



November 27, 2013

A Message from the Director

Thank you for checking out the latest edition of our newsletter, the DCHR Star.

We ended FY13 and kicked off FY14 with a successful bang, the 2013 HR Summit. Thank you to everyone for participating and giving us great feedback. DCHR had a wonderful FY13 and we look forward to rolling out new initiatives and improving some of the current programs in FY14.

Now that the holiday season is upon us. It is time to gather with family and friends and give thanks. It also is time to remember those friends and family members who are with us in spirit. I hope you can take a moment to reflect on the year that has gone by and celebrate the great moments with those closest to you.

Have a safe and happy holiday!

2013 HR Summit - Sustainable HR

We wrapped up another successful HR Summit in September. This year's theme, *Sustainable HR*, helped guide us as we planned our foundation for the future of the District's HR.



DCHR partnered with the Office of Payroll and Retirement Systems, the DC Labor Management Partnership Council, and members of the District's legal community to present some very informative workshops and engaging panels. [We've posted the presentations online](#) - just in case you missed any of the sessions or want to take another look at the great material.

A big thank you to Mayor Vincent C. Gray and AFSCME District Council 20 Executive Director Geo Johnson for helping us kickoff the two-day event with energy and motivation. And a very special thanks to the team who executed this year's HR Summit - *looking forward to next year!*

HR Summit - HR Awards

At this year's HR Summit, DCHR presented the first annual HR Awards, recognizing the top human resources professionals in the District of Columbia Government.

Congratulations to all of the 2013 nominees and the first annual HR Awards winners!

- 2013 Unsung Hero Award - Andrew Morton (OSSE)
- 2013 Rising Star Award - Simone Jenkins (CFSA)
- 2013 Customer Care Award - Elizabeth Goff (DCPS)
- 2013 Excellence Award - Walter Crawford (OSSE)
- 2013 Leadership Award - Karla Kirby (DCHR)
- 2013 Director's Award for Cutting through the Culture - Shawn Laster (FEMS)

2014 Open Enrollment Ends December 13

It's time to make changes to your DC Government employee benefits for the upcoming calendar year, so you can Choose Well, Live Well, and Be Well. The 2014 Open Enrollment season is scheduled for November 11 through December 13, 2013.

The DC Department of Human Resources is kicked things off with a huge open enrollment fair on Tuesday, November 12, at One Judiciary Square. Deputy Mayor BB Otero, Department of Health Director Dr. Joxel Garcia, DCHR Deputy Director Kimberly Williams, and DCHR Associate Director of Benefits and Retirement Gloria Bradley welcomed hundreds of employees who stopped by to receive information on employee benefits and to have a little fun! DCHR would like to thank the KIPP DC Drum Line, Wilson High School Vocals, and Dunbar High School Marching Band for providing entertainment.



DCHR has planned 19 Open Enrollment fairs throughout the District during the four-week enrollment period. Visit dchr.dc.gov for more information and a schedule of events!

Performance Management Reminders

It's that time of year again - time to complete your FY13 performance evaluations and create your FY14 performance plans. Performance plans provide a framework for developing the skills of our workforce and lay the groundwork for conducting meaningful performance evaluations at the end of the fiscal year.

All managers must complete the FY13 employee performance evaluations by December 31, 2013. Managers must provide a comprehensive evaluation of performance against the FY13 goals and core competencies.

The FY14 employee performance plans are due no later than January 31, 2014. Managers are required to develop, communicate, and finalize employees' performance goals for FY14.

Please contact dchr.perfmgmt@dc.gov or (202) 442-9700 with any questions about the Performance Management cycle or ePerformance tool in PeopleSoft.

Thriving in the Workplace

DCHR and DPW Collaborate to Help Employees

The Department of Public Works (DPW) has collaborated with the Department of Human Resources (DCHR) Workforce Development Administration (WDA) to develop the **Thriving in the Workplace Training Program**, a voluntary pilot training program to meet the needs of DPW employees and supervisors in regards to professional development to enhance their skills in the workplace. [Check out the Thriving in the Workplace video.](#)



Employees started the program on March 19 and went through the Myers Briggs Type Indicator (MBTI) course. They each learned their individual personality type and how they related to the group. The program is now in full swing and has just completed the first half in the Foundational Skills Module One, Computer Proficiency. The class began with varying degrees of computer knowledge and ended the session with an increased level of comfort in both Microsoft Word and Excel. The second half of module one, 'English/Math Enrichment' sessions will begin on May 30, providing employees with a stronger foundation for both topics of study.

Fifteen (15) DPW supervisors will begin their cohort in mid-June. Building upon the success of the employees program, the supervisors will have additional expectations for them. They will complete a leadership course to help prepare them for the next stages of their careers.

After the completion of each module, participants will receive a Certificate of Completion and Continuing Education Units (CEUs) and at the end of the program, those who have successfully attended all classes will participate in a Graduation Ceremony to recognize their accomplishments.

Stay tuned for updates on the pilot Thriving in the Workplace Learning and Development Program.

Go Green Paperless Job Application

As part of our continuing effort to develop and promote more streamlined, transparent, and environmentally friendly operation, applications for posted vacancy announcements are now accepted via online submission only. DCHR has partnered with DC Government agencies and community based organizations, including the Department of Employment Services, Perry School, and the Department of Parks and Recreations to identify resources for District residents who may not have access to a computer or the internet. DCHR has included a list of GREEN locations where applicants can complete and submit applications. A comprehensive list of locations offering computer and internet access can be found on our website at dchr.dc.gov.



Thank you for your continued support as we transition to a more transparent and environmentally friendly process.

Workforce Development

New Attendance & Tardiness Policy

DCHR/WDA has a new attendance policy for Learning & Development. DCHR/WDA has suspended the 15-minute grace period for training and will no longer allow employees to enter into learning and development programs after training begins. However, we will begin our check-in process at 8:15 a.m. in the Customer Care Center on the Lobby Level. Beginning October 15, 2013, employees arriving after training begins will be required to return to work and treated as a "no-show." Any employee who cannot attend a class or has a scheduling conflict should notify their Training Coordinator to cancel the training enrollment prior to the start of class.

A New Home for Webinars

As part of the upgrade to the Enterprise Learning Management (ELM) system, the location of our standard webinar training (DC Ethics Webinar, GLBT Cultural Competency Webinar, and Telecommuting Training Webinar) can now be found under "My Available Courses." To locate the webinars from the PeopleSoft Home Screen, go to Self Service > Learning & Development > Request Training Enrollment > My Available Courses.

Paperless Training Surveys & Course Assessments

WDA will now conduct surveys and course assessments online. At the conclusion of a WDA training sessions, participants will be asked to go online to submit their survey and course assessment. The training survey rates the participant's satisfaction with the class, and the course assessment evaluates the participant's knowledge of the content and material covered in the class. The online course assessment may not be available for every course; however, participants are still expected to complete the online survey. Employee transcripts will not be updated and course credit will not be assigned unless the participant completes the online survey and course assessment.

DC Government District Leadership Program

From June to August 2013, five students from the School of Business and Public Administrations (SBPA) at the University of the District of Columbia participated in the District Leadership Program (DLP) sponsored by the Government of the District of Columbia. The DLP is a paid 11-week internship program that prepares tomorrow's leaders. During the program SBPA students had the opportunity to get hands-on experience for government operations. The students were assigned to multiple agencies of the District including DCHR. To read more about SBPA at UDC and more about their time at DCHR [read their newsletter](#).

DCHR would also like to welcome to the newest year-round District Leadership Program cohort:

- Elias Assefa (University of the District of Columbia)
- Jeevan Basnet (University of the District of Columbia)
- Ashley Blount (Bowie State)
- Kevin Bradley (American University)
- Harry Christian (Georgetown University)
- Thornal Coachman (University of the District of Columbia)
- Jennifer Dixon (University of the District of Columbia)
- Norman Gross, Jr. (University of the District of Columbia)
- Vadym Guliuk (University of the District of Columbia)
- Ryan Hicks (Howard University)
- Anita Johnson (University of the District of Columbia)
- Janelle Junior (University of the District of Columbia)
- Heath Lewis (University of the District of Columbia)
- Donovan Livingston (Howard University)
- Guy Marcel (University of the District of Columbia)
- Dante Morton (University of the District of Columbia)
- Susana Ruiz (University of the District of Columbia)
- Catherine Sayikanmi (University of Maryland)
- Kellye Thompson (Howard University)

- Waynicca Walls (Westwood College)
- Angelo Westfield (University of Maryland)
- Fatima Zeroual (University of the District of Columbia)

We are excited to have you with us and the other District government agencies in the program.



DCHR Sprinters - Walking Club

This year the Business Operations Group at DCHR kicked off their weekly Downtown Walk Tour. Known as "The DCHR Sprinters," the walk tour is to learn more about the city for which we work, while exercising. Moreover, it has created a bond with other coworkers throughout DCHR. Come and join the Sprinters and walk at your own pace we walk on Tuesday's and Thursday's at 5:00 p.m. we meet at room 330 South.

The reward after you walk will make feel with more energy and a good night sleep. Also there is no age limit everyone can take advantage of this free exercise. Eboni Ferguson said, "It is going great more and more people are participating and I am happy with the results the enthusiasm and that we are pushing forward to keeping this Wellness Walk going..."

"The walking tour has provided me with a great benefit of not only changing up my exercise routine, but also providing an opportunity for me to get to know my colleagues that I do not get an opportunity to work with on a daily basis," said Agnes Chowela.

If you have any questions, please contact Eboni.Ferguson@dc.gov.

Kudos Korner

Congratulations to Mamadou Samba

Mamadou has been nominated by Councilmember Mendelson to be a Commissioner for the Commission on African Affairs. Way to go!

Congratulations Richan Gaskins and the Gallaudet University Bison Football Team



Congratulations to Richan Gaskins and the Gallaudet University (GU) Bison Football Team for their record 9-1 season. Richan Gaskins is not only a member of the DCHR team, but he's a member of the coaching staff at Gallaudet. For the first time in the school's 149-year history, the GU Bison Football Team has made it to the NCAA postseason. [CBS News highlighted the team's season \(video\).](#)

Congratulations to the GU Bison and Richan Gaskins! Way to go!

Congratulations to Menbere Assefa - Speaking to Michelle Obama

Congratulations to Menbere Assefa, who shared the spotlight with Michelle Obama on November 12. The first lady joined Menbere onstage at Bell Multicultural High School to speak to students about getting on track to attend college. Check out the NYDailyNews.com story and pics!

Congratulations to Nigel Crawford - Completing His First 10k

DCHR Family,

As you may know, I completed my first 10k at the Annual Marine Corp Marathon and I would like to thank you all for your support. So many of you sent good luck emails, stopped by to extend support and/or provide tips and it meant a lot to have my colleagues support me.

Special thanks to Mildred Anderson, Tyrese Spinner, and Director Stokes for braving the 40-degree weather and coming out to support me. And, a special thank you also to Herb Casey, who created the video and designed my gear (#teamVOARAPPAREL). Also an extra-special thanks to Anita Nuñez-Smith, who motivated me every day on prepping, training tips, and workout routines for this 10k!

*Thanks, team!
-Nigel*



A Funny Twist by Aida Gueye

To start my day off at work, I usually stop by the café downstairs to buy a coffee. However, Thursday morning of November 2012 was different. I never in a million years thought that my day would end the way it did. That morning, rather than head straight to the café, I decided to first head to the third floor, drop off my stuff then come back to the lobby. However, as I proceeded to check my e-mails, my list of duties piled up. In the midst of completing some work, I came to the realization that I was missing something. It was my coffee. I headed to the elevator.

As I walked downstairs to the lobby, I noticed the guards waving at me for help. I walked over, and saw an elderly lady who looked so distraught with immense tears in her eyes as she cried out for help in French, "aide moi, aide-moi," the lady screamed. Immediately, my heart sank. I couldn't imagine anyone being so emotionally disturbed, let alone an elderly immigrant. This day was the beginning of my journey with Julienne Kango, an elderly immigrant from Cameroon, West Africa who resides at CCNV, Community for Non-Creative Violence shelter located in Washington, DC.

As I later found out, Julienne came to the United States as an immigrant in 2002. She came by herself, leaving her children in Cameroon in hopes of finding better ways to improve their lives. Upon her arrival, Julienne lived with her niece who later passed from heart disease. Since then, she no longer had anyone to rely on. Julienne has been moving from shelter to shelter in the District, reason being that she had multiple medical issues, language barriers, as well as other concerns affecting her daily life. Her latest place of residence is CCNV.

As I looked at her that day, I knew in my heart that there was a heavy story behind her tears. When Julienne revealed to me her current living situation at CCNV, I was determined to better her life. As a resident at CCNV, Julienne was being abused. She explained to me that some of her co-residents would physically abuse her when she woke up to pray early in the morning because they claimed she made too much noise. They've also thrown away the little bit of food she usually kept in the fridge and had even forced her to drink toilet water. Tears flowed down my face as she revealed the details to her current situation. To make things worse, Julienne was not fluent in English, at all. She was only fluent in French. Therefore, she not only didn't have anyone to turn to for help, but she was unable to communicate her experiences to the shelter. In my mind, I'm thinking, "How could anyone do such a thing? How can you abuse a 60-year old woman? How can you possibly live with yourself knowing that you've made someone suffer on a daily basis?"

As emotionally affected as I was by the situation, I knew that I had to comfort her and instill some hope in her that things would get better. "It'll get better", I whispered in French. Julienne and I exchanged phone numbers and she also gave me some vital information about CCNV. With the

little bit of resources and information I had, I was more than determined to find a solution to her problems.

This encounter took place a year ago. Today, I'm more than happy to announce that Julienne has been granted housing through the Department of Human Services. This result took much effort on my part including extensive research, networking, and countless meetings. I was also lucky enough to encounter, in my opinion, one of the best attorneys in the District, Stephanie Resnik. During my encounter with Julienne, Stephanie was a volunteer attorney from JONES DAY, who did absolutely amazing and phenomenal work with this case. Although it took an entire year of struggles to find proper contacts, going through housing denials, and a long waitlist for housing in the District, the mission has finally been accomplished.

I'll never forget the joyful tears on her face during our meeting with Dallas Williams, Deputy Administrator for Homeless Services at the Department for Human Services, when he announced that Julienne would be granted housing through DHS. She endlessly thanked us, because at that moment, she knew that her struggles at CCNV will be coming to an end.