



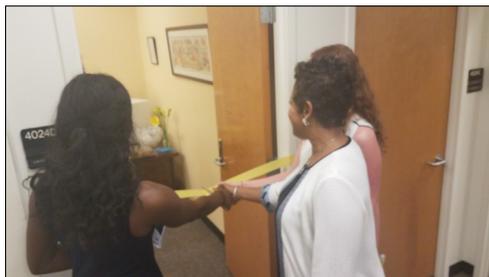
DOA Debuts the Administration Building's New Lactation Room

On June 20, nearly 50 state employees and guests gathered for a ribbon cutting ceremony unveiling the **new Administration Building's lactation room**. Located on the 4th floor in room 4024D, this special place offers expecting and nursing mothers a quiet, secure and comfortable area to rest and prepare food for their baby. The Department of Administration is grateful for the many items donated by the Office of State Human Resources to make this room a pleasant experience for working mothers.

Signed by Governor Roy Cooper in December 2018, [Executive Order \(EO\) No. 82](#) mandates that state agencies accommodate and provide requested workplace adjustments to pregnant state employees. The lactation room is just one of the many measures set forth in EO 82 to help improve the health of working mothers and their children by encouraging and supporting a work-life balance.

For more information on workplace protections for pregnant state employees as well as the new lactation room including rules and guidelines, please visit the Department of Administration's [Human Resources website](#) for details.

Contributing Writer: Mickayla McCann, Intern, DOA Secretary's Office

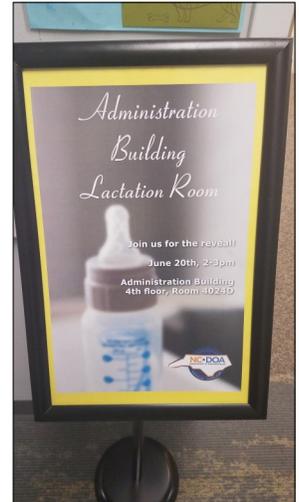


Inside this issue:

Diversity & Pride Month	2
Flag The Hazard	4
Status of Women	4
Procurement Portal	6
Recycle Program	6
Sunshine Week	7
In Case You Missed it	7
Upcoming Department Events	10
Questions, Comments or Suggestions?	10



A special thank you to Mickayla McCann and Alyssa Quinlan (Secretary Office interns) for coordinating this special event!



Diversity and Pride Month: A Transgender Perspective



The following feature is an article from [NC Commission on Inclusion](#) member, Paula A. Kohut, P.A.

I was born Paul in 1958 and at the age of fifty-three, almost eight years ago to the date, I began the most incredible journey of my life - finding

the personal courage to face myself and begin living life authentically as Paula. In addition to being able to live openly and authentically, my gender transition has provided me with personal insights into diversity and challenges which I never encountered in the first fifty-three years of my life.

However, it is with some trepidation that I tell you my story as a transgender person since I was able to avoid bias and discrimination while living extensively as a white male for most of my life. I cannot tell

you about many of the struggles a transgender person faces because until recently (and then only infrequently) I have never had to overcome bias and discrimination while applying for a job, meeting with a prospective client or networking with a referral source.

Continued on Page 3

Diversity and Pride, Cont.

I admit moments when I shamefully stood in silence while derogatory comments were made by others about transgender people, as well as gays and lesbians, both in my personal life and the practice of law. So, my trepidation is not about what a reader may think about that fact that I am a transgender woman (I am very comfortable with and proud of who I am), but of the fact that I have avoided much of the bias and discrimination transgender people encountered who openly asserted the right to live life authentically and fought for LGBTQ equality, for themselves and the LGBTQ community as a whole.

It took decades to summon the courage to steel myself for complete rejection by colleagues, friends and family members. I was certain I would be judged based upon negative stereotypes in books, movies and other media. Fortunately for me, my fears on the whole have proved unfounded. I attribute most of the ease with which I have transitioned to the many transgender people who transitioned before me and who, by living openly and authentically, dispelled negative stereotypes.

My transition has not been without challenges. Early on in my transition, I was treated poorly by a lawyer in an established firm. Based upon my life experiences as a white male, I do not simply suspect (as many minorities are routinely forced to do in face of discreet bias) but knew that my colleague was treating me poorly because I am transgender. Yet, like most professionals, I refused the bait



and ignored the actions of opposing counsel.

One prospective client, whom I could tell was initially thrown by my deep voice on the telephone, was too polite not to make an initial appointment only to call back and cancel professing to be called out of town on business (thou protest too much). For the first time in my life, I sometimes question whether I am being treated differently because of my gender or that I am transgender. The existence of bias and discrimination is real, but subtle.

I have also come to know gender bias. I am no longer as readily deferred as when I was Paul in professional settings; thorough preparation can help level the playing field, something often unnecessary as Paul. I have received the single woman's price for home repairs. My new perspective has given me the opportunity to understand the depth and subtle nature of gender bias.

At age fifty-three and the beginning of my journey, I had little, if any, idea of what it feels like to be subject to overt and subtle discrimination and bias due to race, national origin, religious affiliation, gender, gender identity or sexual orientation. In fact, I had thrived in an environment of what I believed to be mostly of my own making. I graduated with

honors from Wake Forest University School of Law because I focused on my studies and worked hard to do the very best. I became a partner at a well-established law firm due to giving my work more than 100%. I established a good reputation among my peers by volunteering in the professional organizations, including writing and public speaking on the law. I was succeeding on my own merit and strong work ethic, not by reason of any privilege or circumstance. I have a new appreciation of the additional challenges discrimination and bias can create and why diversity and inclusion is such important work.

I wish discrimination and bias could be eliminated by reading a textbook, taking a course, or listening to an inspirational speaker. However, equality of all people is a quest that requires continued and persistent advocacy, assistance, community and above all understanding. I thank those who have made it possible for me to live an authentic life and hope I can give back at least a small part of what has been given to me.

I am thankful for all of those past and present who have made it possible for members of the LGBTQ community, their friends, family and allies to celebrate Pride Month this June and for those who continue to advocate for equality.

Flag The Hazard—Honoring June as Safety Month

Spreading Awareness

In a [proclamation signing](#) and [video message](#) to state employees, Governor Roy Cooper declared June as Safety Month, kicking off the statewide **Flag The Hazard Campaign** established by the Office of State Human Resources (OSHR).

According to the [National Safety Council](#), accidental injuries are the 3rd leading cause of death in the US. Being mindful of potential hazards at home, on the road and in and around the workplace is critical to reducing fatalities and maintaining an overall safe environment.

Safety Month, as proclaimed by Governor Cooper, promotes practices that minimize the risk of creating hazardous conditions. The Flag The Hazard Campaign supports these efforts, encouraging state employees to be proactive in following basic safety rules and procedures in and around the workplace.

To best track and report such threats like loose handrails

and broken furniture, OSHR developed a new Hazard Reporting tool accessible at hazards.nc.gov.

To learn more about the Flag The Hazard Campaign visit the OSHR's website for details.



A Friendly Challenge

On June 19, Department of Administration Secretary Mabelle Sanders challenged all DOA divisions to a friendly competition to see who was able to flag the most hazards! **Fiscal Management was determined the winner of the DOA Flag The Hazard competition! Non-Public Education was the runner up.**

Thanks to all of you for your participation.

2019 Status of Women in NC: Health & Wellness Report Release

The NC Department of Administration's Council for Women and Youth Involvement unveiled the [2019 Status of Women in North Carolina: Health and Wellness Report](#) at the Mountain Area Health Education Center (MAHEC) on June 25 and at UNC-Wilmington (UNC-W) on June 26.

This report is the second of four to be released by the Council in partnership with the Institute for Women's Policy Research to bring awareness to key issues affecting the lives of women in North Carolina.

"Understanding where women's health is lagging in North Carolina

helps guide our policy decisions needed to improve access to preventive care," said Governor Roy Cooper. "This data not only represents a benchmark for women's health, but also where we need to expand our efforts to improve the health of North Carolina's families, communities and the economy."

Guest speakers at the report launch event in Asheville included NC Department of Health and Human Services (DHHS) Senior Early Childhood Policy Advisor Rebecca Planchard and at the Wilmington event YWCA Lower Cape Fear CEO

Charrise Hart and UNC-W Assistant Dean for Community Engagement for the College of Health and Human Services Dr. Ashley Wells.

Continued on Page 5



Report Launch—Asheville, NC

SOW, Cont.

All joined Council Director Mary Williams-Stover and the Institute for Women’s Policy Research (IWPR) Study Director Elyse Shaw to provide a review of data and policy recommendations from the 2019 Health and Wellness report. The report provides detailed data analysis on North Carolina women and health issues relating to chronic disease, physical and sexual health, access to health care and sexual assault.

“We’re seeing improvements in women’s health, but not everyone. Many women face health challenges and barriers to health care, especially in our rural counties,” said DOA Secretary Mabelle Sanders who also provided remarks at the report launch event in Wilmington. “Improving the health of women isn’t just a women’s issue—it is everyone’s issue— and this report underscores the need to close the health insurance coverage gap.”

Data from the report shows that, while progress has been made in North Carolina since the inaugural release of the 2013 Status of Women in North Carolina report, there is still work to be done.

“This report outlines serious concerns for women’s health in our state, especially when it comes to infant and maternal mortality,” said DHHS Secretary Mandy Cohen. “North Carolina women have the highest rates in the country for diabetes, which, if left untreated, puts them at risk for strokes and complicated pregnancies. If North

Carolina expanded Medicaid, nearly 280,000 women of reproductive age could access affordable insurance and the means to address health issues before they become expensive and life-threatening.”

The results of the new Status of Women in North Carolina report align with central goals of the North Carolina Early Childhood Action Plan, released in February 2019 following Executive Order No. 49 by Governor Roy Cooper. A central focus in the action plan is reducing rates of infant mortality and disparities among African American births across the state. For more information on NCDHHS commitments to support young children and families in the NC Early Childhood Action Plan, [click here](#).

There are wide disparities in North Carolina women’s disease mortality rates by race and ethnicity. The heart disease rate among Black women in North Carolina is more than three times higher than the rate of Hispanic women, the racial and ethnic group with the lowest rate. Black women also have a rate of breast cancer mortality that is more than three times higher than the rate for Hispanic women.

Data from the report points out the need to increase access to health

insurance and health care by expanding Medicaid, as championed by Governor Roy Cooper. More than 70 percent of North Carolina’s counties are rural, and 57 percent of the state’s workforce is comprised of women. Closing the health insurance coverage gap would bring \$4 billion into the state’s economy, create thousands of jobs and expand access to health care for 500,000 people. This will bring tens of thousands of new jobs, help rural hospitals stay open, and ensure that North Carolinians are healthier.

“Women’s health issues impact all of us, no matter our gender, region or race. This report is an important resource for decision makers, grant makers and advocates and can help bring needed attention and action to make North Carolina the best place for women and families,” said Council Director Mary Williams-Stover.

As follow up to today’s event, leaders from the Council and DOA will embark on regional visits this fall to share the report findings and hear local community input on the status of women.

The Status of Women in NC report on Earnings & Employment was released in 2018. Future reports over the next two years will focus on poverty and opportunity, and political participation. To learn more about key finding from the health and wellness report visit <https://ncadmin.nc.gov/statusofwomenNC2019>.



Report Launch Event—Wilmington, NC

NC Division of Purchase & Contract's New Procurement Information Portal

As part of the division's ongoing effort to modernize procurement practices and improve the overall efficiency of acquiring goods and services across the state, the NC Department of Administration's Division of Purchase & Contract (P&C) will launch a new extranet resource, the **Procurement Information Portal (PIP)**, scheduled for release this summer.

The portal will provide procurement end-users of North Carolina state agencies, universities, community colleges, local governments and local education agencies with the ability to search for and access state

procurement administration tools in a secure location.

Moving forward, the portal will serve as a central resource hub for the state procurement administration documents, forms and tools. The administration resources that are currently available on P&C's public webpage, such as procurement-related manuals, agency forms and documents, available training, agency-related news and memos will no longer be accessible on the public webpage effective August 1, 2019.

The new Procurement Information



Portal will be implemented in phases, starting with all state cabinet agencies, and all other agencies and entities will be fully implemented by August 1, 2019.

For more information on the new portal, visit the [P&C website](#) for details.

DOA's Recycle Program



Summer has arrived! When opening up your next soda can or bottle of water, keep in mind the importance of recycling. The Department of Administration's Division of Facility Management administers the agency's **recycling program**, per the state's [environmental statutes and executive orders](#).

In addition to aluminum cans and plastic bottles, the following items are also collected by the Division of Facility Management for recycling.

- White office paper
- Mixed office paper
- Plastic containers
- Newspaper
- Glossy materials

- Training manuals
- Fluorescent lights/ ballasts
- Wood pallets
- Books (hardback or telephone)
- Shredded paper
- Magazines
- Glass bottles
- Batteries
- Mercury products
- Cardboard

For more information on the recycle program including frequently asked questions and recycle schedule, please visit the [Division of Facility Management website](#).

Revisiting Sunshine Week, A Time To Review



A spotlight shined on agencies across the nation during the week of March 10 - 16, highlighting the importance of open government. The Department of Administration joined government entities across the country in participating in the annual celebration of transparency known as **Sunshine Week**. Each year record requests are submitted to state government agencies with a theme. This year's theme was settlement agreements, and DOA responded to various media

requests, providing information on approximately 17 settlements. Although Sunshine Week has past, the DOA Public Information Office would like to remind you of best practices concerning records retention.

1. Understand the type of records you have – Some documents are more important than others, but all documents have special rules for their retention as dictated by the [NC Department of Cultural and Natural Resources](#). By understanding what kind of documents are in your possession, you can archive them correctly for when they are needed next.

2. Keep records organized – The most challenging part of Sunshine Week 2019 was ensuring we had

everything we needed to respond to the records request. Keeping records organized will improve our department's ability to respond to these requests in the future.

3. Ensure that everyone who needs a copy of a record has one – DOA staff have unique opportunities to collaborate with other divisions within the department. Make sure all parties involved have the records they need to stay organized.

4. Think about when a record might be needed next – Being proactive is always better than being reactive. Thinking ahead about what a record might be used for next will make storage and retrieval easier.

Contributing Writer: Ben Fulmer, Public Information Assistant, DOA Communications Office

In Case You Missed It—June Snapshots



NC Complete Count Commission Meeting , June 6, 2019 Greenville, NC



Commission Chair Sec. Sanders talks 2020 Census



Pitt Co. Planning Director James Rhodes prepares Pitt Co. to be counted

LGBTQ Pride Month Celebration, June 25, 2019
Raleigh, NC



Sec. Machel Sanders, state interns Mickayla McCann and Alyssa Quinlan, Policy & Strategy Director Betty Marrow-Taylor pose with special guest speaker Carrboro Mayor Lydia Lavelle



Mayor Lavelle highlights importance of equal rights for all people



Celebrating and supporting LGBTQ Pride Month

**Capehart-Crocker Open House, June 27, 2019
Raleigh, NC**



Sec. Sanders welcomes state interns to the Capehart-Crocker Open House



DOA's Council for Women & Youth Involvement, Human Resources and state interns gather at Crocker House



DOA Policy & Strategy Director with Mail Service Center Director and Team

Upcoming Department Events

JULY 2019

- Governor's Internship Proclamation Reading (July 2)
- Independence Day (July 4)
- HUB Goods & Services Reporting Webinar (July 9)
- MLK Commission Meeting (July 12)
- HUB Strategic Purchasing Team Meeting (July 16)
- HUB Advisory Council (July 17)
- NC MWBE Coordinators' Quarterly Network (July 19)
- HUB Vendor Orientation Training (July 24)
- Monthly Capital Project Coordinators (CPC) Meeting (July 25)
- Intern Reception (July 26)
- Meet the Purchaser (July 30)

AUGUST 2019

- HUB Certification Training (August 1)
- Domestic Violence Commission Meeting (August 9)
- Youth Advisory Council Meeting (August 15)
- HUB Strategic Purchasing Team Meeting (August 20)
- Council for Women Advisory Board Meeting (August 22)
- Monthly Capital Project Coordinators Meeting (August 22)
- 2nd Annual Women's Conference (August 26)

For additional upcoming events, please visit the [DOA SharePoint site](#) for details.

Questions, Comments or Suggestions?

We welcome your feedback and suggestions for newsletter content! If you have a comment, story idea, event, employee or division profile you would like to see featured, please send an email to communications@doa.nc.gov.
