A message from
The Cleveland Federal Executive Board Diversity & Inclusion Chair...

Empathy is seeing with the eyes of another, listening with the ears of another, and feeling with the heart of another. Alfred Adler

You never know what someone is going through to look at them. All too often we judge without facts. It’s very easy to make an assumption based on one interaction. When we look at someone with an empathetic eye, or listen with an empathetic ear, we find the ability to more understanding to what they may be going through. Life is hard enough without the pressure of being judged at every turn.

I believe we all struggle to find work-life balance, it’s a challenge just to find a moment of peace. Like everyone else I feel that I am pulled in several different directions knowing that each need my full focus. We all need to find ways to practice Self Care. While I find myself struggling to write this article about self care, coincidentally May is Mental Health Awareness Month. In Order for us to take care of those around us, we need to first take care of ourselves. We cannot pour into anyone else if we ourselves are empty. As Federal employees we are constantly giving and sometimes to people we don’t know. No matter what race, color, religion, sex, disability, or genetic information we are all human and we all struggle with something. Understand that it’s ok to give of ourselves as long as we take the time to replenish.

So how does one replenish? What exactly is self-care? Good I’m glad you asked! There are six stages of Self Care: Psychological, Emotional, Spiritual, Personal, Professional, Physical.

https://www.olgaphoenix.com/key-offerings/self-care-wheel/

The chart to the right helps us to identify what each of these stages are and what we need to do to maintain a healthy balance.

We are fortunate as federal employees to have Free Mental Health services available 24 hours a day. The EAP (Employee Assistance Program) through OPM (Office of Personnel Management) has several programs geared towards mental health and sustainability. All of the services are free & confidential and available for any member of your household. I challenge you to put yourself first. Remember, Caring for yourself is not self-indulgent, but an act of survival.

https://www.opm.gov/ccl/contact/
Diversity & Inclusion Committee Charter

Mission Statement:
The mission of the Cleveland Federal Executive Board (FEB) Diversity & Inclusion Committee is to assist Cleveland federal agencies in promoting a diverse and inclusive workforce through collaboration, education, and sharing of best practices.

Purpose:
The Cleveland FEB Diversity & Inclusion Committee is designed to serve as a working advisory board to communicate special emphasis programs across agencies in the Northern Ohio region. Each agency’s liaison will support their own agency strategic objectives while finding ways to increase overall employee satisfaction by fostering an environment of inclusion across agencies.

Additionally, the committee will ensure organizational continuity among the special emphasis and diversity programs identified in this Charter and guide the development of programs and services that support the Cleveland FEB mission. The committee will communicate, collaborate, and coordinate programs and services to synchronize efficient, effective use of resources, provide educational and informative programs, and foster equal opportunity and fair treatment of all persons regardless of race, disability, color, national origin, sex, religion, age, or reprisal for sexual orientation, parental status, genetic information, political affiliation or non-job related conduct, which does not adversely affect employment in the Federal government.

Federal agency members are reminded that observances are conducted to recognize the continuous achievements of all Americans to American culture and to increase awareness, mutual respect, and understanding. They are designed to enhance cross-cultural and cross-gender awareness and promote harmony amongst the military and civilian workforce in the Northern Ohio region. These observances include but are not limited to the following:

- African American/Black History Month
- Native American/Alaskan Natives Heritage Month
- Asian American & Pacific Islanders Heritage Month
- Hispanic Heritage Month
- Holocaust Remembrance Day/Days of Remembrance
- Martin Luther King’s Birthday
- National Disability Employment Awareness Month
- Pride Month
- Military/Veteran Employment
- Women’s History Month/Women’s Equality Day
**Cleveland Federal Community Leadership Institute (CFCLI)**
CFCLI is a leadership program designed to develop leaders among Cleveland Federal agencies.

**Diversity and Inclusion**
Promoting a diverse and inclusive workplace through collaboration, education, and sharing best practices

**Tutoring Program**
The Cleveland Federal Executive Board (FEB) is sponsoring a Cleveland-based tutoring program to support our community schools children who could use extra support in order to excel in reading, writing and mathematics.

**Wings of Excellence**
33rd Annual Awards Program: Deadline for Nomination Packages is February 22, 2019

**CFEDS**
The Cleveland Federal Employee Development Seminar (CFEDS) is a collaborative training program developed to assist and encourage continual growth and professional advancement of Northern Ohio Federal employees. CFEDS 2019 is May 15, 2019.
Dimensions of Diversity-Discovering the US.

To continue promoting Diversity within our workplaces we need to get to know each other.

We want to hear about YOU. How do you fall into the Dimensions of Diversity? Sharing our individual uniqueness with each other will strengthen our workforce and bring the US together as a whole.

“What is Diversity?”
Where do you fit into the Dimensions of Diversity?

What is Diversity?
- A wide range of interests, backgrounds, experiences.
- Consortium of different perspectives.
- People with different opinions, backgrounds (education and social experience), religious beliefs, political beliefs, sexual orientations, heritage, and life experience.
- Dissimilar
May is . . .
Family Wellness Month
Global Civility Awareness Month
Mental Health Month
Military Appreciation Month
National Foster Care Month
Older Americans Month
Spiritual Literacy Month

By the Week & Day
5/3 – World Press Freedom Day
5/5-5/11 – North American Occupational Safety & Health Week
5/5-5/11 – Public Service Recognition Week
5/5-5/11 – Teacher Appreciation Week
5/7 – Foster Care Day
5/8 – National Deaf Interpreter Day
5/8 – V E Day (Victory in Europe)
5/8 – World Red Cross/Red Crescent Day
5/10 – Salvation Army Week
5/10 – Military Spouse Appreciation Day
5/12 – Peace Officer Memorial Day
5/15 – National Museum Day
5/15 – International Day of Families
5/15 – Day of Vesak – Buddhist
5/15 – Dia de La Madre
5/16 – National Museum Day
5/16 – Armed Forces Day
5/18 – Armed Forces Day
5/19-5/25 – Emergency Medical Services Week
5/21 – World Day for Cultural Diversity for Dialogue & Development
5/22 – Harvey Milk Day
5/22 – Reading is Fun Week
5/23 – Declaration of the Bab – Bahá’í
5/24 – Limerick Day
5/24-5/26 – PGA Championship
5/25-5/26 – National Polka Weekend
5/27 – Memorial Day (observed)

Religious & Cultural Observances
5/1 – Beltane – Celtic
5/2 – Yom HaShoah - Jewish
5/5 – Cinco de Mayo - Mexican
5/6-5/6/4 – Ramadan - Islamic
5/10 – Dia de La Madre
5/11 – American Indian Day
5/12 – Native American Rights Day
5/15 – Day of Vesak - Buddhist
5/22-5/23 – Lag B’Omer - Jewish
5/23-5/24 – Declaration of the Bab – Bahá’í
5/29 – Ascension of Baha’u’Llah – Bahá’í
5/30 – Ascension of Jesus - Christian

. . . and Fun & Entertainment
5/4 – Kentucky Derby
5/4 – Mariachi Day
5/11 – National Miniature Golf Day
5/11 – World Belly Dance Day
5/12 – Limerick Day
5/12-5/18 – Reading is Fun Week
5/13 – Frog Jumping Day
5/13-5/19 – PGA Championship
5/17 – NASCAR Day
5/18 – National Museum Day
5/18 – Preakness Horse Race
5/24-5/26 – National Polka Weekend
5/26 – Indianapolis 500 Race

May Trivia Quiz . . .
1. Cinco de Mayo is a commemoration of Mexico’s victory over France in the Battle of:
   a. Ciudad Juarez
   b. Puebla
   c. Guadalajara
2. The Asian American movement in the 1960s against racism and ethnic prejudice was:
   a. The People’s Power Movement
   b. The Brown Power Movement
   c. The Yellow Power Movement
3. The first Memorial Day was in honor of the soldiers of:
   a. The Spanish-American War
   b. The War of 1812
   c. The Civil War
4. The first organized Haitian-American Heritage celebration in the United States was held in:
   a. West Palm Beach, Florida
   b. Boston, Massachusetts
   c. Providence, Rhode Island
5. Which country defeated China in the “Opium War” in 1842 that led to large scale Chinese immigration to America?
   a. Russia
   b. Britain
   c. France
6. When originally inhabited by Indian tribes, Haiti was known as:
   a. Quisqueya
   b. Kalinga
   c. Huandes
7. The first recorded permanent Filipino settlement in America was in 1763 in:
   a. California
   b. Louisiana
   c. Florida
8. The introduction of May as National Foster Care Month by Senator Strom Thurmond was in:
   a. 1972
   b. 1988
   c. 1991
9. Which Jewish Associate Supreme Court Justice helped found the American Civil Liberties Union (ACLU)?
   a. Louis Brandeis
   b. Felix Frankfurter
   c. Benjamin Cardozo
10. In May of 1961, who became the first American astronaut in space?
    a. Alan Shepard
    b. John Glenn
    c. Gus Grissom

Thank You
Celebrations of Heritage in May

May... The month of May is significant to Americans of Haitian Heritage for a number of reasons;
- May 1st is recognized as Labor & Agriculture Day
- May 15th is a commemoration of Haiti’s Fight for Independence
- May 17th is Teacher and University Day
- May 18th is Haitian Flag Day
- May 20th is the birthday of Haitian Revolutionary General Toussaint Louverture
- Mothers’ Day is the last Sunday in May
- May is the month of Mary, mother of Jesus, for Haitian Catholics

Prior to Columbus’ discovery of the island in 1492, which he named Hispaniola, Haiti was inhabited by the indigenous Taino and Arawak. Today the culture is a mix of Taino, Arawak, African and French all contributing to a colorful range in music, religion, and art which has carried over to the Haitian communities in the U.S. Family values are a major part of Haitian culture. Family as a rule, comes first, above all else.

Haiti is the 3rd largest country in the Caribbean and the 2nd oldest independent nation in the Western Hemisphere gaining its independence from France in 1804.

2019 Theme: "Unite Our Mission by Engaging Each Other"

Asian Pacific American Heritage Month, now officially “Asian American & Pacific Islander Heritage Month” celebrates the history, culture, traditions, achievements and contributions of Asian Americans and Pacific Islanders in the United States.

This year’s theme announced by the Federal Asian Pacific American Council, is a continuation of their “Unite” series introduced in 2017, and focuses on leadership and engagement to advance The AAPI community.

Asian-Pacific Heritage Month is celebrated through festivals, government-sponsored activities and community and school sponsored educational activities in appreciation for and a tribute to the generations of Asians and Pacific Islanders who have enriched America in so many ways throughout our history.

JEWISH AMERICAN HERITAGE MONTH Every May, since 2006 when President George W. Bush proclaimed the month as Jewish American Heritage Month, we celebrate Jewish Americans who have helped weave the fabric of American history, culture and society. The 2006 announcement served as the crowning achievement in a concerted effort by American Jewish leaders to introduce resolutions in both the U S Senate and the House urging the President to proclaim a month specifically recognizing the more than 360-year history of Jewish contributions to the United States.

Jewish American History Month acknowledges the achievements of American Jews in fields ranging from sports and arts and entertainment to medicine, business, science, government, military service, music and more. **

In 2017, the focus was on medical research, in 2018, on music, and this year’s theme for 2019 is “American Jewish Illustrators”.

"By celebrating JAHM, we honor the values of inclusion, acceptance, and religious liberty cherished by this country.” - - - Ivy Barsky, CEO & Gwen Goodman, Director, National Museum of American Jewish History

** https://www.jahm.us
Diversity & Inclusion Tips

**SUBJECT: Understanding Silence**

Have you ever stopped and wondered, “what does silence really mean?” It can vary by the types of situations it is used in and the different cultures represented in the audience you’re speaking to. For example, if in a meeting, you ask if there are any questions, and no one responds, perhaps the persons(s) you’re speaking to is not comfortable asking questions in a group setting or is from a culture where they defer to authority in public. Learning about the variety of communication styles and habits your colleagues are accustomed to is key to fostering inclusive environments. It can help you understand what your co-workers are saying – or aren’t saying.

Enjoy your Day,
Diversity and Inclusion Team

Happy Mother’s Day
Sunday, May 12th

To those in uniform serving today and to those who have served in the past, we honor you today and every day.

May is National Military Appreciation Month
Thank you to all military service members and their families.

"We often take for granted the very things that most deserve our gratitude." --- Cynthia Ozick

Home of the free, because of the brave
Employee Assistance Program (EAP)

Each Federal Executive Branch agency has an Employee Assistance Program (EAP). An EAP is a voluntary, confidential program that helps employees (including management) work through various life challenges that may adversely affect job performance, health, and personal well-being to optimize an organization's success. EAP services include assessments, counseling, and referrals for additional services to employees with personal and/or work-related concerns, such as stress, financial issues, legal issues, family problems, office conflicts, and alcohol and substance use disorders. EAPs also often work with management and supervisors providing advanced planning for situations, such as organizational changes, legal considerations, emergency planning, and response to unique traumatic events.

History of Federal EAPs

EAPs have a long history in the United States, tracing back to the 1940s. They originally began as occupational alcohol programs to address the negative impact that the misuse of alcohol has on productivity and organizational performance. The focus of these programs expanded as organizations recognized that alcohol was not the only issue affecting employees at work. Current EAPs address a wide range of issues, such as workplace conflicts, family matters, financial challenges, mental health, and so on.

- In the 1970s, EAP-related legislation began to be passed, institutionalizing EAPs in Federal agencies. Review the Guidance & Legislation section for details on EAP laws, regulations, and Governmentwide initiatives. Another significant change to the EAP field in the 1970s was the formation of private EAP firms. These organizations began to offer EAP services via contracts to employers. As a result, Federal agencies can have one of four different EAP models: Internal, External, Hybrid, and Consortium. More recently, EAPs in Federal agencies have continued to expand their services and sustain their essential role. Many Federal EAPs now offer services for family members of employees.  


---

**Did You Know…….**

**Employee Assistance Program (EAP)**

- In the 1940s, EAPs began as occupational alcohol programs.
- In 1950, Yale Center of Alcohol Studies developed the Plan for Business and Industry.
- In 1970, the "Hughes Act" mandated EAPs in Federal agencies.
- The National Institute on Alcohol Abuse and Alcoholism was established, promoting EAPs, and private EAP firms began to offer services for companies.
- Several laws, regulations, and Federal initiatives expanded EAPs in Federal agencies.
- Expansion of EAP services for families members grew.
CELEBRATING MEMORIAL DAY

May 27th (Observed) / May 30th (Traditional)

Memorial Day is an American holiday honoring the men and women who died while serving in the U.S. Military. Memorial Day, originally known as Decoration Day, originated in the years following the Civil War and by the late 1860s, Americans in various towns and cities had begun holding springtime tributes to the countless fallen soldiers, decorating their graves with flowers and reciting prayers.

In 1966, the federal government declared Waterloo, New York as the official birthplace of Memorial Day, chosen because it had already been hosting annual community-wide events.

Memorial Day, as Decoration Day gradually came to be known, originally honored only those lost while fighting in the Civil War but has since evolved to commemorate all who have died in any war.

https://www.history.com
Tutoring End of Year Ceremony

**WHEN:**
June 4, 2019
12:00 pm – 2:00 pm

**WHERE:**
AJC Federal Bld-31st Floor
1240 E.9th St. Cleveland
Ohio 44199

**CONTACT:**
Darren Thompson
2\textsuperscript{nd} Annual Special Emphasis Program Gala

The Federal Executive Board (FEB) of Cleveland will be accepting nominations for the 2019 Special Emphasis Program award. This award will recognize the exceptional achievement of special emphasis group members who have made a difference by taking affirmative steps to ensure equal opportunity for minorities, women and people with disabilities. The award is aimed for individuals, who continue to show a personal passion for diversity and inclusion, leadership abilities, and in making a difference in the federal government.

The 2019 Special Emphasis Program Nominations will open on:

| Open:       | Monday, April 1, 2019 |
| Close:      | Friday, June 14, 2019 |

Special emphasis group managers and members may self-nominate or nominate members from their respective group for individuals who exemplify excellence and provide exceptional work in their programs.

For more information, please contact: 2019 Nomination Packets

- Tiffany Douglas: tiffany.m.douglas2.civ@mail.mil
- Shirrell Brown: shirrell.c.brown.civ@mail.mil
- Teneka Morris: teneka.n.morris.civ@mail.mil
Congratulations!

Wings of Excellence

Recipients

33rd Annual Awards Ceremony

Friday May 3rd, 2019
Asian American and Pacific Islander Heritage Event
Unite Our Mission by Engaging Each Other

Guest Speaker: Olivia Adrian
President, Federal Asian Pacific American Council

Date: Wednesday, May 22, 2019
Time: 10:00 am – 11:00 am
Location: Briefing Center Auditorium

Rainbow Alliance Advisory Group and Office of Diversity and Equal Opportunity (ODEO) Sponsored Event

Tuesday, June 18th, 2019  OAI Building, Industry Rooms  11:00 AM – 12:30 PM

LGBT 101: Cultural Competency Session

Cultural competency “is having the capacity to value diversity, conduct self-assessment, manage the dynamics of difference, acquire and institutionalize cultural knowledge, and adapt to diversity and the cultural contexts of communities they serve.”

John Licatatiso
John is the Training Coordinator for The Lesbian Gay Bisexual Transgender (LGBT) Community Center of Greater Cleveland. Through his work, John has found a passion for advocating and empowering the most marginalized groups, in particular, LGBTQ people.

The LGBT 101: Cultural Competency training is designed to provide a fundamental understanding of the Lesbian Gay Bisexual Transgender community. The aim of the program is to accomplish the following three objectives:

1. Increase Knowledge
2. Raise Awareness
3. Build Resources