Executive Core Qualifications](#) (Leading Change, Leading People, Results Driven, Business Acumen and Building Coalitions) and the underlying fundamental [core competencies](#). Our Vice President for Training and 2024 NTP Chair, [Khadejah Brown](#), has expanded the coursework to include sessions on Leadership and Culture, Professional Development, Office Technology and Administration, and Employee Experience. Our Vice President for Compliance, [Shannon Carroll](#), has orchestrated a phenomenal luncheon for you on the last day of NTP. Together, we will explore the Compliance focus area and discuss "Removing Barriers to Unleash Your Full Potential".

I cannot wait to see you there. Yes, the Windy City awaits!

Yours in Service,

Pamela H. Richards

National President
Federally Employed Women

Pamela H. Richards
National President



Working for the
Advancement of Women
in the Government

55TH FEDERALLY EMPLOYED WOMEN

National Training Program

AUGUST 4 - 8, 2024 | Hilton Chicago | 720 South Michigan Avenue | Chicago, Illinois 60605



WEBSITE SERVICES

- Register for the Event and Select from Session Offerings
- Become a Sponsor, Exhibitor or Vendor
- Sign-up to hold an Agency Forum
- Book Hotel

A roadmap for a road trip!

By Lisa Keakalaulono Zimmerman, FEW Western Region Manager



The days of summer are upon us. It's time to enjoy holidays, celebrations... ***and road trips!***

Do you remember going on a road trip as a kid? You all piled into the car with grownups in the front and kids in the backseat. If your family road trip was a few years ago, perhaps it was in an SUV, where you fought over who was going in the 3rd row, closest to the air conditioning vent and a charger outlet. If your family road trip was a decade or so ago, maybe it was in the “mommy van”, where you were watching movies on tablets strapped to the back of your parents’ seats and headrests, and hoping the centrally located air conditioning vent would reach you. If your family road trip was a little longer ago than that... maybe you were in the station wagon woody, and your entertainment was annoying your parents with “Are we there yet?”, and your air-conditioning was “4-60”, four windows rolled down, going 60 mph.

Do you remember the paper roadmap? If you promised to be careful, your parents handed it over the front seat, to you in the back seat. It was folded accordion style - back and forth, back and forth. When unfolded, it stretched as wide as the car and high over your head, but never seemed to fold back together the same way you received it. Do you remember the road atlas? A wire bound entire book of maps, with smaller detailed sections of the area you wanted to visit.

If you were to take a road trip now, it may include charging up the Electric Vehicle, charging up the cell phone, planning your charging stations route, and checking your apps (e.g., PlugShare, Google Maps, Waze, Roadtrippers, Tripit) to plan your trip.

A roadmap for a road trip helps:

- *Plan out your best route*
- *Estimate times and durations*
- *Highlight attractive and worthwhile stops*
- *Alert you to potholes, detours, construction*
- *Keep you from getting lost or taking a long detour*
- *Caution you of danger – places you need to avoid!*
- *Notify you of rest stops, gas ups, charge ups, and restaurants*
- *Get you to your destination*

A professional development roadmap for a pathway to the top helps you in the same way!

A **professional development roadmap** allows you to chart a course, to make a plan, set and prioritize goals, set deadlines for desired achievement of milestones, recognize threats and opportunities, develop skills and knowledge, build-in rest, refreshing, renewal, and time to “smell the roses”, measure progress, and if you get off course – recalibrate, and celebrate your unique journey, arriving at your goal, ready to make the next plan.

Federally Employed Women (FEW) offers great leadership opportunities, tools, resources, mentorship, and training!

The FEW Foundation for Education and Training focuses on helping women enhance their careers through education and training. They offer scholarships to Regions and members. They partner with Ed2Go online – interactive courses online with experts and nationally known authors, in project management, computer skills, IT certification, leadership and healthcare certifications.

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FEW Mentoring Program is a 12-month program with learning objectives, webinars, training sessions, and direct mentorship by Senior Executive Service (SES) or equivalent Federal Government leaders. Benefits to both mentee and mentor.

FEW Online Resources are offered on special emphasis programs, health and wellness, long term care, FEW focus areas, benefits, TSP, retirement and investment planning. There are *News & Views*, blogs, chats, podcasts, press releases, legislative updates, all available at [FEW.org](https://www.few.org).

The Regional Training Program (RTP) offers an opportunity to meet and network with members in your region. Speakers are selected by your Chapter and Regional members. Training addresses personal and professional development (e.g., resume, personal mission statements, leadership styles, interviewing) and acquaints members on the FEW focus areas, organization tiers, and all that FEW offers members.

The theme of the 2024 National Training Program (NTP) is “Unleashing Your Full Potential: Learn, Recall, Apply, Reinforce”, scheduled for August 4 – 8, 2024, at the Hilton Chicago in Chicago, Illinois. “A Taste of Chicago” welcomes you. It is hard to describe the unique vibe and synergy of being in the presence of hundreds of women for the NTP. It is an exhilarating experience to be greeted by women you know only by name and then see them in person. You can enjoy a luncheon in a room filled with FEW sisters as far as the eye can see and meet the men of FEW who are strong advocates of the organization. The training and instructors at the NTP are amazing. The training topics are wide-ranging, meeting the needs and goals of federal workers and aligned to OPM standards. There will be Senior Executive Service (SES) Development Workshops, a Military Veterans Symposium, Thrift Savings Plan and Financial Literacy Training, a job fair with resume reviews and on-site direct hiring, exhibit hall fireside chats and podcasts, and networking opportunities with industry professionals at the “Exchange Point.”

FEW Role Models. Although my professional development roadmap and my journey is unique, as I am unique, one of my favorite ways to chart my professional development roadmap is by seeing and learning about FEW’s role models. Throughout my FEW journey, I have been privileged to meet so many women that I never would have met outside of FEW. From the Chartering of the Southern California Gold Coast Chapter, I have lifelong friends that mean so much to me. To the Western Region, collaborating with the wonderful Chapter Presidents and members from San Diego, Northern California, Southern California Gold Coast, Hawaii, Nevada, and Arizona. To the RTPs I’ve organized, participated in, and offered world class training and instructors to our members and guests. To my first NTP where the National President Outgoing and Incoming presented our Charter. To the NTPs in many different states, with excellent training, notable invitees, and great memories of the many FEW members I met. There are many wonderful women on the FEW National Board of Directors (NBOD) who are so hardworking with integrity and a standard of excellence that I am so grateful to have met and worked with. I’ve been privileged to meet many of our FEW Presidents, and they are ever gracious to mentor and teach. The Past Presidents Forums were also so instructive to me. When they tell you all that they went through, overcame, and rose above to make sure FEW survived, so that we can thrive, it means so much to me.

It was at one of these NTPs that I met our wonderful founder, who left a great impression on me. As many of you witnessed at last year’s NTP Awards Ceremony, I was moved to tears in receiving the Allie Latimer Award, named after one of my favorites, our **FEW Founder, Women’s Hall of Famer, History Maker, Civil Rights Activist, Humanitarian, Ms. Allie Latimer.** An inspiration! And a Roadmap!

FEW offers YOU a professional development roadmap for YOUR pathway to the top!

Mahalo! Lisa Keakalaulono Zimmerman

Happy

4TH OF JULY

USA

INDEPENDENCE DAY





Pathways to Leadership Development

Following the Office of Personnel Management's (OPM) Executive Core Qualifications (ECQs) model.



The 5 ECQs

1. Leading Change
2. Leading People
3. Results Driven
4. Business Acumen
5. Building Coalitions

"So You Want to Be an SES?"

Join this informative session at the 55th FEW National Training Program being held on August 4 - 8, 2024 at the Hilton Chicago, Chicago Illinois with Industry Professional, Nancy Segal, Owner, Solutions for the Workplace, LLC.

Register Today!





NATIONAL TRAINING PROGRAM
 Unleash Your Full Potential: Learn, Recall, Apply, Reinforce
 August 4 - 8, 2024
 REGISTER TODAY

HOTEL RESERVATIONS

Government Per Diem Rate

\$213

LIMITED AVAILABILITY

GROUP CODE:

FEW 55th Annual National Training Program or FEW

Reservation Room Block will close on Friday, July 12, 2024. No exceptions.



Hilton Downtown Chicago
 720 S Michigan Ave
 Chicago, IL 60605



BOOK YOUR ROOM NOW!

(312) 922-4400

Book Direct at <https://book.passkey.com/event/50711970/owner/2874/home>

A tribute to Ms. Allie Latimer

Ms. Allie Latimer, you are a rockstar,
it's true!

We look up to you in the same way other
fans do,

With butterflies, and racing hearts, as
those who meet their hero.

In this case, we're meeting a woman of
destiny, our shero!

You have left your indelible mark upon
history, there's no doubt.

In one of my favorite photos: It's the
Cabinet Room at the White House,

and I want to shout....

"Where are the women?"

It's 1966, and I see history makers, but
they're all men... President LBJ, and
Honorable Thurgood Marshall, Martin,
Thompson, Flagg, Toles, Seymour,
Gesell, Bernhard, Plummer, Alexander,
Covington, Jones, Origue, Jr., and
then....

There she is! Allie Latimer, the invincible,
the incredible woman among the men!

The first time I heard your bio, they said
you'd been a GS-18. No lie...

I thought it was an error – as I didn't
know GS grades went up that high!

And then to hear you were the first
Black American and first woman to

serve as General Counsel of a major
federal agency....

I felt so proud of you, and so grateful
that I got to meet you at the 2017 NTP.

A woman of wisdom, Juris Doctor, and
Doctor of Ministry,

Master of Legal Letters and Master
of Divinity.

An Ordained Elder, a volunteer with the
American Friends Service Committee.
And, in 1968, the Founding President
of Federally Employed Women (FEW),
working for equal opportunity.

In July 2023, at the NTP,

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Date:10/14/1966

Credit: LBJ Library photo by Yoichi Okamoto

Event: President Lyndon B. Johnson meets with members of the National Bar Association

Description: Clockwise from left: Louis Martin, William S. Thompson, Lewis S. Flagg, Allie Latimer Weeden, Edward B. Toles, Burke Marshall (mostly obscured behind Toles), Whitney North Seymour, Gerhard A. Gesell, Berl Bernhard, Matthew W. Plummer, Hon. Thurgood Marshall, President Lyndon B. Johnson, Clifford Alexander (behind LBJ), Donald B. Covington, Judge Billie Jones, Revius O. Origue, Jr. (back to camera).

Location: Cabinet Room, White House, Washington, DC



President Pamela H. Richards, Allie Latimer Award Recipient Lisa Zimmerman (Western Region), Awards Chair, Vikki Williamson, 2023

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I cheered with Western Region’s Southern California Gold Coast Chapter Celebrants,
 as they were awarded the Helen R. Dudley Overall Chapter Achievement
 And then Madam President Richards and the Awards Board
 Announced the recipient of the Allie Latimer Award,
 and to my absolute surprise...

They called my name! And tears poured from my eyes!
 Ms. Allie, it is a great honor to have received the award that bears your name.
 You are a Civil Rights and Women’s Rights icon, and in the Woman’s Hall of Fame.
 You’re a trailblazer, glass ceiling breaker, chance taker, history & change maker.
 You’re a visionary, volunteer, mentor,

servant leader, and community leader.
 Thank you, woman of destiny, for trailblazing and glass breaking,
 For service to others, for founding FEW.
 For all you’ve done, and all you and we will do!
 With Aloha, Lisa Keakalaulono Zimmerman, 2023 Allie Latimer Award winner.



Ms. Lisa K. Zimmerman meets Ms. Allie Latimer at the NTP 2017 Award Ceremony

FEW National Mentoring Program — The Women of Cohort 3 Leveling Up for Success

The Planning Committee for FEW's National Mentoring Program is pleased to announce that Cohort 3, consisting of seven women from various agencies across the government, will graduate during the FEW National Training Program in August. These future leaders applied to the program as an investment in their professional development. Not only did they have the opportunity to work one-on-one with Federal Women Leaders on career roadmaps and any specific barriers

they experienced, but they also participated in group mentoring workshops where they received advice on developing a mindset for success, getting results and knowing how to show it, visibility and coalition building, the pitfalls of disengagement, and so much more. Selectees for Cohort 4 will be announced at the conclusion of the graduation ceremony. For more information about the National Mentoring Program, go to FEW.org or email mentoring@few.org.



LaQuita Watson-Parks
Dept. of Health and Human
Services, Centers for Disease
Control and Prevention



Davina Paglialunga
Dept. of Interior, Bureau
of Reclamation



Nakia Grayson
Dept. of Commerce, National
Institute of Standards and
Technoloav



Malissa Lewis Carter
Dept. of Health and Human
Services, Health Resources and
Services Administration



LaRhonda Gilstrap
Dept. of Homeland Security,
Federal Emergency
Management Agency



Autumn Hart
Ohio National Guard,
Financial Services

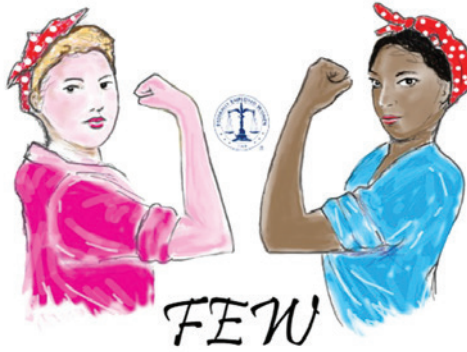


Denise Joseph
Dept. of Health and Human Services, Office of the National
Coordinator for Health Information Technology

Attending A Regional Training Program (RTP) Building a Professional Development Roadmap to the Top!

By Lisa Keakalaulono Zimmerman, FEW Western Region Manager

*Federally Employed Women
Western Region Training Program*



Women who advocate for Equity, Diversity and Inclusion

A Regional Training Program (RTP) is an investment in yourself through training, mentoring, and networking. It's an opportunity to chart your career path, support your personal development and wellness goals, showcase women in leadership, and highlight Federally Employed Women (FEW) and FEW's pillars of Compliance, Diversity, Legislative, and Training.

FEW's Western Region held their 2024 Western Region Training Program in Las Vegas, Nevada, April 30 -May 1,

2024, hosted by Chapter President Meghan Thiemann, and the Gems of the Desert Chapter members. The National Anthem was presented by the TSA Color Guard. Attendees were then greeted by Chapter President Thiemann and Chapter Vice President Yvette Scott-Butler. They were then welcomed by FEW Western Region

Manager Lisa K. Zimmerman, who introduced our FEW National President Pamela H. Richards who gave the Opening Keynote Address.



Yvette Scott-Butler led the True Colors Personality Assessment and Networking Activity that many attendees found to be both fun and enlightening on how to work with and understand your co-workers and colleagues. Shana Tighi led the entire group in Networking with Purpose. Peter Rollins led Diversity Bingo ("do you speak two or more languages?," "had your first or last name mispronounced?" "BINGO!"). Nicole Fox led Cybersecurity Jeopardy! (What is Malware?). Jasmine Ramsey, Life Coach, walked us through an exercise on Writing your Personal Mission Statement. Jennifer Santiago, Bureau of Reclamation Human Resources Specialist gave us insight on Envision that New Job! Spruce Up Your Federal Resume.

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RTP Speakers included: Carly Jerla, Bureau of Reclamation’s Colorado River Post-2026 Program Manager, about her career leading the process to develop future operations for the Colorado River, providing water to 40 million people in the U.S. Southwest. Chris Giunchigliani, former Commissioner for Clark County spoke of her time as a legislator where she championed many issues and service to non-profits as Women of Diversity. Khalilah Durias, FEW Western Region Legislative Chair, of Southern California Gold Coast Chapter, provided a legislative update. On the second day, the Opening Keynote Address was given by Frances Kately, Department of Interior, Appraisal and Valuation Services Office (AVSO) Appraisal Apprentice Program Manager, Office of the Secretary, highlighting the program’s steps to foster talent and diversity and becoming your best self. Melissa Pascucci, BlueCross BlueShield Wellness Nurse Consultant, spoke on Distinguishing & Extinguishing Burnout. Pressure at work? Work-Related Burnout? She discussed how to prevent it, and use Resilience and its role in overcoming challenges and managing stress, as well as self-care strategies of healthy eating and physical activity. arah Alwine, FBI Las Vegas Field Office Supervisory Special Agent, spoke on the FBI Cybersecurity Program. There are many scams out there, and how to avoid them.



The Panel Discussion, “Visionary Women in Leadership”, was Moderated by Elissa Aguilar, Bureau of Reclamation Human Resources. The panelists spoke about their leadership path and how they got where they are today. They were so fascinating. Each woman had a great story of how they moved in their careers. They talked about their mentors, and their willingness to move to new jobs or new states. They answered questions from the audience. The panelists were:



- Frances Kately, Department of Interior, Appraisal and Valuation Services Office (AVSO) Appraisal Apprentice Program Manager, Office of the Secretary
- Kristan Murray, Deputy Director for the Veterans Affairs’ Southern Nevada Healthcare System
- Megan Rogers, Data Chief of the U.S. Geological Survey Nevada Water Science Center in the Southwest Region
- Roxanne Morrissey, Acting Deputy Regional Director for the Bureau of Reclamation’s Lower Colorado Basin
- Stacy Wade, Deputy Regional Director from the Bureau of Reclamation’s Lower Colorado Basin

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A special guest was the Bureau of Reclamation Commissioner M. Camille Calimlim Touton. In her capacity overseeing the Bureau of Reclamation, Commissioner Touton helps manage “the Bipartisan Infrastructure Law’s \$8.3 billion investments in drought and water resiliency, including funding for water efficiency and recycling programs, rural water projects, WaterSMART grants, and dam safety to ensure that irrigators, Tribes, and adjoining communities receive adequate assistance and support” (Interior Press Release). Commissioner Touton spoke about being a family of immigrants from the Philippines. Her grandfather served in the U.S. Navy, and although he had limited job opportunities within the Navy in those days, he was always proud to serve, and so proud to give back to America. I asked the Commissioner what it meant to her family, for her to serve in this Presidential nominated position. She said her family was very proud. Her grandfather’s children served in the military, and now she serves the country in this position, and it is important to their family to give back to the country that blessed them with so much. Commissioner Touton also acknowledged our federal service as well.



We welcomed local, women-owned businesses to participate as vendors. During our delicious lunchtimes and breaks, we supported our vendors by visiting their tables. We also held a panel of these brilliant entrepreneurs. They spoke to us about how they got started and talked about their businesses.



During one break, I was able to attend the FEW National Webinar celebrating Asian American, Native Hawaiian, and Pacific Islander Heritage (AANHPI) Month, and their 2024 theme: “Advancing Leaders through Innovation.” The theme paid homage to the visionaries and trailblazers who have shaped our AANHPI history and continue influencing our collective future. One of the panelist and equity, diversity, and inclusion advocates is my cousin Dr. A. Ku’ulei Serna, Professor at the School for Teacher Education for Elementary Education Program at The University of Hawaii at Mānoa. And panelist Ms. Shirley Rapues, Senior Program Manager at Department of Defense (DoD), did a fantastic job addressing balancing their careers, family life, and giving grace to others and themselves. It was well received.

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FEW Western Region Awards were presented with the help of our FEW National President, Pamela H. Richards. The FEW Western Region Outstanding Member Award was presented to Betty Fry, Phoenix Valley of Sun Chapter Vice President, recognized for her work on the 2023 Western Region RTP in Phoenix Arizona. Jan Castor, San Diego Chapter President, was presented with a Serve Dish, in recognition her service and the San Diego Chapter's 25 continuous years of service to the Sister League of San Diego. Lisa Zimmerman was presented with the gavel plaque in honor of her 2-year term as the FEW Western Region Manager. Madam President Richards also presided over an Installation Ceremony for Gems of the Desert Chapter President Meghan Thiemann. FEW Western Region held our Annual FEW Western Region Board Meeting at our RTP. At our RTP, we offered a Hybrid offering, so that members could attend in person, or via Zoom. Our next FEW Western Region Board Meeting for all members will be at the NTP in Chicago, Illinois the first week of August.



Our FEW Western Region RTP Theme was: "Women who Advocate for Equity, Diversity, and Inclusion".

Diversity, Equity, Inclusion and Accessibility (DEIA) is critical for women, to ensure we have access to all career fields without facing discrimination on the job or barriers in hiring, recruitment, retention or adverse impacts to performance awards, recognition, and promotions. We know that these factors impact women more. The data proves it. The average lifetime earnings for women are substantially lower, due to gender inequality, constraints and biases limiting promotion opportunity, training, career advancement, career interruption for family caregiving, or unequal pay for equal work. What affects your pay now, affects how comfortable you will be in your future retirement.

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<https://www.few.org/2024/04/02/women-who-advocate-for-deia-in-the-federal-government/>

<https://www.few.org/2024/04/02/this-is-few-women-who-advocate-for-dei/>

FEW works for you. FEW's Legislative program promotes the needs and concerns of women in the federal service to Congress. Compliance works with Equal Employment Opportunity (EEO) on tracking and monitoring conformance of laws. Diversity addresses double discrimination (e.g., Gender/Race), and Training offers webinars, Chapter training, RTPs, National Training Programs, and scholarships.

FEW is here for you at all stages of your career. Maybe you are new to government, or just starting out in your career, or you are mid-career and trying to navigate and reach the next rung in the ladder, or you want to break through into management or GS-13 – GS-15, or SES, or perhaps you are nearing retirement or are retired, FEW is here for you.

Another way to gain more leadership experience is FEW leadership. Consider being a member or Committee Chair (Compliance, Diversity, Legislative, and Training), or running for office (President, Vice President, Secretary, Treasurer), at the Chapter, Regional, or National level. It's a great way to apply your training, and a strong addition to elevate your resume!

The NTP and RTP are an excellent avenue to learn new things, to network, to meet/become a mentor, to be inspired! Attending these programs can help you build a professional development roadmap for YOUR pathway to the top!



FEW Tidewater Chapter Helps Collect 500 lbs. of Food

The Mid-Atlantic Region Tidewater Chapter of Federally Employed Women and Supervisor of Shipbuilding, Conversion and Repair, USN, Newport News (SUPSHIPNN) Chief Petty Officer's Association sponsored a food drive with the Peninsula Foodbank throughout the months of March through May. The goal was to collect 500 lbs. of non-perishable food to assist local families within the community who were struggling to feed their families. SUPSHIPNN employees placed non-perishable food items in boxes located throughout the building. They were able to collect an impressive amount of donated food. The partnership of both organi-

zations highlights the commitment to make a difference in the lives of the community.

Tidewater Chapter's newest member Mr. Sean Bullock, Engineer at SUPSHIPNN and Mrs. Pamela Thomas Monroe, also an Engineer at SUPSHIPNN worked tirelessly to sort, package and deliver the generous donations to the

Peninsula Foodbank. Their efforts ensured that the food reached the most vulnerable individuals and families in the community. Both members agreed to working together to support our community and that even a little kindness can have a big impact.



Supervisor of Shipbuilding, Conversion & Rep...

Apr 9 · 🌐
Timeline photos

Join us in celebrating the incredible teamwork of the Tidewater Chapter of Federally Employed Women, #SUPSHIPNN Chief Petty Officer's Association, and the Peninsula Foodbank in their fight against food insecurity. Their impactful Food Drive throughout March brought hope and sustenance to families in need.

To read the full story visit: <https://www.dvidshub.net/news/468131/volunteers-joins-forces-with-local-organizations-combat-hunger-community/>

#CommunityUnity #EndHunger

The Story of the “Waffle Women” and the “Crafty Ladies” of San Diego!

FEW San Diego Chapter marks 25 Years of Continuous Service to their Community!

By Lisa Keakalaulono Zimmerman, FEW Western Region Manager

This is a story about FEW’s San Diego Chapter and her Chapter President Jan Castor, and their 25 years of continuous service to the Sister League of San Diego.

The Sister League of San Diego, formerly known as the “Big Sister League of San Diego” has served the women of San Diego for over 80 years. It began during war time, in 1942, during World War II. Women from all over the United States came to San Diego to say goodbye to their husbands or sweethearts as they shipped off to war.

Even as a young bride to my military husband, I remember the Navy Leaders telling the wives, that we were not issued in our husbands’ seabag. In other words, wives were not the Navy’s responsibility. Fortunately, that viewpoint changed over the course of my husband’s military service, but I distinctly remember that sentiment was prevalent in the earlier years of his career.

Apparently, it was much worse during WWII. Women who found out that their military husbands had already deployed by the time they got to San Diego, California, often had little money and no housing.

There was a strict 10 p.m. curfew, and unescorted women on the streets after 10 p.m. were deemed to be vagrants, and booked into jail. There were no mattresses, only a blanket between the women and the iron bars of the jail beds. Due to the pattern on their backs, these women became known as the “Waffle Women”.



The League of Women Voters heard of the women, and one of the league’s members Fannie Woods, was a crusader for the betterment of conditions for women, girls, and children. She was appointed by the San Diego League of Women Voters to look into the conditions. Mrs. Woods published an article asking for church and club women to come together to discuss establishing a women’s shelter. Minnie Barton, the first female police officer in Los Angeles, a founder and director of Big Sister League of Los Angeles had operated three homes in 1917 in Los Angeles, and provided San Diego Big Sister’s League with inspiration and support. The work of the women then received support by the San Diego City Council. The Big Sister League of San Diego filed its Articles of Incorporation in 1942:

“To establish, maintain, and conduct a home or homes for women and women with children who are in need of temporary shelter and help; to provide them with such other aid as may be necessary for their immediate need; and to assist the Police Department and the Court in the rehabilitation of such women”

In the 90’s, the League began providing increased mental health support and long-term housing for their residents. After eight decades, the “Big Sister League of San Diego” became the “Sister League of San Diego”, empowering residents to “recover, rise and flourish toward a life of independence” and emphasizing residents as equals, as sisters.

For 25 years, Federally Employed Women (FEW), San Diego Chapter, and Chapter President Jan Castor have actively worked with the “Sister League of San Diego”. The non-profit organization provides safe housing and supportive day programming for women facing mental health issues, homelessness, trauma and domestic abuse. The women generally arrive at the homes with no belongings. Women are referred to the home by doctors, are under a doctor’s

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care, on medicine and attend counseling. The women spend at least 20 hours per month in some form of interaction within the community, which can be attending school, part-time work or volunteer work, or attending monthly crafts.



FEW San Diego Chapter members are lovingly referred to by the Sister League of San Diego as the “Crafty Ladies” because of the time they take to teach and do crafts with the residents. The “Crafty Ladies” provided a monthly

craft workshop, also brightening the residents’ holidays with Easter baskets filled with candy, Halloween goodie bags for each of the residents, and a December holiday pizza and bingo party with prizes. At Christmas time, Chapter members provided donated items to fill 32 tote bags with hats, gloves, scarves, personal hygiene, feminine items, and other goodies for the tote bags. Throughout the years, members provided toilet paper, paper towels and coffee. Along with material items and food, FEW San Diego Chapter also raised funds to provide financial support to the home.

During the pandemic due to COVID-19 protocols, FEW San Diego members could not physically interact with the residents, but the chapter members still found a way to support them. They provided food items on a weekly basis that they were unable to get from the Food Bank and material so that the residents could still have a craft activity along with masks, hand sanitizers and gloves.

FEW Sisters of San Diego Chapter and Sister League of San Diego. Sisters hand in hand.

Together creating a new roadmap and a new pathway to the top.



One Simple Thing Can Change Everything

Hello! I believe in the principle of *One Simple Thing*. That is, if we can identify and accomplish one essential, meaningful, and simple act every day with intention and integrity, we can achieve great things, both individually and collectively. This is a different way of thinking and acting, to be and do your best, one simple thing at a time.

Here's how you get started. With each piece I will be offering 5 simple tips. What resonates with you? What is relevant right now? And how do these ideas support you on your own professional path? Keep notes if you like, feedback is always welcome, and I hope you will share your own experiences. Please feel free to reach out to me anytime with a question, idea, or request. Good luck and remember: Simple is NOT the same as easy! Mallery Tytel, mtytel@healthyworkplaces.com

- “If we are facing in the right direction, all we have to do is keep on walking.” ~Buddhist Saying. Make this your mantra: you were strong enough to get this far, you are strong enough to keep going. No one knows what you are capable of better than you.
- “Good job!” When was the last time you told someone how much you appreciated them? When was

the last time someone told you how much they appreciated you? Give and you shall receive.

- Is there ever a right time, right place to act? Yes! The time will come for you to take the plunge. Take a deep breath and go for it! You will be glad you did, rather than sorry you did not.
- Love that special someone you have become because you fought to become her. Take the time to recognize and celebrate all you have achieved.
- “*Defining myself, as opposed to being defined by others, is one of the most difficult challenges I face.*”
—Carol Moseley-Braun, the first female African American Senator and the first African American U.S. Senator for the Democratic Party. It is up to you to decide, create, and tell your own story. Be clear, be confident, have courage.

Dr. Tytel is President of [Healthy Workplaces](#), a national consulting practice, and Co-Founder and Chair of [The Simple Rules Foundation](#). She has been a member of FEW since 2017.

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