



The WFP Quarterly

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Letter from the NVP

Dear AFGE Family,
I want to begin by saying thank you. It has been an incredible privilege and honor to serve and fight for you for this past decade, and I am humbled to be your

newest National Vice President for AFGE.

My name is Dr. Kendrick Roberson. In 2010, and at the age of 19, I joined the federal workforce at the Los Angeles Air Force Base, Space and Missile Systems Center. As a young worker, and because of the support of our union, I was able to climb nine federal pay grades in nine years. Leaning on the guidance of my first local president, Roslyn Austin-Stewart, I became the lead cost analyst for three satellite and space programs with costs totaling over \$1 billion.

Interestingly, my mother is also AFGE proud, and she has been a federal employee for over 30 years. How incredible is the fact that the same union that fought for my mom's rights in the workplace has also fought for me?! AFGE has been supporting my working family for generations, so when I call you all my "family," you can believe that I mean it.

Over the last decade, I have been a fierce AFGE advocate for worker, civil, and human rights, with a special focus on building powerful teams and representing workers. I was the 2-term Chair of AFGE's



*Newly elected NVP for Women and Fair Practices
Dr. Kendrick Roberson speaks at the 43rd National
Convention in Las Vegas, NV, in August.*

National Y.O.U.N.G. Committee, 2-term Chair and cofounder of AFGE B.L.A.C.K., Local 2429 Executive Vice President, and elected District 12 National Fair Practices and Affirmative Action Coordinator officer on AFGE's National Human Rights Committee.

I am excited to continue my work of eradicating workplace bullying, mistreatment, racism, and sexism through this role as NVP of Women and Fair Practices.

Let's talk about the facts. Right now, our union's adversaries have found the time to attack our very right to be protected from discrimination in the workplace. They chose to attack now because they believe that in the chaotic wilderness of confusion, we, as America's Union, will be divided and weakened. But they have it wrong.

During my term as NVP, I promise to you that WFP will work to protect our anti-discrimination laws on Capitol Hill. We will work to expand your protections with common sense reforms. And finally, WFP will take on initiatives that benefit all of us, from the local to the national level. When we organize, there is nothing we cannot do, there is no fight we cannot win. there is no adversary that we cannot defeat, and there is no force that can overtake us. I can proudly say that there is no other labor force that is more dedicated than AFGE to justice for our workers, as well as the people we serve. That is why I am proud to be AFGE.

Thank you, AFGE. It has been an honor to serve you this past decade, and I cannot wait to see what we achieve in solidarity. With solidarity, WE WIN!

In Solidarity,

Dr. Kendrick R. Roberson,
National Vice President for Women
and Fair Practices

"Solidarity is the ultimate weapon in the fight for equity, justice, and freedom." – Dr. Kendrick B. Roberson



WOMEN & FAIR PRACTICES DEPARTMENT

Celebrating Diversity at the 43rd National Convention

The Women and Fair Practices Departments were proud to host a variety of events at AFGE's 43rd National Convention in Las Vegas, Nevada this August. Each of our groups got the chance to engage with delegates, organize for the upcoming presidential and congressional elections, and learn more about getting involved with the Union. To learn more about each group's events, keep reading to find their section below!

We were excited to see the largest turnout for our Diverse Voices, One Vision event on Sunday, August 11th. The night saw music, food, drinks, performances, and activities from the many cultures of our Union. Upon arriving at the event, attendees were handed WFP Passports. After visiting each constituency group's table and receiving all necessary stamps in their passports, attendees received a

free drink ticket from WFP staff. The activity helped delegates and their families engage with constituency group leaders to learn more about the importance of each group. For example, at the AFGE BLACK table, participants had to answer one trivia question on Black History to receive a stamp as part of the overall activity. After handing in their WFP Passports, participants were also entered into a raffle for one free 2025 Diversity Week registration! The winner, Ms. Veronica Bobbitt of Local 0911, was announced at the Women's Breakfast on Thursday during convention.

WFP also hosted two performance groups to highlight the diversity of our federation: a Hawaiian dance group and a Mariachi band. These incredible performers helped to both bring the energy and educate our attendees on the diversity of our Union.



Towards the end of the event, your newly elected National Y.O.U.N.G. Committee Chair Aaron Barker, AFGE APOWER Chair Wayne Aguigui, AFGE BLACK Chair Patrick Holmes, AFGE PRIDE Chair Mae apGovannon, and AFGE HISCO Chair Tiffany Roman gave remarks on behalf of each group, thanking all attendees for their participation in the event. Overall, the event was successful in its goal of reaching out to AFGE Members to let them know that WFP and AFGE overall sees the beautiful diversity of our Union, and we are excited to see what our groups will do next!



AFGE Y.O.U.N.G. PODCAST

Available at www.AFGE.org/YOUNG

The AFGE Y.O.U.N.G. Podcast is a production of the AFGE National Y.O.U.N.G. Committee and the Bridging Union Gaps (B.U.G.) Initiative.

Check out
Season 2 now!

WFP DIVERSITY CALENDAR

Interested in keeping up with observances throughout the year?
Check out WFP's newest Diversity Calendar on the AFGE website [here!](#)

Coordinators and Committees

National Human Rights Committee

The National Human Rights Committee (NHRC) has hit the ground running in the last quarter. At AFGE's 43rd National Convention in August, the committee met on Monday morning to discuss the group's goals for the coming week. The group is determined to continue fighting for the needs of WFP, including funding for additional EEO Attorneys.

During convention, WFP and the NHRC were honored to present the Bernice Heffner Outstanding Women's Achievement Award and the A. Philip Randolph-Hubert H. Humphrey Award. The Bernice Heffner Outstanding Women's Achievement Award was presented to Joy Westbrooks, Secretary Treasurer of AFGE Local 1633 out of the VA. The A. Philip Randolph-Hubert H. Humphrey Award was presented to Neil Frye out of Local 2092.

WFP and the NHRC were also proud to host the 2024 Women's Breakfast during convention in Las Vegas. They were honored to be joined by two trailblazing women representatives from Nevada, Representatives Susie Lee (NV-03) and Dina Titus (NV-01), who gave powerful remarks on the importance of women



AFGE National Officers and the National Human Rights Committee Executive Board present Joy Westbrooks and Neil Frye with the Bernice Heffner Outstanding Women's Achievement and A. Philip Randolph-Hubert H. Humphrey Awards.

in the labor movement and voting in 2024. The event saw great turnout with over 500 attendees. NHRC Members, AFGE Y.O.U.N.G. Leaders, and newly elected NVP for Women and Fair Practices Dr. Kendrick Roberson all got the chance to speak on the legacy of our department.

Looking ahead, the National Human Rights Committee has been getting their plans together for the upcoming 2025 Sister's Keeper Summit and Human Rights Training in San Francisco, California. The group is excited to return to District 12 for this annual event. We hope to see you there!



AFGE's National Human Rights Committee sits for a group photo at the Women's Breakfast at the 43rd National Convention.



Representative Dina Titus (NV-01) speaks at WFP's Women's Breakfast during the 43rd National Convention in Las Vegas, Nevada.

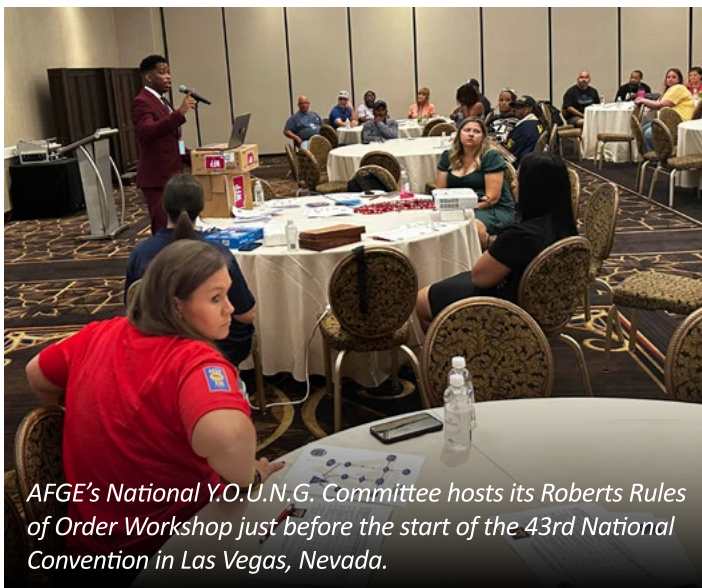


AFGE's National Y.O.U.N.G. Committee sits for a group photo at the Women's Breakfast at the 43rd National Convention.

National Y.O.U.N.G. Committee

Similarly to past conventions, AFGE's National Y.O.U.N.G. Committee were a leading force for WFP at this year's national convention. The group began their week by meeting to go over goals for the week, plans for the rest of the year, and to host their own Executive Board Elections. The group's new Executive Board is as follows: Aaron Barker (Chair, District 5), Miranda Kiwelu (Co-Chair, District 8), and Mitch Word (Secretary, District 11).

Before the start of convention, the group hosted a well-attended Robert's Rules of Order Workshop to get as many delegates prepped for the convention



AFGE's National Y.O.U.N.G. Committee hosts its Roberts Rules of Order Workshop just before the start of the 43rd National Convention in Las Vegas, Nevada.

floor as possible. The night also saw AFGE Y.O.U.N.G.'s Family Night, where parents and children got the chance to decorate AFGE 'Swag,' grab ice cream sundaes, and listen to family-friendly music.

WFP was also grateful to the National Y.O.U.N.G. Committee for helping sponsor our Diversity Event on Sunday evening. The group assisted WFP staff in running our event activities, sharing information with delegates on the work of AFGE Y.O.U.N.G., and overall helping each of WFP's events run smoothly throughout the week. Thank you, Y.O.U.N.G. Coordinators!

- Email: young@afge.org
- Website: www.AFGE.org/YOUNG

Diverse Voices, One Vision: WFP Diversity Celebration 2024



AFGE PRIDE Secretary Mitch Word and AFGE HISCO Chair Tiffany Roman attend the 43rd National Convention in Las Vegas, Nevada.



AFGE PRIDE

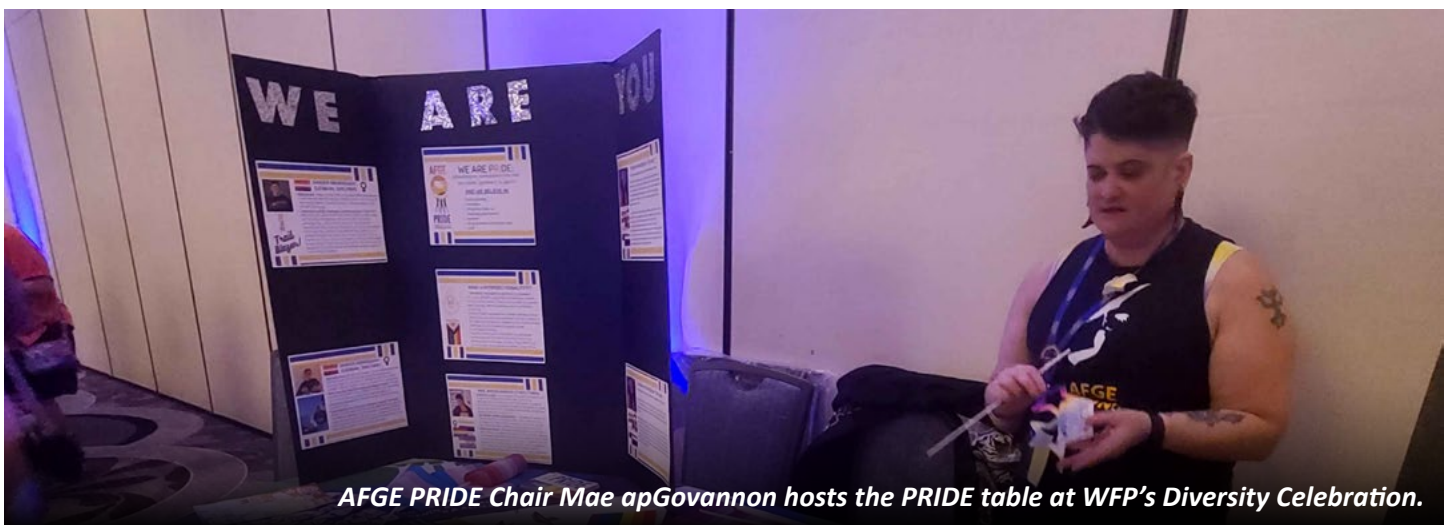
Coming off successful Pride Month celebrations in June, AFGE PRIDE was eager to have their voices heard at convention this summer. In partnership with AFGE HISCO, the group hosted a successful networking event during the convention. The event allowed both groups to help delegates learn more about their work and the impact of solidarity with the LGBTQIA+ community. AFGE PRIDE also displayed educational materials that helped to spark conversation amongst delegates on how the Union can better support the LGBTQIA+ community.

At WFP’s Diversity Celebration during the convention, AFGE PRIDE engaged with attendees by sharing literature, discussing how the group supports their

community, and how AFGE members can get more involved in their movement. The group also displayed an ‘offrenda,’ or memorial, of LGBTQIA+ individuals who have lost their lives in recent years. PRIDE Leaders invited attendees to read these individuals’ stories and take a moment to reflect on the importance of the PRIDE Movement today. AFGE PRIDE meets regularly on the second Thursday of every month. [Register Here](#)

AFGE PRIDE meets regularly on the second Thursday of every month. [Register Here](#)

- Email: afgepride@afge.org
- Facebook: www.facebook.com/groups/afgepride/
- Website: www.AFGE.org/PRIDE



AFGE PRIDE Chair Mae apGovannon hosts the PRIDE table at WFP’s Diversity Celebration.



AFGE B.L.A.C.K.'s newly elected Executive Board after the group's meeting and elections at the 43rd National Convention in Las Vegas, Nevada.

AFGE B.L.A.C.K.

Going into AFGE's 43rd National Convention, AFGE B.L.A.C.K. had been meeting monthly to discuss goals, upcoming events, and opportunities to collaborate with other groups like CBTU and APRI. At convention, AFGE B.L.A.C.K. hosted their meeting and Executive Board Elections, where an entirely new board was elected. Your new AFGE B.L.A.C.K. Executive Board is made up of Patrick Holmes (Chair, District 14), Toyea Perkins (Co-Chair, District 12), and Cody Tribble (Secretary, District 5). The meeting also saw a great turnout of delegates from across all districts of our Union.

AFGE B.L.A.C.K. also joined other constituency groups in hosting their own booth at WFP's Diversity Celebration during the convention. Attendees were able to participate in the event-wide activity by answering Black Labor trivia questions and winning

fun prizes including books by Black authors, AFGE B.L.A.C.K. merchandise, and more!

Looking ahead at the coming Fall, AFGE B.L.A.C.K. Leaders are excited to continue the work of their group. This includes attending the Congressional Black Caucus Foundation's 53rd Annual Legislative Conference

in Washington, D.C. Similarly to our own annual Legislative Conference, AFGE B.L.A.C.K. leaders will work to connect with representatives across the federal government on behalf of Black federal and D.C. government workers.

AFGE B.L.A.C.K. meets regularly on the third Wednesday of every month. [Register Here](#)

- Email: black@afge.org
- Facebook: <https://www.facebook.com/groups/948007205779830>
- Website: www.AFGE.org/BLACK



Deborah Toussant, AFGE B.L.A.C.K. NHRC Appointee and Vice Chair.



AFGE A.P.O.W.E.R.'s Executive Board hosts their booth at WFP's Diversity Celebration during the 43rd National Convention in Las Vegas, Nevada.

AFGE A.P.O.W.E.R.

Similarly to AFGE BLACK, AFGE APOWER held their Meeting and Executive Board Elections during the convention. Your new AFGE APOWER Executive Board is made up of Wayne Aguigui (Chair, District 12), Gilbert Galam (Co-Chair, District 12), and Angelus Han (Secretary, District 9). The meeting was a great opportunity for delegates to learn more about the incredibly important work of AFGE APOWER and how they can get more involved with the group.

At WFP's Diversity Celebration, AFGE APOWER held their own booth where attendees got the chance to collect literature, network with the group's leadership, and learn more about Asian American and Pacific Islander culture. We were also joined by a talented group of Hawaiian and Polynesian dancers who gave us a beautiful performance showcasing the diversity of our Union. The event was a hit and AFGE APOWER



showed out for AAPINH federal and D.C. government workers!

AFGE A.P.O.W.E.R. meets regularly on the third Tuesday of the month. [Register Here](#)

- Email: apower@afge.org
- Website: <https://www.afge.org/apower>



Convention delegates



AFGE HISCO and AFGE PRIDE hosted their café networking event during the 43rd National Convention in Las Vegas, Nevada.



Following convention, AFGE HISCO was excited to begin celebrations for Hispanic Heritage Month. AFGE HISCO and WFP hosted the following events in celebration of Hispanic Heritage Month:

- **September 10, 2024:** Mindfulness and Relaxation Techniques w/ Certified

Life/Mindfulness Coach Veronica Avila

- **September 11, 2024:** AFGE HISCO and AFGE PRIDE Intersectionality Panel
- **September 12, 2024:** AFGE Y.O.U.N.G. Presentation
- **September 17, 2024:** A Conversation with Tom Garcia - AFGE HISCO joined to hear Tom Garcia's story of overcoming hardships as a member of our community.
- **September 19, 2024:** Hispanic Association of Colleges and Universities (HACU) Presentation
- **September 24, 2024:** Labor Council for Latin American Advancement (LCLAA) Presentation
- **September 25, 2024:** AFGE HISCO and LEOs Intersectionality Panel
- **September 26, 2024:** Hispanic Culture Presentation

AFGE HISCO meets regularly on the third Thursday of the month. [Register Here](#)

- Email: afgehisco@afge.org
- Facebook: <https://www.facebook.com/groups/1219687571993565>
- Website: www.AFGE.org/HISCO

AFGE HISCO

In the last quarter, AFGE HISCO and its Leadership have hit the ground running in representing Hispanic federal and D.C. government workers. The group has not only continued to do the important work on behalf of its own members but has also reached out to support other constituency groups under WFP.

During the convention, AFGE HISCO played a role in funding WFP's Diversity Celebration and the AFGE HISCO/PRIDE Café. At the Diversity Celebration, AFGE HISCO held their own table where attendees got the chance to learn more about Hispanic culture and the work of the group. We were also lucky enough to be joined by a mariachi band at the event to help showcase the Hispanic culture present in our Union. At the AFGE HISCO/PRIDE Café, delegates got the chance to network with AFGE HISCO leadership and learn more about the experiences of Hispanic and Latinx federal and D.C. government workers. Leaders were pleasantly surprised by the outpouring of support at this event, and we can't wait to see everyone again at our next one!

Local and Council Coordinators

WFP's Human Rights Network also includes our Local and Council Coordinators who serve within the role as a Women's, Fair Practices, Y.O.U.N.G., and PRIDE Coordinator. These Coordinator positions play an integral part in fighting for civil, human, women's and workers rights on behalf of federal and D.C. workers nationwide and abroad. WFP would like to challenge each Local and Council to establish and/or appoint the following Coordinator positions below to help bridge this union gap and to ensure that our members are receiving the best representation possible at all levels of the federation.

- Local/Council Women's Coordinator**
- Local/Council Fair Practices Coordinator**
- Local/Council PRIDE Coordinator**
- Local/Council Y.O.U.N.G. Coordinator**

Also, check out our resources for Local and Council Coordinators: [WFP Coordinator Toolkit](#), [AFGE Y.O.U.N.G. Toolkit](#), and [AFGE PRIDE Toolkit](#).

Email WFP Program Coordinator, Matthew Uchaker matthew.uchaker@afge.org, to find out more about the process of establishing and/or appointing a coordinator for your Local or Council.



Q & A: WHAT IS RETALIATORY HARASSMENT?

• What is Retaliation?

- o Retaliation/Reprisal is one of the nine EEO-protected statuses.
- o It occurs when the Agency takes materially adverse action(s) against an employee because they engaged in protected EEO activity.

Examples of materially adverse actions include but not limited to:

- negative or lowered evaluations
 - threatening reassignment; scrutinizing work or attendance more closely than that of other employees, without justification
 - engaging in abusive verbal or physical behavior that is reasonably likely to deter participation in EEO protected activity
 - disciplinary action
- o Protected EEO activity:
- Filing an EEO complaint
 - Participation in the EEO process (EEO witness, EEO Representative)
 - Opposed discrimination on behalf of yourself or others
 - Requested a reasonable accommodation (Religion and/or Disability)
- o For Example, in *Vincent v. US Postal Service*, the EEOC found that the Complainant's supervisor comments during a meeting, "some of you have stuck up for each other who have filed, and that's good, but what you guys have done here goes both ways, and I want you to know, that what comes around, goes around" would likely deter someone from filing a complaint. *Vincent v. U.S. Postal Service*, 106 LRP 46883, EEOC No. 01A61619 (EEOC OFO 2006).

• What is Harassment?

- o Harassment/Hostile Work Environment refers to unwelcome conduct that unreasonably interferes with work performance or creates an intimidating, hostile or offensive work environment
- o Conduct must be severe or pervasive

• What is Retaliatory Harassment?

- o Retaliatory Harassment is unwanted or unwelcome verbal or physical conduct that is based on the employee engaging in EEO-protected activity.

• How can we prove Retaliatory Harassment?

- o To establish a claim of retaliatory harassment, the employee must show the following:
 - They engaged in prior or ongoing protected EEO activity
 - They were subjected to harassment in the form of unwelcome verbal or physical conduct,
 - The harassment was because of their EEO activity, and
 - The harassment affected a term or condition of employment and had the purpose or effect of unreasonably interfering with the work environment creating an intimidating, hostile, or offensive work environment.

• Does Retaliatory Harassment have to be severe or pervasive?

- o No, according to the EEOC's recent guidance, retaliatory harassment may still be challenged as unlawful retaliation "even if it is not sufficiently severe or pervasive to alter the terms and conditions of employment by creating a hostile work environment."
- o The EEOC explained that the legal standards for harassment/hostile work environments and retaliation are different because the anti-retaliation provisions provide a broader range of behaviors, "anything that might deter a reasonable person from engaging in protected activity." Compared to a harassment/hostile work environment claim where you need to show that the conduct was sufficiently severe and/or pervasive to alter the conditions of employment.
- o Example: in *Emiko S.*, that the Complainant's Commanding Officer's actions, specifically in verbally counseling the Complainant and publicly singling her out at the all-hands meeting,

subjecting her to embarrassment, especially with the implication that the Complainant had somehow acted improperly would deter a reasonable person from engaging in protected activity and therefore, can support a claim of retaliatory harassment.

These actions occurred shortly after she filed a claim alleging sex discrimination. *Emiko S. v. Department of the Navy*, 124 LRP 24000. EEOC No. 2023000873 (EEOC OFO 2024).

of the investigator’s EEO activity on February 7, 2019, and the adverse actions began in May 2019, “which was only a few months later.” Additionally, he was issued a counseling memorandum on July 1, 2019, which was less than one week after his prior EEO activity was discussed on June 26, 2019. *Terrance A. v. Department of the Treasury*, 121 LRP 32983, EEOC No. 2020002047 (EEOC OFO 2021).

• What else do we need to show?

- o We need to show a link or a causal connection between the Agency’s actions and the employee’s protected EEO activity.
 - For example, an employee who was not selected for promotion four months after filing an EEO complaint.
- o We need to show Temporal Proximity, which describes events that occurred relatively close in time to each other. This is where you show that the Agency took some adverse action against you not long after you engaged in EEO activity.
 - For example, in *Terrance A.*, the Complainant established a nexus between his EEO activity and three adverse agency actions through temporal proximity. The Complainant’s supervisor learned

• Can the Agency defeat a claim of Retaliatory Harassment?

- o Yes, if the employee fails to establish that the Agency had knowledge of the prior or ongoing protected EEO activity.
- o Yes, if the Agency offers a Legitimate Non-Discriminatory Reason (LNDR), for its actions.
- For example, the Agency’s LNDR is that the employee’s poor work performance contributed to their low evaluation and not the fact that the employee engaged in protected EEO activity.

• Can the employee challenge the Agency’s LNDR?

- o Yes, the employee can show that the Agency’s LNDR is pretext.
- o Pretext can be accomplished by showing that the Agency’s motive or reason for its action was because the employee exercised their EEO rights.

Upcoming Events

District 2 Leadership Training Seminar
(Atlantic City, NJ) *October 7–11, 2024*

District 9 Presidents’ Training
(Tulsa, OK) *October 8–10, 2024*

How to Lead Effective Locals Training Program
October 15-18, 2024

WFP Disability Employment Awareness Month Virtual Webinars:

A Review of EEOC Guidelines | *October 29, 2024*
from 7 - 9 pm ET | [Register here!](#)

Reasonable Accommodations for Federal and D.C. Government Workers | *October 30, 2024*
from 7 - 9 pm ET | [Register here!](#)

AFGE National Equalizer Training Program
(AFGE HQ, Washington, D.C.) *October 21–25, 2024*

2024 Financial Officer’s Training Conference
(Atlanta, GA) *October 27–November 1, 2024*

NEC Meeting
(AFGE HQ, Washington, D.C.) *November 18–22, 2024*

District 9 Training Conference
(Lake Ozark, MO) *June 24–26, 2025*

AFGE Sister’s Keeper Summit & Human Rights Training Conference
(San Francisco, CA) *August 1-8, 2025*

Domestic Violence Awareness Month Webinars:

Domestic Violence Awareness for Parents | *October 8, 2024*
from 7 - 8 pm ET | [Register here!](#)

Domestic Violence in the Workplace | *October 9, 2024*
from 7 - 8 pm ET | [Register here!](#)



AFGE's Diversity Week & Human Rights Training Conference

San Francisco, CA

Save the Date
August 2025

Sister's Keeper Summit – Friday, August 1 – Sunday, August 3, 2025

Human Rights Training – Monday August 4 – Friday, August 8, 2025



The Women and Fair Practices Department is looking forward to seeing you in San Francisco!

Registration Fee:

Sister's Keeper Summit: **\$175**

Human Rights Training: **\$425**

Sister's Keeper Summit & Human Rights Training: **\$525**

Hotel Rates: Single **\$229**; Double **\$249**; Quad **\$269**

What's Next?

Check out the WFP website

Visit us at www.AFGE.org/WFP to learn more about WFP, the work we do, our Human Rights Network, and more. Most importantly, check out our WFP Resource Library, where you can find all of our most important resources—toolkits, handbooks, brochures, EEO materials, photo albums, materials for Spanish and Tagalog speakers, and more.

WOMEN & FAIR PRACTICES DEPARTMENT

The AFGE Women and Fair Practices Department (WFP) is committed to protecting and advancing the civil, human, women's and worker's rights of federal and D.C. government workers and their families through education and training, member organizing and mobilization, legislative and political action, and representation through litigation.

scan me

www.afge.org/wfp

Contact Us: For general inquiries, email wfptraining@afge.org. For EEO-related questions, email eeo@afge.org. Do you know a Local or Council Coordinator that's doing amazing work? We want to hear about them! Reach out to us at wfptraining@afge.org to share your story and possibly be featured in future issues of the WFP Quarterly.