

Inclusive PERSPECTIVE



Pictured left to right: Tiffany Moorer, Marsharlette Lester, Mark Corley, Terrill Gilliam, Melina Campbell, Jamie DuBois, Autumn Hemphill, Stephanie Bartley, Mayor Frank Scott, Jr., Ebony Jones, Jessica Moore, Shaun Smith, Javon Harris

Leadership Excellence

DFA University

A new year brought new tasks for the DFA University (DFA-U). The program leadership team announced group project assignments. The class has been divided into two teams. Each team will produce a final proposal outlining a plan entitled *Innovation in Leadership* and *Sharing the Vision*. The purpose of the assignment is for participants to reinforce their business skills and apply leadership principles to both individual and group work using a standard process of implementation.

The program continues to furnish first-hand knowledge of DFA divisional operations, community leader experiences, and professional skill-building. Some of the skills include Business Writing, Communication, Critical Thinking, Microsoft Office Technology, Organization, Project Management, Public Speaking, and Time Management.

To learn more about the DFA-U program see Page 3.



Hello, My Name is....

The Human Resources staff has been out in the community recruiting new DFA teammates for the Spring Internship! DFA-HR hosted job booths both in person and virtually at many colleges and universities around the state this quarter, including ASU, Philander Smith, Shorter, UCA, UALR, and UAPB.

There was success in filling six positions within Child Support, Field Audit, Excise Tax, and Individual Income Tax offices. The interns began their new journey at DFA in February.



Pictured: Courtney Brown (DFA-HR) explains to college students the benefits of working for DFA.

What is Leadership in 2022?

The Diversity and Inclusion Committee hosted another quarter of engaging DFA University sessions. The theme for community speakers was *Leadership in 2022*.

Guest speaker Dr. Jerrilyn Jones hit the mark with her delivery of *What it's like to be a leader in 2022*. Dr. Jones is an Emergency Medicine Physician at UAMS. She said, "If service is beneath you then leadership is beyond you". She shared the impact that sponsors and leaders in her life have had on giving her a seat at the table for success. Dr. Jones also talked about real-life experiences from the trauma center of the UAMS emergency room. The key takeaways for leading in 2022 were maintaining diversity in thought, building a culture of trust, having an unselfish mindset, and fostering leadership in others.

The City of Little Rock Mayor Frank Scott, Jr. also joined a DFA University session to give his insight on community leadership in 2022. Mayor Scott told the group, "Don't serve to be seen, be seen serving". He said this motto follows along with his "do the work" attitude which has contributed to his success. He gave credit to his sports coaches and numerous mentors in his life that has helped him reach the level of leadership that he serves today. Mayor Scott was able to relate to the audience of DFA future leaders with stories of his own experiences in local and state government.

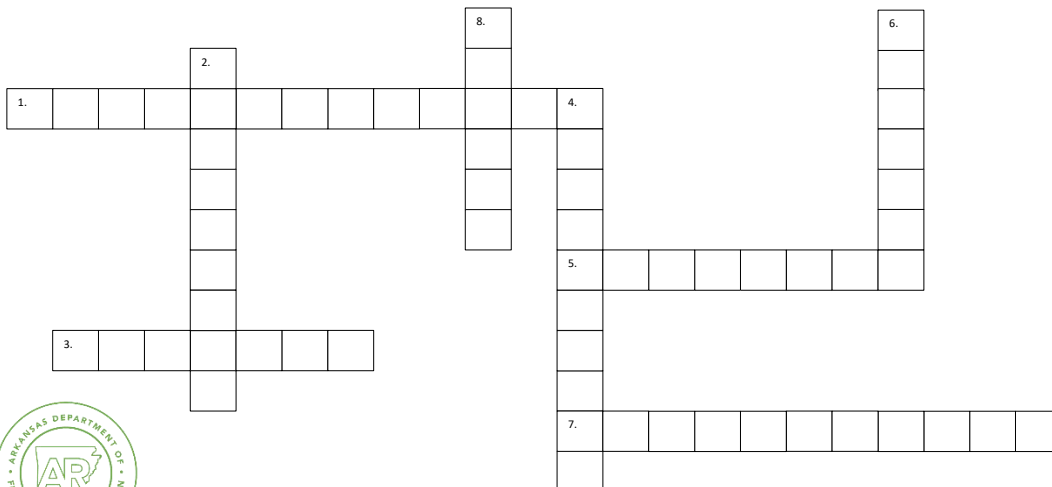


Pictured: Dr. Jerrilyn Jones.
The image belongs to littlerocksoiree.com



Pictured: Mayor Frank Scott Jr.
The image belongs to tntribune.com

Test your knowledge



ACROSS

1. Relating to, reflecting, or adapting to diverse cultures
3. The beliefs, customs, arts, etc., of a particular society, group, place, or time
5. The quality or state of having the same rights, social status, etc.
7. Incorporation as equals into society or an organization of individuals of different groups

DOWN

2. The state of having people who are of different races or who have different cultures in a group or organization
4. The power or ability to lead other people
6. The ability to understand and vicariously feelings and experience of another
8. _____ , Sprang, Sprung

What's going on at DFA?

Leadership Development is what is going on at DFA! Part of building great leaders is sharing knowledge and wisdom with team members. Learning sessions for DFA-U included operational overviews from several DFA divisions. DFA Motor Vehicles and Driver Services, was represented by the DFA Motor Vehicle Administrator, Wayne Hamric, and the DFA Revenue Assistant Administrators Christy Earnhart and Marla McHughes.

One of the many job functions shared with the group was within the DFA Driver Services Facial Recognition Office that researches and assists with fraud and identity theft using information collected at the DFA. Marla McHughes, also a DFA-U mentor, mentioned that the facial recognition team reviews errors daily. She explained some images error erroneously due to the citizen being a twin, therefore both siblings have similar facial features which are not automatically approved by the recognition software.

The Office of Child Support Enforcement was illustrated in a separate session by Barbara Morris-Williams, the DFA OCSE Administrator. Barbara spoke about the laws governing their operations, gave statistics of the money collected for Arkansas children, and discussed the types of caseloads worked across the state.

Members of DFA-U expressed gratitude for the information that was presented from all divisions of DFA so far. Some noted that they have been with the Department for many years and never knew the inner operations of other divisions within the department.



Image belongs to the Arkansas Department of Finance and Administration

DFA Fact

- As of 2022, Arkansas has 4.8 million registered vehicles at DFA.
- DFA processes 1.5 million individual tax returns each year.

ASEA Awards an Outstanding DFA Employee

The 2021 Outstanding Arkansas State Employee Award was presented to Toniesha Sargent, a DFA Tax Auditor Supervisor in Pine Bluff. John Bridges, Executive Director of ASEA spoke of Toniesha's workplace excellence, problem-solving skills, and community service through her sorority, Alpha Kappa Alpha.

Congrats to Toniesha who is only the second DFA employee to ever be recognized in this honor since it was established in 1984. The first DFA recipient was Herb Scott.



Pictured: Toniesha Sargent