



# Inland Empire Insider



# Happy Holidays!

## In This Issue



President's Message	Pg. 1
Holiday Traditions Around the World	Pg. 2-3
Featured Writer - Yusef Blackburn	Pg. 4
CWC Awards -Nominate NOW: The Power of Validation	Pg. 5
Featured Wrier	
President's Message cont.	Pg. 6
CWC Award Categories	Pg. 7
Community Harvest Festival	
Warm Wishes	Pg. 8
Upcoming Events	Pg. 9-11
Membership	Pg. 12

## PRESIDENT'S MESSAGE

Greetings to all,  
As we approach the end of the year, I want to express my gratitude for your support & involvement in our community. This is a busy season for many of us, but also a time to celebrate and share with our loved ones. We have completed two successful drives in November, one for warm clothing and hygiene kits, and another for holiday toys for Project Cheer. If you have any items to donate, please reach out to me or any board member to arrange a pick up. Thank you for your generosity & kindness.



This month, we have two opportunities going on in our communities. Project Cheer at Relationship Community Church in Rancho Cucamonga will distribute food and toys on December 09. Registration is over, but you can still support it with your donations. On December 16, we will volunteer at The Ronald McDonald House in Loma Linda, a home away from home for

families of children receiving medical care. Please see below for more information on how to donate or sign up.

We are happy to introduce our guest contributor, Yusef Blackburn, EPM II, from UIC Riverside, who shares his insights on mastering personal inventory and & goal achievement in this issue of the IE Insider. Read his article to learn more about Yusef.

The annual CWC educational and award conference is a great opportunity to learn from EDD speakers and get updated on the latest workforce trends.

CONTINUED ON PAGE 6

# Exploring Festive Magic: Holiday Traditions Around the World

**As the holiday season wraps the world in a warm embrace, diverse cultures usher in joy, traditions, and unique celebrations illuminating the human spirit. Beyond borders and oceans, how we commemorate this particular time of year varies, yet the essence remains the same - a shared reverence for togetherness, gratitude, and the magic of the season.**

## **Japan: The Radiance of Illumination Festivals**

In Japan, where Christmas is not a widely celebrated religious holiday, the season is embraced with a unique tradition - the illumination festivals. Cities like Tokyo and Osaka transform into radiant wonderlands with millions of sparkling lights and captivating displays. Families and friends gather to stroll through parks and streets, basking in the mesmerizing glow that symbolizes hope and brightness.



## **Mexico: Las Posadas - A Journey of Faith**

In Mexico, the nine-day celebration of Las Posadas unfolds, commemorating the biblical journey of Mary and Joseph in search of shelter. Families and communities come together for processions, reenactments, and festive gatherings. Each night, a different household hosts a symbolic re-creation of the Holy Family's quest, culminating in joyous reunions and communal feasts.





# Holiday Traditions Around the World

## From page 2

### **India: Diwali - The Festival of Lights**

While not explicitly a Christmas celebration, Diwali, the Hindu Festival of Lights, often aligns with the holiday season. India, resplendent in vibrant colors, celebrates the victory of light over darkness. Homes are adorned with oil lamps and candles, and fireworks illuminate the night sky. Families exchange sweets, gifts, and well-wishes, fostering a spirit of unity and joy.

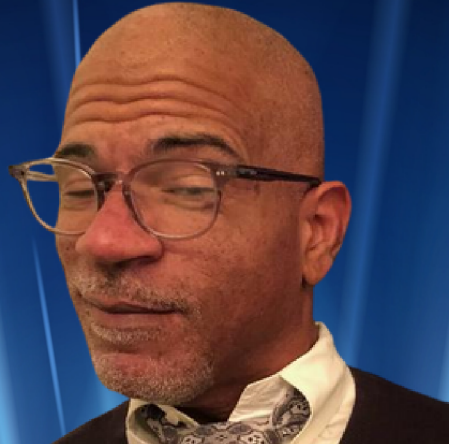


### **United States: The Melody of Carols and Yuletide Cheer**

In the United States, the holiday season is a mosaic of traditions, from the lighting of the National Christmas Tree to the joyous melodies of carolers spreading yuletide cheer. Families gather for festive meals, decorate homes with twinkling lights, and exchange gifts on Christmas morning. The iconic image of Santa Claus and the joy of giving define this season of warmth and goodwill.



**As we cross the globe through these diverse traditions, one common thread emerges - the celebration of light, love, and the enduring magic of the holidays. Whether in the snowy streets of the United States, the vibrant markets of Mexico, or the illuminating festivals of Japan, the world comes alive with the spirit of togetherness, reminding us that, despite our differences, our shared humanity unites us in the joy of the season.**



## FEATURED WRITER

YUSEF BLACKBURN, EPM II  
UIC RIVERSIDE, ARU 040

### CHARTING YOUR COURSE: MASTERING PERSONAL INVENTORY AND GOAL ACHIEVEMENT

With a New Year just around the corner, the widely used expression “new year, new you” will soon spread through conversations and various media channels. We all make New Year resolutions, but how many of us *really* take the time to sit down and take a mental and emotional inventory of our lives to formulate a genuinely transformative life plan? This article explores positive ways of undertaking a personal inventory, setting positive affirmations, and setting genuinely transformative goals for 2024.

What is a personal inventory?

Embarking on a personal inventory is like peeling back the layers of your identity. Have you ever wondered what truly makes you – **you**? From your distinct personality types to the guiding principles of your morals and interests,

these truths define you as a person. Self-reflection on strengths and weaknesses is vital in determining where we stand and where to focus our energies toward meaningful goals.

Our strengths include positive attributes - areas where our competencies, education, and other skills shine. Conversely, weaknesses are areas for development, inviting us to embark on a path of improvement. When it comes to assessing our weaknesses, we often discover blind spots. In these moments, we must ask ourselves the hard questions and take an introspective self-inventory. Questions such as, what prevents me from being the best version of myself? What holds me back? The answers to these questions must be internal for a personal inventory to be effective.

The Purpose and Benefits

A personal inventory helps you take responsibility for your actions, accept yourself for who you are, identify changes you wish to make, and promote self-awareness. To be effective, it demands thoroughness and complete honesty. The process often leads to establishing developmental goals relating to physical and emotional health improvement, financial stability, skill and educational enhancement, career advancement plans, or any areas where we seek growth and success.

Common Goals

For many, the most critical goals involve physical and mental/emotional health, financial stability, and career advancement. As for me, I take a holistic approach to my

CONTINUED ON PAGE 6



# AWARDS

## NOMINATE NOW

### The Power of Validation

Never underestimate the impact of validation. Recognizing achievements and exceptional staff performance is not just a gesture; it's a crucial element in fostering an outstanding workplace. As Margaret Cousins wisely said, your willingness to express appreciation can make a significant difference.

### Why Recognition Matters

Employee recognition is not merely a formality; it's a catalyst for positive change. Here's why it's indispensable:

- **Valued and Appreciated Work:** It lets employees know their contributions are not only noticed but deeply valued.
- **Sense of Ownership and Belonging:** Recognition fosters a sense of ownership and belonging, creating a positive and inclusive workplace.
- **Morale Booster:** It lifts morale, creating a work environment that thrives on positivity and encouragement.
- **Enhanced Loyalty:** Recognition is the foundation of loyalty, binding employees to an organization that values their efforts.

- **Supportive Work Environment:** It contributes to building a supportive and collaborative work environment.
- **Increased Motivation:** Recognition is a powerful motivator, driving employees to excel and contribute their best.
- **Improved Retention:** It plays a crucial role in retaining valuable talent, creating a workplace where people want to stay and grow.

### Your Chance to Shine: CA Chapter Awards Program

The solution for the CA Chapter/EDD community? Nominate an outstanding staff member for a CA Chapter award this year! Our annual CA Chapter Awards Program is designed to spotlight the achievements of outstanding workplace professionals at the State level.

*SPREAD THE WORD  
AND NOMINATE **TODAY!***

"Appreciation can make a day, even change a life. Your willingness to put it into words is all that is necessary."  
— Margaret Cousins

# FEATURED WRITER

## FROM PAGE 4

physical health, but with age comes ailments that drinking water alone can't cure. I set a goal to increase my physical health by visiting my doctor for a physical exam. The Dr., of course, recommended diet and exercise to prevent many of the common ailments and diseases that come with age. While this led me back to a holistic approach, hearing it from a doctor was the added motivation I needed to set achievable goals for exercise and dietary improvement in 2024.

Others may focus on career aspirations, whether pursuing a promotion or starting a new career. Such endeavor requires an evaluation of career opportunities, job examinations and requirements, and critically assessing personal skills. Start by clarifying career goals and setting current satisfaction (do you want a promotion in your current job or field or an entirely new career.) Identify desired career paths and understand the skills, education, and experience needed to achieve the goal. It's essential to thoroughly understand what we bring to the table and know if and how our experience, skills, and education match the

qualifications desired by a potential employer. With this knowledge, begin setting achievable goals for that chosen career path.

### Next Steps

Completing a personal inventory marks the first step; it's time to set critical goals for the new year. While dreaming big is commendable, focus on attainable goals you can reasonably accomplish within the next 12 months.

Remember the Chinese Proverb, "A journey of a thousand miles begins with a single step." So, setting goals for 2024 doesn't have to be a thousand miles or even one mile; it can be a single step that leads toward your larger goal.

### Conclusion

As we approach the new year equipped with personal inventories and defined goals, remember that this journey is about progress, not perfection. Embrace imperfections as opportunities for growth, and let each small step propel you toward a more fulfilling and successful life in 2024.

Wishing you a transformative and goal-driven journey in the coming year.

## President's Message

FROM PAGE 1

If you have never attended one, don't miss the chance to join us at The Ontario Airport on May 3, 2024.

This will be a big event that you won't regret. You can also nominate someone for an award that will be presented at the conference. The nominations are open until February 14, 2024. To find out how to nominate someone, please read this news article and visit the CWC website. There you can also learn more about the benefits of being a CWC member. The website is <https://www.californiaworkforceconnection.org>.

We appreciate the efforts and contributions of all the CWC supporters and volunteers who have helped us organize these events. If you are interested in joining our board as a volunteer, please contact me or any board member. We are looking for a secretary and other chair positions to help us plan future events.

Happy Holidays,

John Szeibert, President  
IE CWC Chapter





# CWC STATE AWARD NOMINATIONS



**This year, we encourage you to take a moment to nominate an exceptional manager or staff member who consistently goes above and beyond. The CWC State awards are a platform for honoring excellence and dedication, and this opportunity extends to both members and non-members alike. Here's the best part: anyone can be part of this celebration of excellence by writing a nomination! Your voice matters, and your recognition can make a significant difference.**

**Please keep in mind that all award nominations must be postmarked or emailed by March 1, 2024. Don't miss your chance to shine a spotlight on those who make a real impact in the field of workforce development. Let's come together to celebrate excellence, innovation, and outstanding service within the California Workforce Connection.**

**Services to Veterans Award** Eligibility: Member or Non-member – individual and group Recognizes those who have done the most to assist veterans and promote interest in their rights in the workplace. In addition, it recognizes an outstanding, innovative program or awareness and promotion of veterans' interests and rights in the workforce.

**Retiree Award** Eligibility: Member – individual Recognizes a retiree who has shown continued outstanding commitment to the association's objectives following retirement. Nominees should have demonstrated exceptional accomplishments in advancing CA Chapter objectives, e.g. leadership on a board, committee or initiative group (not restricted to CA Chapter); participation in educational, membership, communication, fund-raising or legislative activities; mentoring chapter leaders and/or participation that advances the member's local community

**Employee Performance Award (EDD & Partner)** Eligibility: Member – individual and group Recognizes an individual or group who has gone above and beyond their assigned duties to provide outstanding service to the public through excellent performance. The Nominee must have demonstrated exceptional achievements that contributed to the smooth performance of operations through positive attitude, accuracy, representing the agency with the public, handling workload under unusual conditions, adaptability, initiative and dependability.

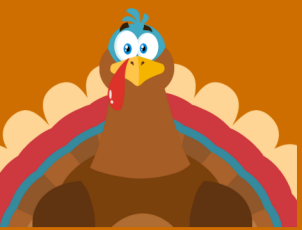
**Customer Service** Eligibility: Member or Non-member – individual and group Member or Non-Member – individual and group – Recognizes exceptional service to customers served throughout the workforce system including, but not limited to work with job seekers, UI claimants, businesses, schools, and vocational rehabilitation, people with disabilities, former felons, youths, welfare recipients and job training participants.

**Fostering Partnership Award** Member or Non-Member – individual and group Recognizes an individual or group who has demonstrated diligent efforts to partner with the EDD and/ or CA Chapter while collaboratively delivering valuable and innovative services to meet the evolving needs of members, employers, workers, and job seekers. Partner organizations such as the Department of Rehabilitation, Workforce Investment Act Partners, the Small Business Administration, Employment Advisory Councils, Chambers of Commerce, governmental agencies, etc. all play an important role in the workforce system and employment security, so the CA Chapter would like to acknowledge them accordingly

## Award Categories

**Award of Distinction** Eligibility: Member or Non-member – individual and group Recognizes outstanding contributions to the CA Chapter or to workforce development programs. The recipient(s) must be from the private sector or a non-governmental, nonprofit organization and not employed by a workforce development entity.

**Meritorious Award** Eligibility: Member or Non-member – individual and group Recognizes outstanding contributions to the CA Chapter or to workforce development programs. The recipient(s) must be from the private sector or a non-governmental, nonprofit organization and not employed by a workforce development entity.



# COMMUNITY HARVEST FESTIVAL TURKEY & FOOD GIVEAWAY

By Margaret Martin



On Saturday, November 18th, my daughter, Secret Winbush, and I had the honor of taking part in the Community Harvest Festival hosted by the Relationship Community Church in Rancho Cucamonga. Our involvement centered around a heartwarming Turkey and Food Giveaway event.

We arrived at 7am to unload trucks and assemble food bags for approximately 50 families. I was proud to be able to give back to our community and represent one of the many values of CWC.

I'd like to express gratitude towards the Relationship Community Church for their generosity in donating hand sanitizer for our hygiene kits.



## WARM WISHES FROM YOUR CHAPTER BOARD MEMBERS

May this holiday season bring you joy, peace, and moments of serenity. Whether you're celebrating with loved ones, creating new traditions, or simply taking a well-deserved break, we wish you all the warmth and happiness this festive season has to offer.

Wishing you and your loved ones a holiday season filled with laughter, love, and the magic of the moment.

Warmest Regards,

*Inland Empire Chapter Team*





# RONALD MCDONALD MEALS OF LOVE

CWC seeks your support through donations to alleviate associated costs. Every contribution, no matter the amount, is deeply valued and appreciated.

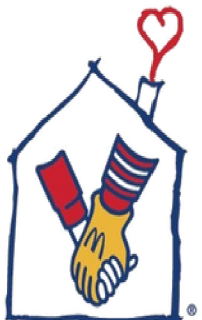
If you would like to volunteer and assist in serving approximately 100 families, please register at the link below.

<http://rmhcsc.volunteerhub.com>

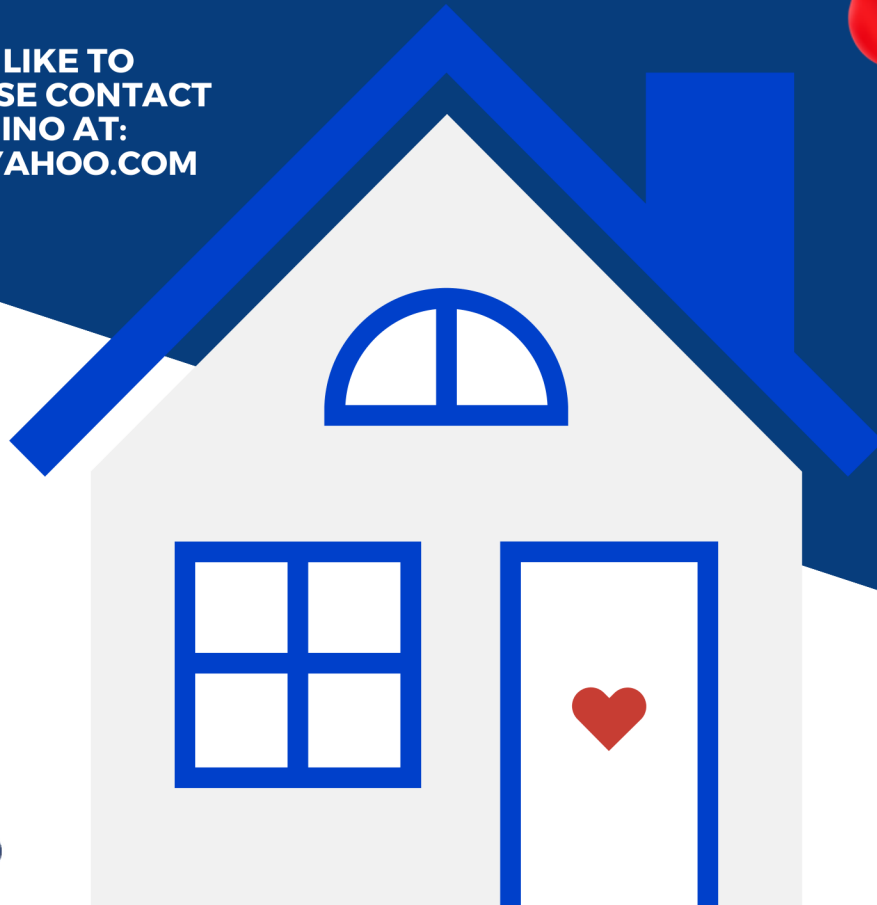
**WHEN: SATURDAY, DECEMBER 16, 2023**

**TIME: 10 AM TO 2 PM**

IF YOU WOULD LIKE TO  
DONATE, PLEASE CONTACT  
NICOLE PALOMINO AT:  
PALOMINO6@YAHOO.COM



**RONALD MCDONALD  
HOUSE CHARITIES**





California  
Workforce  
Connection

EDUCATION ★ INNOVATION ★ OPPORTUNITY

JOIN THE DRIVE,  
AND WIN BIG!

# MEMBERSHIP DRIVE

## Recruitment Reward!



**Top Recruiter Prize: \$50**

Recruit 25 new members and claim your \$50 reward!



**Second Place: \$25**

15 new members earn you a fantastic \$25!



**Third Place: \$15**

Bring in 10 new members and snag \$15!



## How to Enter:

- ✓ MUST BE A CWC MEMBER TO WIN
- ✓ Email new member's name, Chapter, and recruiter name to:
  - Annette Wiley-Membership Chair  
[cwcmembershipchair2023@gmail.com](mailto:cwcmembershipchair2023@gmail.com)



**DECEMBER  
1-31**



## Why Join the CWC?

**The California Workforce Connection empowers individuals with the skills to be successful through mentoring, coaching, visionary leadership and educational training.**



**DEADLINE: JANUARY 5, 2024**





## 2024 EARLY BIRD CONFERENCE REGISTRATION

ALL MEMBERS: \$35

NON-MEMBERS: \$75

(AWARD LUNCHEON IS PART OF REGISTRATION)

**REGISTRATION IS NON-REFUNDABLE**

AFTER APRIL 7, 2024

MEMBER: \$70 • RETIREES: \$55 • PERMANENT  
INTERMITTENT: \$55 • YEOP: \$40 • NON-MEMBER:  
\$85

**REGISTRATION IS NON-REFUNDABLE**

PRIZE DRAWINGS WILL BE HELD AT THE END OF THE DIRECTORATE PANEL  
MUST BE PRESENT TO WIN

## CWC STATE EDUCATIONAL CONFERENCE & AWARDS LUNCHEON

 Friday, May 3, 2024

 Ontario Airport Hotel  
700 N. Haven Ave.  
Ontario, CA

FOR MORE INFORMATION VISIT THE CWC WEBSITE:  
[WWW.CALIFORNIAWORKFORCECONNECTION.ORG](http://WWW.CALIFORNIAWORKFORCECONNECTION.ORG)

## Membership Application

☐ New
 ☐ Update
 ☐ Renewal
 ☒ Cancellation

Date:

Mail application and payments to: **CWC Membership Coordinator**, P.O. Box 7858, Oxnard, CA 93031  
 or email application to [cwcworkforceconnection@gmail.com](mailto:cwcworkforceconnection@gmail.com) (mail payment, if applicable)

<b>*Full Name:</b>	First MI	Last
<b>*Local Chapter:</b>		<b>Telephone:</b>
<b>*Personal email:</b>		
<b>*Address:</b>		
<b>*Employer:</b>		<b>*Location:</b>
<b>*Job Title:</b>		<b>ARU#</b>
		<b>*Bargaining Unit #:</b>

*Type of Member	Annual Dues	*Payment Option
<input type="radio"/> <b>Employment Development Department (EDD) Employee (Bargaining Unit 1 or 4)**</b>	\$48.00	<input type="checkbox"/> Automatic Deduction (\$4.00) <input type="checkbox"/> Cash <input type="checkbox"/> Check *SSN:
<input checked="" type="radio"/> <b>EDD Supervisor/Exempt Employee**+</b>	\$0.00	*SSN:
<input type="radio"/> <b>Other State Employee (Non-EDD)**</b> <i>Refer to your Bargaining Unit Contract for possible reimbursement</i>	\$98.00	<input type="checkbox"/> Automatic Deduction (\$8.17) <input type="checkbox"/> Cash <input type="checkbox"/> Check *SSN:
<input type="radio"/> <b>Partner (Non-EDD)</b>	\$98.00	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> Check
<input type="radio"/> <b>EDD Student/Youth Assistant**</b>	\$36.00	<input type="checkbox"/> Automatic Deduction (\$3.00) <input type="checkbox"/> Cash <input type="checkbox"/> Check *SSN:
<input checked="" type="radio"/> <b>Retiree</b>	\$36.00	<input type="checkbox"/> Cash <input type="checkbox"/> Check

I recognize that the processing of this form/payment may take 1-3 months. If I have selected the **Automatic Deduction** option, I hereby authorize the State Controller's Office (SCO) to automatically deduct from my salary each month the amount listed above and transmit, as designated, an amount for membership dues to the CWC; I understand that processing may take 2-3 pay periods. If I have selected the **cash or check** option, I hereby agree to be sent annual dues renewal invoices (**make check payable to: CWC**). I agree to provide my full social security number, which will be kept confidential. I certify that I am now a member of the CWC and allow the organization to establish, change, and/or cancel my deduction, as applicable. I understand that this authorization will remain in effect until I submit a written request to the CWC Membership Coordinator to terminate my membership and cancel any deduction, as appropriate. I also understand that the CWC organization does not issue refunds for unused dues or the months taken for processing.

**\*Signature:** \_\_\_\_\_ **\*Date:** \_\_\_\_\_  
**Name of Recruiter (if applicable):** \_\_\_\_\_

\* Required

\*\* If you do not wish to provide your Social Security Number (SSN), then you must pay the full membership dues for that type of member by cash or check.

+ For this membership type, if you do not wish to supply the SSN, then the amount due is \$98.00.