

THIS AND
THAT:

- Dell was started by a 19 year old with only \$1000.00
- "Colgate's first toothpaste came in a jar."
- Amazon sells more E-Books than printed ones.
- Walt Disney, the creator of Mickey Mouse, was afraid of mice.
- The Giraffe is the tallest horned animal to ever exist.
- The first TV show to be put into 'reruns' was The Lone Ranger.

Starting The New Year With New Goals

New Year's Resolutions – something we all look forward to and get excited to create! But...how serious are we about keeping them and do they truly impact our dreams and aspirations?

Every December or January, most of us reflect on the previous year and think about how we start fresh and/or consider new approaches with great intention for the New Year. Some of us write these thoughts down, some create mental checklists, and then others of us do neither thus, we forget about them altogether.

Creating resolutions at the start of each year is a ritual that a lot of us have practiced; along with consistently breaking all the resolutions we make within a short time. What if we focused on replacing resolutions with **goals, -measurable, achievable goals.**

As we begin the new year, establishing personal and professional goals is an effective way to clarify your vision and to set the stage for success. It takes resilience and commitment to stay true to ourselves.

Organizations strive to attract the right mix of talent, work on developing them, and keeping them engaged to fulfill their business goals and objectives. So similarly, as individuals we can also have a plan that empowers us to take charge of our bodies, our health, our minds and ultimately our careers while ensuring alignment with organizational function.

Here's a challenge: Make a commitment to block out three (3) hours the first Friday of every month, and dedicate that time to setting new goals, work on existing goals and each week review, and evaluate your progress. This simple practice will allow you to start the New Year with incredible focus and determination that will motivate the rest of your year. Each of us need to have a mission for our careers and specific goals that we should want

to accomplish, both personally and professionally. Without a plan, we do not have direction or criteria for accountability; we just simply exist. Our success lies in our ability to have a vision of ultimately putting ourselves in the driver's seat rather than sitting in the back just going along for the ride.

Remember these small steps:

- Identify your Vision, Mission, and Goals.
- Create SMART goals, specific and measurable, attainable, results-oriented and time-bound.
- Develop a goal setting process; think about the challenges you might encounter and how you will resolve each of those challenges.
- Determine your level of commitment; stay focused and don't give in to whimsical moods.
- Maintain accountability to someone. Revisit, reassess and re-evaluate your goals on a regular basis, make adjustments as appropriate and necessary, keep an open mind!!



DAYLIGHT SAVING TIME:

5 THINGS TO DO WITH YOUR EXTRA HOUR

"Spring ahead" and "Fall back", it's what most of us Americans do every year. When it comes to Daylight Saving Time, here are 5 things to do with your extra hour!

What Is An Hour?

An hour is a funny increment of time. If you have to work for an hour, it can seem like the clock never moves. But, if you have an hour free, that time seems to elude you in a blink of an eye. No matter, an hour, which is 60 minutes, or 3,600 seconds, is still precious. After all, we have a certain amount of time given to us in our lifetimes, and we have to make the most of this gift we're given.

Things To Do With Your Extra Hour

When it comes to Daylight Saving Time, technically, we pick up our extra hour at two o'clock in the morning. The majority of us are sleeping at that hour. So, what are we going to do with the hour? The most common answer is: sleep.

Take A Long Walk In the Woods

Because of the Daylight Saving Time plan, though, we actually get more daylight. The first thing you can do with your extra hour is to take a long walk in the woods. Take advantage of the sunshine, get out and get some fresh air, and enjoy the sights of fall. As I said, time seems to slip by before you know it. This may be the last time this season you'll get the chance to see the trees, leaves, flowers and other greenery before Old Man Winter withers it away.

Take Sixty Minutes to Stay In Touch

Whenever I find myself with spare time to relax, which isn't often, one of the things I like to do is pick up the phone, or IM an old friend on the Internet. Is there someone in your life you need to catch up with? Then why not do the same and use your extra hour of Daylight Saving Time to stay in touch with distant family or friends?

Play Outside With Your Kids

Another thing to do to take advantage of the extra hour on November 4, is to get outside and play with your kids. If the weather is snowy and cold you can go sled riding or build a snowman. Even if it's balmy where you live, you can still play ball or toss a Frisbee™ around and have a lot of fun.

Write An Article For the Associated Content Website

If you're a Content Producer for AC, you can always use this extra time to write an article. Especially if your page views are low and you need an extra boost. The more stellar articles you write, the higher your page views are going to rise. Or, grab a pencil and paper and use this time to think up ideas for articles you'd be interested in writing.

Kick Back and Relax

And finally, the fifth thing you can do with your extra hour from Daylight Saving Time is to simply- **RELAX!** In this hustle-bustle world we live in, with our jobs, our families and all the other responsibilities we have, the best thing we can do for ourselves is to take some time to chill out. While you're taking a breather, do what relaxes you the most. This can include a long hot bubble bath, reading, playing computer games, watching television, listening to music, or spending some quiet time with your mate.

Remembering & Celebrating the Life & The Legacy

Rev. Dr. Martin Luther King, Jr.

It is said that at least 15 “small wars” and a score of lesser conflicts now rage around the globe, taking a grievous toll—uncounted hundreds dead each day, thousands maimed and untold wealth consumed. Over 300 wars have been fought since World War II, report the British authors of “The War Atlas,” a book detailing over four decades of military conflict. These have included Northern Ireland and Spain’s Basque region. At least 10 million have died.

Although great powers have not clashed for several decades in a World War, almost half the current wars could be classified as proxy battles—wages between local forces armed and encouraged by the rival superpowers. Outside powers often take a more direct hand. The Center for Defense Information, a non-governmental Washington research office, said that at any one time more than a half million foreign combat troops are involved in conflicts all over the world.

Soldiers of all countries get plenty of training in the waging of a war. But the International Peace Academy in New York teaches diplomats and military officials from around the world to keep the peace. A peacekeeping force works like a referee who keeps two boxers apart when the fighting gets out of hand. Like the referee, the peacekeeping force doesn’t decide who’s right and doesn’t necessarily try to negotiate a settlement. It merely keeps things quiet temporarily.

The skills a soldier or commander needs for peacekeeping are quite different from the skills he needs to fight.

When peacekeeping, for example, a soldier must not fight back, even when provoked. Soldiers in both situations must understand the people and culture of the country they occupy—but for peacekeeping, they use that understanding to work with, not against, other armies.

The United Nations provides most peacekeeping forces. But until the 1970s, the U. N. had no system for training soldiers and diplomats in peacekeeping.

In 1967, concerned about the difficulty

of learning peacekeeping, a group of private citizens approached the U.N. with the idea of the International Peace Academy. The Secretary General of the U.N. at that time said that while no official connection was possible, he would welcome a group with informal ties to the U.N. The academy held its first seminar in Vienna in 1970 and we are told that they have had one there every year since. At the seminar about 40 military and diplomatic officials come from 30 countries to learn to supervise a ceasefire, to negotiate, to train their armies to keep the peace and even to talk to reporters without making inflammatory statements. In addition to the annual seminar, the academy will set up a special workshop whenever a country requests mission training.

Dr. Martin Luther King, Jr. was known for his work in the Civil Rights Movement, but his last efforts were not just with civil rights but speaking for peace and ending war. It was during this time that his approval rate dropped dramatically. Dr. King, once said, “We must build dikes of courage to hold back the flood of fear... That old law about “an eye for an eye” leaves everybody blind...”

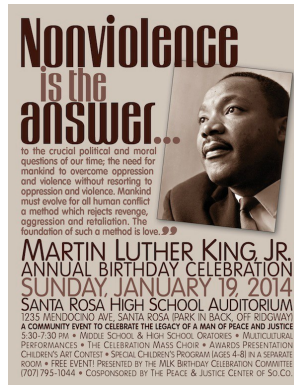
The time is always right to do the right thing... Peace is not merely a distant goal that we seek, but a means by which we arrive at that goal.

In 1957 at the beginning of the Civil Rights Movement he said, “Nonviolence is absolute commitment to the way of love. Love is not emotional bash; it is not empty sentimentalism. It is the active outpouring of one’s whole being into the being of another.” In 1968, the year of his death, he said, “We must move past indecision to action. We must find new ways to speak for peace in Vietnam and for justice throughout the developing world, a world that borders on our doors. If we do not act, we shall surely be dragged down the long, dark, and shameful corridors of time reserved for those who possess power without compassion, might without morality, and strength without sight.”

Dr. King went from fighting for peace in our local communities to fighting for peace all over the world. May that be all of our legacies.

Take time to remember Dr. Martin Luther King, Jr. on his birthday. God Bless our troops and God Bless America.

Darrell W. Cummings , Chair
WV Human Rights Commission





TRIBUTE TO A REMARKABLE LADY

THE HONORABLE PHYLLIS H. CARTER

In a recent bio of The Honorable Judge Phyllis H. Carter, I noticed that the first words in several paragraphs of her extensive bio began, "she served." Of all the accolades, and there are many, which describe this stately Lady, those two words "*she served*" speak volumes about the person and character of who she was at heart. During many conversations and meetings with her it was apparent that she felt an obligation and a duty to be a servant to the people of this great State of West Virginia; yet for all she gave of herself there was so little she asked for in return.

The WV Human Rights Commission, and Commissioners, are deeply saddened by the suddenness of her passing and will long recognize the void that is left in the Human Rights Commission since she has left.

Her passion, dedication and being meticulous to detail was shown in every facet of her life, and especially how she approached the work the Commission is committed to doing. Picasso, Michael Angelo, and other notable artists of their day signed

their work with visible ink. Judge Carter, signed her work with her character and her presence.

There were many things I learned from her and about her over the years that I was privileged to work alongside her; one of which was 'Trust' and how highly she esteemed 'trust' as a virtue in the people with which she worked and befriended.

From her character and sincerity in the way she approached her work and her relationships with colleagues. I framed the following: Trust means...

T - TOLERANCE

R - RESPECT

U - UNDERSTANDING

S - STEADFASTNESS

T - TACTFULNESS

In an agency where no tolerance to discrimination is our daily work, she was able to use extreme tolerance in dealing with the pressures and strains of each day. She gave respect to the people she worked with for our individual strengths and tolerance for our weaknesses and she remained steadfast in her endeavors to

create a compatible work environment for her staff.

She knew how to be tactful when needed but she was also extremely tenacious in letting us know she intended to have things done exactly right; especially when it meant getting a quality product out to the citizens of the State of West Virginia.

She was certainly a **T**remendous asset to the West Virginia Human Rights Commission, to say the least, and as **R**espected as she gave respect to everyone she came in contact with. She **U**nderstood the needs of the individuals who reached out to the Human Rights Commission for assistance and she **S**trived daily to create the most appropriate systems of relief sought for their cause. In all of her pursuits Judge Carter was **T**houghtful of the people and their respective issues and consistently reminded each of us to be **t**hankful that we have been privileged to serve the citizens of this great state of WV under her tutelage as well as advancing civil /human rights through our combined advocacy efforts.



Sunrise 10-28-48

Sunset 01-18-14



THE NATIONAL JUDICIAL COLLEGE

Judge Phyllis Carter was a beloved member of the faculty of The National Judicial College since 2004. She taught a variety of topics including evidence, fairness, and the harms of racial and social / economic bias in the judicial process. Judge Carter also delivered fairness education for the National Association of the Administrative Law Judiciary. Her gentle and warm style allowed her to teach difficult subject matters in a non-threatening manner. Judge Carter's work in the classroom has positively affected judges and the administration of justice throughout the United States. The faculty and staff of the National Judicial College will profoundly miss Judge Carter's warmth and humanity. Her work at the College will go on, but Judge Phyllis Carter is irreplaceable.

~Joseph R. Sawyer ~

On March 7,
2011, Governor Earl R.

Tomblin appointed Phyllis H. Carter as the Acting Executive Director of the West Virginia Human Rights Commission where she had initially served as the Chief Administrative Law Judge. She served faithfully throughout her term up to and including January 18, 2014.



**"Did you ever know that
you're my hero,
and ev'rything I would like to be?
I can fly higher than an eagle,
'cause you are the wind
beneath my wings."**



CITY OF BECKLEY HUMAN RIGHTS COMMISSION

E-mail: humanrights@beckley.org

The Beckley Human Rights Commission and Commissioners join together in extending our most heartfelt condolences to the family of Judge Phyllis H. Carter, the staff and the entire West Virginia Human Rights Commission, in the passing of your beloved friend and servant to the people of West Virginia

It deeply saddens us to know that there is so little we can say or do to alleviate the grief you are experiencing ; however, we do extend our heartfelt sympathy and prayers as you embrace this difficult loss.

To the family we say, walk through this together, though your hands may tremble and your tears of sorrow may flow, just remember , "Our God gives Grace to the humble and to them that have no might , He increases strength."

It is our prayer that as you go forward in the days ahead , that the God of all Grace will go with you.

Humbly Submitted,
Elmer H. Day, Director
Commissioners & Staff
Beckley Human Rights Commission



Inspirational Corner

Submitted by Joyce Knotts

I would like to dedicate this to the memory of our very own JUDGE CARTER!

When JUDGE CARTER smiled or laughed, it was like she was "beaming" at us, because her eyes and her whole face would light up! It was a joy to see JUDGE CARTER smile and laugh!

THE VALUE OF A SMILE

THE VALUE OF A SMILE is priceless, yet it is the easiest and most rewarding gift to anyone that crosses your path. A SMILE can make a person's day, anybody's day, even a stranger's day. A SMILE is infectious. Start infecting people with your SMILE today.

PEACE starts with a SMILE! A SMILE is nature's best antidote for discouragement. It can uplift someone who feels hopeless and defeated.

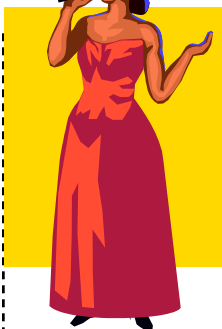
A SMILE is so valuable that it can't be bought, begged, borrowed, or taken away against your will.

A SMILE is totally voluntary. You have to be willing to give a SMILE away.

So if someone is too tired or grumpy to flash you a SMILE, then give them one of yours anyway.

Nobody needs a SMILE as much as the person who has none to give.

JUDGE CARTER, we will miss your smile very much around here!

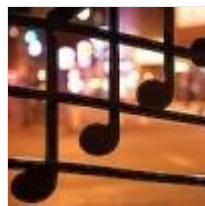


Movie Trivia

"My Funny Valentine"

1. Is a Show tune from 19__
2. A _____ musical production.
3. American Singer songwriter born **Yvette Marie Stevens**, now known the world over as _____ was one of the individuals contracted to record the music for the show.
4. These musical writing genius have made themselves well known by their last names _____ & _____

Around Town



David Mayfield Parade
w/ The Kalob Griffin Band

Date: Sunday,
January 26, 2014

Time: 8:00 PM

Venue: Empty Glass, Charleston,
WV

Website: <http://emptyglass.com>

Disney on Ice

Charleston Civic Center

February 13 thru 16

Tickets start at \$29 for adults

Big House Shootout- Basketball

February 18

Civic Center Coliseum

Giant Screen Film

Shackelton's Antarctic Adventure

Sunday, February 16, 2014 –3:00 p.m.

Clay Center for the Arts & Sciences

Admission prices TBA



Brad Paisley
Chris Young &
Danielle Bradbery

Date: Saturday,
March 1, 2014

Time: 7:00 PM

Venue: Charleston Civic Center,
Charleston, WV

Tickets \$74.00



Harlem
Globetrotters

Date: Tuesday,
March 11, 2014

Time: 7:00
PM

Charleston Civic Center,
Charleston, WV

Ticket Prices \$29 & \$34

[Jillian Michaels Maximize Your Life](#)

Jillian Michaels, America's leading authority in health, wellness and fitness,...

[Clay Center](#)

Charleston, WV

Sunday, March 16, 2014

7:00 PM



February 17, 2014 - President's Day

George Washington was the first president of the United States of America. His first term as president was from 1789 to 1793 and his second term from 1793 to 1797. Before he became president, he played important roles in the military, leading the American Continental Army to victory over the British in 1783. Washington is often seen as the father of the United States and is probably the best known American politician ever.

The likeness and name of George Washington can still be seen in many places in the United States. There is the portrait of him and three other American presidents carved into Mount Rushmore National Memorial in South Dakota. His image is also used on the one-dollar bill and the quarter-dollar coin. The capital of the United States, Washington D.C., Washington State and at least three universities are named after him.

Washington's Birthday was first celebrated as a holiday in the District of Columbia in 1880. It was made a federal holiday in 1885. The holiday was originally held on the anniversary of George Washington's birth, on February 22. In 1971, this holiday was moved to the third Monday in February.

This holiday is legally designated as "Washington's Birthday". Though other institutions such as state and local governments and private businesses may use other names, it is the federal government's policy to always refer to holidays by the names designated in the law.



So sorry to say Goodbye!

But the WVHRC is very happy to have had the pleasure of working with Ashley Fizer, OA II for the past year and half.

Ashley assisted with docketing, phone relief, updating our website, the 2013 Poster Contest, and a gambit of other duties and responsibilities, were all done with her pleasant expertise professionalism.

Ashley is transferring to another DHHR agency so she will be close by and accessible if and when needed.

(Especially when the Girl Scout Cookies are delivered)

We certainly wish her well!



Trivia Answers

1. 1937
2. Richard Rogers
3. Chaka Khan
4. Rogers & Hart

Have something you would like to share in the Commission News?

Email Marykaye Jacquet at
Mary.K.Jacquet@wv.gov

West Virginia Human Rights Commission
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Charleston, WV 25301

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February 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14 	15
16	17 President's Day	18	19	20	21	22
23	24	25	26	27	28	