



A Note From The Secretary—Celebrating State Employee Recognition Week



DOA Team,

I want to take this opportunity to thank each of you for the outstanding work you do every day to ensure quality support and service to all our customers, partners, peers and stakeholders. I especially thank you for your continued commitment to support North Carolina—the great state we call home.

As I reflect on this year’s State Employee Recognition Week, I am so proud of the achievements you have made and how we as a team continue to build upon our department’s three key imperatives—**1) Explore new and improved ways to deliver effective and efficient services to create value for taxpayers; 2) Provide superior customer service; and 3) Create a culture of trust through enhanced employee engagement, openness, and inclusiveness.**

I always say wherever I go, DOA is the best agency to work for and has the most talented team in state government.

I am so proud to have each and every one of you as a member of the state government team but especially as a member of the DOA family. Thank you for your commitment to DOA, North Carolina and the people of our state.

As a token of appreciation, cookies were delivered to each DOA Raleigh facility as well as our main office on May 7. I hope you all enjoyed the sweet treats and took the opportunity to attend the special Employee Recognition Week celebration at the Executive Mansion on May 8.

I also welcome all of you to take a moment to view the [proclamation](#) and [video](#) issued by Governor Roy Cooper in honor of both State Employee Appreciation Day (May 8) and State Employee Recognition Week (May 5—11).

Again, thank you for all that you do and know that your service is truly appreciated.

With gratitude,

Sec. Machel Sanders

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Celebrating State Employee Recognition Week (May 5—11)



The Department of Administration Building to Undergo Routine Maintenance Soon

The Administration building will soon undergo renovations for a new roof as part of scheduled routine maintenance. In preparation, the building's fifth floor is currently vacant of all staff and offices.

Temporarily, the Deputy Secretaries of Advocacy, Service Operations and Asset Management are currently housed on the 2nd floor of the Department of Administration building. Secretary Machel Sanders and several other staff members are presently working at the Capehart-Crocker House in downtown Raleigh.

As construction gets underway, safety of staff and maintaining a conducive work environment during the

renovation process will be a top priority. The Department of Administration in conjunction with the State Construction Office, are working together to ensure minimum disruption occurs during the work day, and will be monitoring both sound and air quality. Experts will also be on site to manage the daily work and project progress.

Stay tuned for additional updates as the project gets underway later this summer!



Status of Women in NC: Health & Wellness Report—A Sneak Peek of Strides Made & the Journey Ahead

The following feature is a post from the NC Council for Women & Youth Involvement—Status of Women Health and Wellness Blog.

A lot was going on in Raleigh on Wednesday, May 1st, however, let's be honest—when is it not? But this particular day, I wasn't in Raleigh. Instead, I had the pleasure of being on the campus of the University of North Carolina at Greensboro to talk about something that is deeply personal to me and that is health and wellness.

When we wake up in the morning, neither health nor wellness are the first things we think about, but they certainly are the first things that affect our day. Our health and wellness impact every aspect of our daily lives—from how well we sleep at night, to how well we wake up in the morning; from how productive we are at work, to how much pain and fatigue we feel at the end of the day. Our quality of life is dictated by our health and wellness, and as a young woman living with a chronic illness, I can certainly appreciate how important it is for us to learn and understand issues affecting women in our state and nation!

All this was on my mind as we gathered yesterday at the beautiful Leonard J. Kaplan Center for Wellness at UNC Greensboro. The facility, filled with state-of-the-art exercise and recreational equipment, provided a lovely backdrop for the pre-launch of [The Status of Women in NC: Health and Wellness](#) report.

After all, when we consider the status of women's health in the state, it is important that we imagine the possibilities of what could be—of the resources some women in our great state are already so privileged to have.

Preliminary data from the Status of Women in NC: Health and Wellness report shows there is a disparity among women in our state. Women of color, particularly Black women, and women in rural areas are more likely to have higher mortality rates due to diseases like stroke, heart disease, diabetes, and cancer.

Additionally, women of color in our state are more likely to experience higher rates of intimate partner

violence and sexual assault, experience higher infant mortality rates, and are more likely to be impacted by sexually transmitted diseases, including HIV/AIDS. We in North Carolina have work to do to make sure our state is the best it can be for all women.

But there *is* good news! Health and wellness among North Carolina women are improving in several areas. More North Carolina women are getting mammograms—and breast cancer mortality rates among women have decreased over time.

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From left to right: Mary Williams-Stover (Council for Women & Youth Involvement), Provost Dana Dunn (UNC G), Jennifer Clark (Institute for Women's Policy Research) and Secretary Machel Sanders (DOA).

Health & Wellness, Cont.

Additionally, heart disease and stroke mortality rates have decreased over time for women in North Carolina—also good news! These improvements show that when North Carolinians put evidence-based solutions to work for women’s health and wellness, we can make progress.

The Status of Women in NC: Health and Wellness report gives five recommendations to make progress for women’s health and wellness in North Carolina:

- Close the health insurance gap
- Increase North Carolina women’s economic security, including:
 - ◊ Increasing the minimum wage
 - ◊ Enacting paid family and medical leave, paid sick days for all

employees, and schedule predictability

- Increase medical investments in rural areas
- Increase funding for survivors of interpersonal violence and sexual assault
- Increase investments in young people, including hiring more:
 - ◊ School counselors
 - ◊ School psychologists
 - ◊ Social workers, and
 - ◊ School nurses

After hearing event presenters such as Brenda White, a survivor of domestic violence and advocate for violence prevention and response in the Triad, I am filled with hope for North Carolina women.

We are resilient, we are strong, and, when faced with challenges, we are solution-oriented. I look forward to the full Status of Women in NC: Health and Wellness report release next month. Wednesday’s preliminary release and visit to the [Center for New North Carolinians](#)—an organization dedicated to improving women’s health in the Triad—already makes me confident that the report will provide us with the tools we need to improve our communities to make this state the best place for women to live and thrive.

Contributing Writer: Emily (Em) Hagstrom, NC Council for Women & Youth Involvement’s Information Communications Specialist & Research Analyst



Day of Awareness For Missing and Murdered Indigenous Women

As a tribute to the many unsolved cases of missing and murdered indigenous women, Governor Roy Cooper designated May 5, 2019 as a “day of awareness” to bring attention to the growing number of American Indian and Alaska Native women victimized each year due to violent crimes.

North Carolina alone has an estimated 90 unsolved cases of missing or murdered indigenous women and children dating back to 1994.

In memory of the victims and in support of their families, the Commission of Indian Affairs held a reception to help raise awareness and highlight the Governors recently issued proclamation. Miss Indian North Carolina, Cheyenne Daniel, presented and read the proclamation before event attendees.

To read the Governor’s full proclamation click [here](#).



Miss Indian North Carolina reads Governor Cooper’s proclamation



DOA staff joins Commission of Indian Affairs to honor special day of awareness

Celebrating 50 Years of Creating Opportunities, Governor Cooper Announces the Selection of Students to the 2019 State Summer Internship Program

This year marks the 50th anniversary of the State of North Carolina Internship Program and Governor Roy Cooper recently announced the 2019 class of summer interns.

On May 20, 101 students, representing 71 of North Carolina's 100 counties, began a 10-week hands-on educational experience at one of North Carolina's state government agencies. Since its establishment in 1969, more than 4,000 internship opportunities have been awarded to North Carolina students attending a college, university, technical institute or community college.

The State of North Carolina Internship Program is coordinated by the NC Department of Administration's Council for Women and Youth Involvement and offers college students across the state an opportunity to connect lessons learned in the classroom to potential career choices all while serving the people of North Carolina. The program enables

students to develop practical workplace skills in a variety of professional areas ranging from technology solutions and lab assistance to ecological research and quality analysis.

Last year, interns enjoyed work assignments such as creating underwater archaeology and conservation exhibits to developing new trails to enhance existing nature play sites.

"I am grateful for the foundation the program gave my career in public service," said Deputy Secretary and former participant of the state internship program, Christy Agner. "The state internship program offers students critical hands-on experience as they head out into the workforce and can help them learn skills they'll need to compete for future jobs."

The internship program is open to undergraduates, graduates and professional students from all universities, colleges and community colleges. Interns are



selected through a competitive process overseen by the NC Internship Council. Selection is based on a thorough review of applications, including academic records and interest in state government. Internship positions are based on project proposals submitted by agency personnel and are designed to provide substantive and career-relevant learning experiences.

For more information on the State of North Carolina Internship Program, please visit the NC Council for Women & Youth Involvement [website](#).



Interns from the 2018 State Internship Program posing with Governor Cooper at the Executive Mansion

2019 Class of DOA Interns

Name	Hometown County	School	Division
Angelica Collazo Martinez	Wake	Elon University	Council for Women & Youth Involvement
Andrienne Cleven	Chatham	UNC-Chapel Hill	Office for Historically Underutilized Businesses
Sara Darwish	Wake	NC State University	Council for Women & Youth Involvement
Darren Dodson	Wake	UNC-Greensboro	State Property Office
Janet Hammond	Rowan	UNC—Greensboro	NC MLK Jr. Commission
Mickayla McCann	Wake	UNC—Chapel Hill	Office of the Secretary
Alyssa Quinlan	Guilford	UNC—Greensboro	Office of the Secretary

EO 95: Providing Paid Parental Leave to Eligible State Employees

Governor Roy Cooper signed [Executive Order \(EO\) No. 95](#), North Carolina’s first policy establishing paid parental leave for state employees, on Thursday, May 23, 2019.

Effective September 1, 2019, EO No. 95 will allow eligible state employees in departments, agencies, boards or commissions under the oversight of the governor, eight weeks of fully paid parental leave after giving birth, and four weeks of paid parental leave for partners or adoptive parents.

Prior to the executive order, the only policy regarding parental leave was the Family and Medical Leave Act.

This policy gives eligible state employees up to 12 unpaid weeks from work to attend to family or health concerns, including pregnancy, which was cited as a “serious health condition.” This policy also posed as a financial burden for some families, causing some employees to use accumulated sick days and vacation time to stay home with their child. Those who did not have accrued leave typically returned to work, despite having a newly born child.

EO No. 95 promotes the health of state employees and their children by supporting work-life balance, and the retention of workers. Now an

estimated 56,000 state employees will have the opportunity to take time off to care for their personal health and the needs of their families after the addition of a child.

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Gov. Cooper Signs EO 95

EO 95, Cont.

Paid parental leave offers a plethora of benefits to children, parents, and their employers.

Studies have shown that mothers who have paid parental leave are more likely to have full-term pregnancies, and their babies are more likely to be born at a healthy weight. Further, these mothers are less likely to experience postpartum depression.

Offering paid leave to both parents also promotes gender equality, as it allows for a balanced division of the child-rearing responsibilities that traditionally fall on women. Subsequently, men are more likely to be involved fathers, and children are more likely to be taken to well care appointments.

Paid parental leave also has been proven to boost employee productivity, attendance, and morale

-- increasing the overall rate of worker retention and efficiency within the government workforce. Likewise, paid parental leave is extremely attractive to potential government staff members and will serve as a powerful recruitment tool.

Christy Agner, DOA's Deputy Secretary of Advocacy, and Betty Marrow-Taylor, the Policy and Strategic Development Director, assisted the Governor's office policy team in spearheading the research used to craft the executive order. For Marrow-Taylor, EO No. 95 holds great emotional significance, as her own son, Ezekiel, was born at just 26 weeks. She recalls that the first year of his life was extremely difficult, as he required around the clock attention and medical care.

"As a mother, I know what it was like to have to leave your baby at the hospital every day, having to go back and forth on this emotional roller-

coaster, worried not only about the health of your baby but also about having to go back to work," Marrow-Taylor said.

She states that she was ecstatic to see EO No. 95 signed into effect, as the policy not only allows for a lowered risk of premature birth, but also grants parents more time to properly take care of their health, and the health of their child, if either are faced with health issues.

"This is exciting," Marrow-Taylor said. "It shows that we care about the wellness of our employees. Personally and professionally, it's a huge win for me—and I believe for all of us."

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



Showing support for EO 95

DOA Welcomes New Mail Service Center Director, Jorham Diaz



1. What brings you to DOA?

When I heard DOA's three key imperatives, I felt the desire to be part of the team! I saw the opportunity to grow not only professionally but personally as well.

2. Where did you work prior to joining DOA?

Before joining the DOA team, I was a general manager at the Rooms to

Go Super Center in Dunn, NC. Also, prior to moving to NC, I served as a director of operations for a distribution company in Puerto Rico.

3. If you could choose one word to describe yourself what would it be and why?

Results-oriented! It is two words but it best describes my style of work. I am also passionate about my employees.

As director, I want to be sure we reach our expected goals as a division, but to achieve this vision, I always consider the importance of the human resource, our work team!

4. What do you like most about your new role as Director of the DOA Mail Services Center?

What I like most overall is being a part of the Mail Service Center team! I enjoy helping employees not only grow professionally but in their personal lives as well. It is all about being able to reach the next level and make a difference.

5. What is at the top of your "to do" list as the new director?

One of my top priorities is to get to know my employees better. This includes learning their strengths, areas for growth, and building their overall trust.

To learn more about DOA's Mail Service Center, please visit the [website](#) for details.

Internal Audit Awareness Month



Auditors play a vital role to ensure public organizations like the Department of Administration operate in an efficient and effective manner. Oftentimes overshadowed by other professions, auditors are key to strengthening organizations and protecting stakeholders in both the public and private sectors.

In honor of the many contributions made by auditors across the state and to help spread awareness on the significance of this profession, Governor Roy Cooper

signed a proclamation declaring May as Internal Audit Awareness Month.

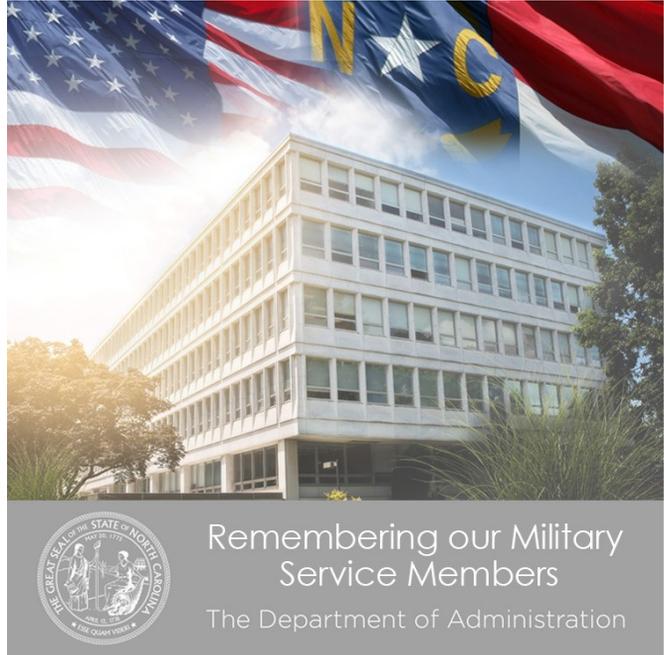
As a special tribute, let's test your knowledge! Here's a quick quiz—1) Who is the internal auditor for the NC Department of Administration? 2) How does her role impact the department?

Did you guess Trissa Teel? If so, you got it right! Trissa is the internal auditor for DOA and she, like many auditors in our state and across the country, are independent consultants working to improve transparency and accountability within an organization to enhance and further improve upon risk management, quality control and other processes and procedures.

To learn more about Internal Audit Awareness Month, please click [here](#) to read the Governor's full proclamation.

Honoring Memorial Day, May 27

We hope you all had a restful Memorial Day and paid tribute to those who lost their lives while serving our country. Please visit the [DOA SharePoint site](#) to read the special Memorial Day message from Secretary Machel Sanders.



Upcoming Department Events

JUNE 2019

- LGBT Pride Month
- NC Complete Count Commission Meeting—Greenville, NC (June 6)
- Commission of Indian Affairs Quarterly Meeting (June 7)
- HUB Strategic Purchasing Team Meeting (June 18)
- Hometown Strong Visit to Surry, Alexander and Alleghany Counties (June 24—25)
- Monthly Capital Project Coordinators Meeting (June 27)
- Status of Women in NC: Health and Wellness Lunch & Learn (TBD)
- Flag the Hazard Campaign—Honoring State Safety Month (TBD)

JULY 2019

- Independence Day (July 4)
- MLK Commission Meeting (July 12)
- HUB Strategic Purchasing Team Meeting (July 16)
- Monthly Capital Project Coordinators (CPC) Meeting (July 25)
- 2020 Census 101: Lunch & Learn Event (TBD)

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.

