

# USDA FEDERAL WOMEN'S PROGRAM

*OHSEC's Women in Leadership Initiative*

*Tuesday, December 8, 2015*

*Whitten Building, Room 104-A*

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Office of Human Resources Management

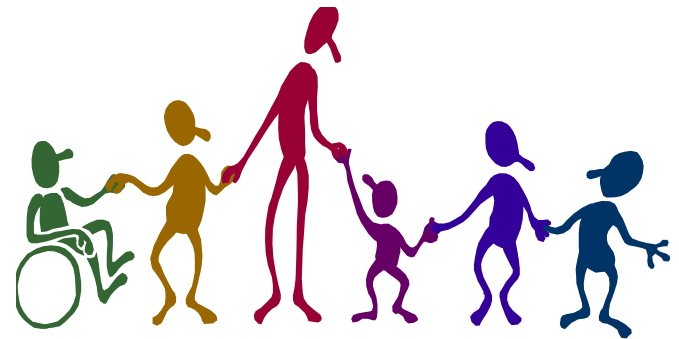


# Presentation Overview

- ❖ Special Emphasis Programs  
Federal Women's Program  
Diversity and Inclusion
- ❖ What's Next and What's New
- ❖ Resources

# Special Emphasis Programs (SEPM)

- American Indian/Alaska Native Employment Program
- Asian American/Pacific Islander Employment Program
- Black Employment Program
- Disability Employment Program
- Federal Women's Program
- Lesbian, Gay, Bisexual, and Transgender (GLBT) SEPM
- Hispanic Employment Program
- Veterans Employment Program



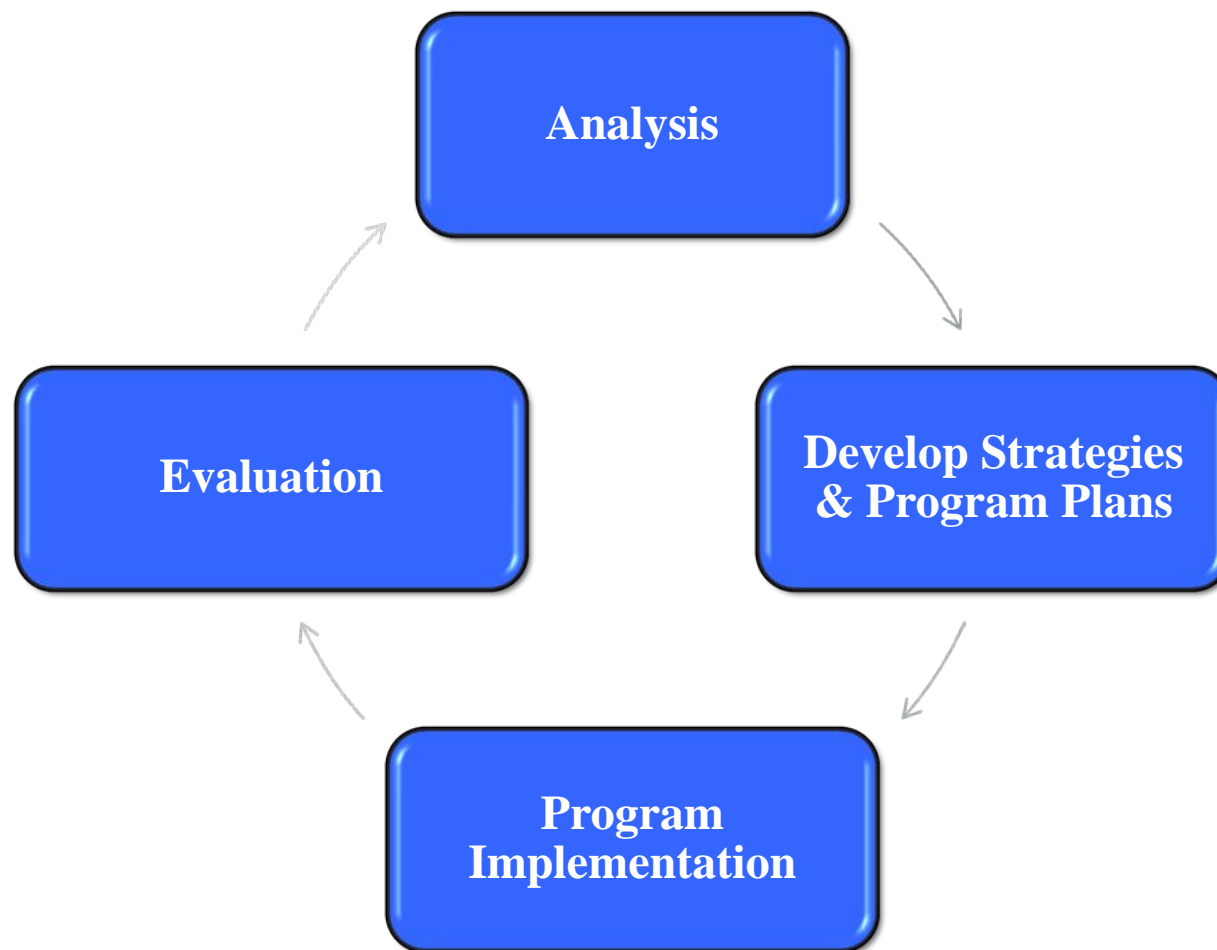
# Federal Women's Program Managers (FWPM)

- ❖ Department FWPM
- ❖ Agencies and Staff Offices FWPMs
- ❖ What do they do?

# Employment Life Cycle



# Federal Women's Program Managers (FWPM)

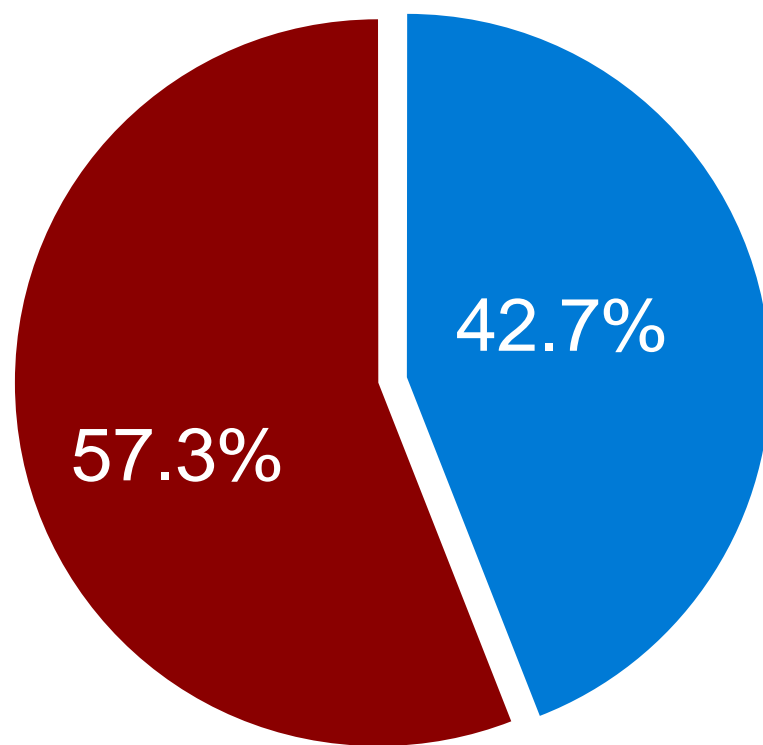


# Federal Workforce

Three (3) groups remain underrepresented across the Federal workforce:

Hispanics, women, and people with disabilities.

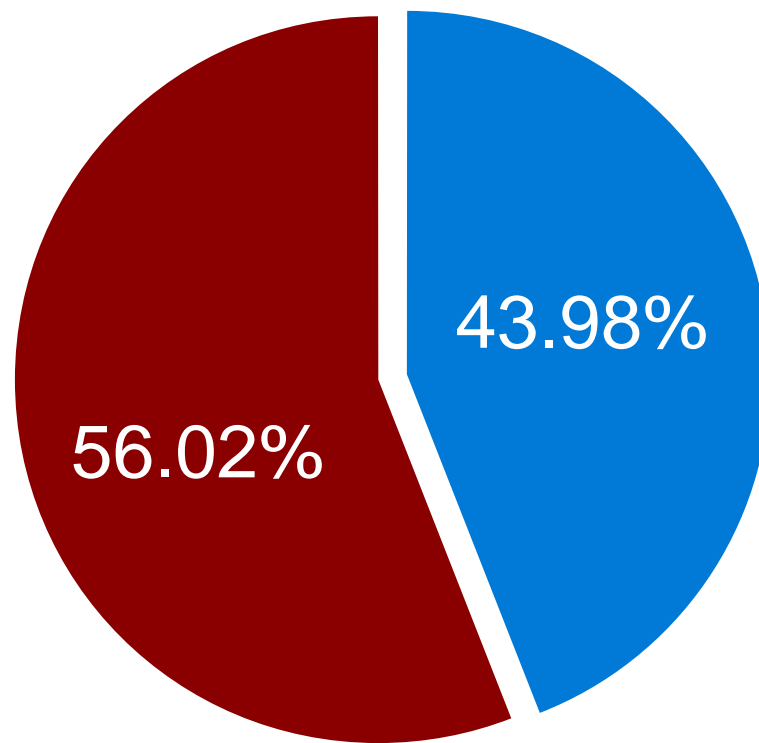
# 2014 Federal Government Workforce Profile





	Gender	FED	2010 CLF
■	Men	57.3%	51.9%
■	Women	42.7%	48.1%



# 2015 USDA Workforce Profile



<u>Gender</u>		<u>USDA</u>	<u>2010 CLF</u>
	Men	56.02%	51.9%
	Women	43.98%	48.1%

# Women's Equality Day 2014

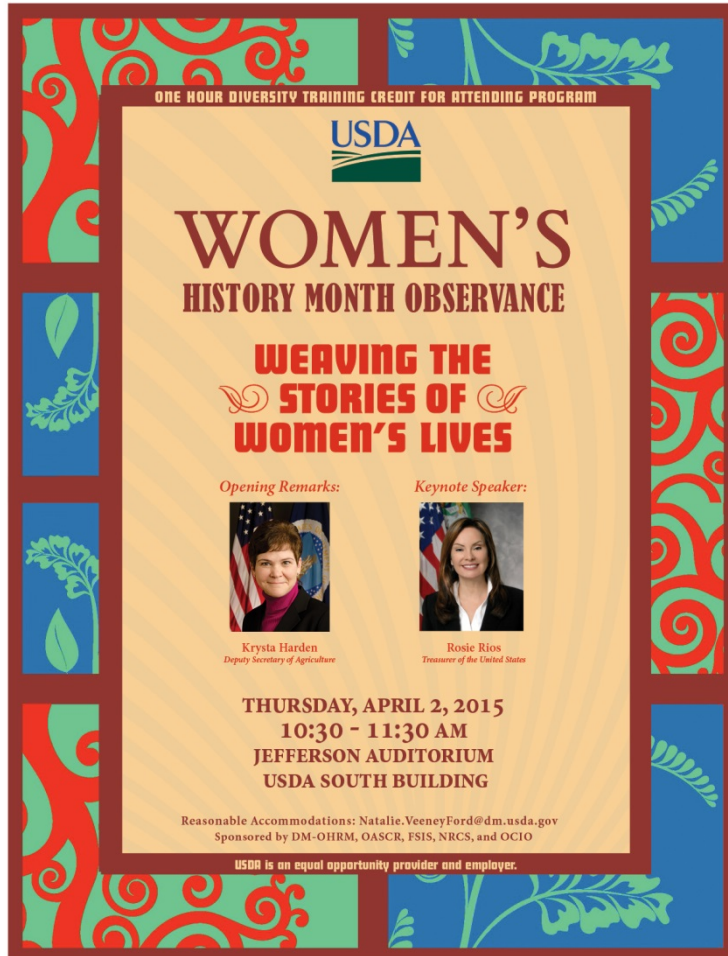
## *And Flash Mentoring Event*



***Guest Speakers:***  
Dr. Karsonya (Kaye) Wise  
Whitehead



# Women's History Month 2015

A poster for the USDA Women's History Month Observance. The poster has a decorative border with red and green floral patterns on a blue background. The central text is on a yellow background with a sunburst pattern. At the top, it says "ONE HOUR DIVERSITY TRAINING CREDIT FOR ATTENDING PROGRAM". Below that is the USDA logo. The main title is "WOMEN'S HISTORY MONTH OBSERVANCE" in large, bold, serif font. Below that is "WEAVING THE STORIES OF WOMEN'S LIVES" in a stylized, red, serif font. There are two portraits: Krysta Harden on the left and Rosie Rios on the right. Below each portrait is their name and title. The date and time are "THURSDAY, APRIL 2, 2015 10:30 - 11:30 AM". The location is "JEFFERSON AUDITORIUM USDA SOUTH BUILDING". At the bottom, it says "Reasonable Accommodations: Natalie.VeeneyFord@dm.usda.gov" and "Sponsored by DM-OHRM, OASCR, FSIS, NRCS, and OCIO". At the very bottom, it says "USDA is an equal opportunity provider and employer."


ONE HOUR DIVERSITY TRAINING CREDIT FOR ATTENDING PROGRAM

USDA

**WOMEN'S  
HISTORY MONTH OBSERVANCE**


**WEAVING THE  
STORIES OF  
WOMEN'S LIVES**

*Opening Remarks:*



Krysta Harden  
Deputy Secretary of Agriculture

*Keynote Speaker:*



Rosie Rios  
Treasurer of the United States

**THURSDAY, APRIL 2, 2015  
10:30 - 11:30 AM  
JEFFERSON AUDITORIUM  
USDA SOUTH BUILDING**

Reasonable Accommodations: Natalie.VeeneyFord@dm.usda.gov  
Sponsored by DM-OHRM, OASCR, FSIS, NRCS, and OCIO

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***Deputy Secretary Remarks:***  
Krysta Harden  
Deputy Secretary of Agriculture

***Keynote Speaker:***  
Rosie Rios





# **FEDERAL WOMEN'S PROGRAM MANAGERS (FWPM)**

*Champions of Women*

# Women's Equality Day 2015



**WOMEN'S  
EQUALITY DAY**

- Day of Empowerment -

**JEFFERSON AUDITORIUM**  
WEDNESDAY, AUGUST 26, 2015  
9:00 AM — 1:00 PM EST

**DR. MARSHA COLEMAN-ADEBAYO's** Rosa Parks' moment and successful lawsuit led to the introduction and passage of the first civil rights and whistleblower law of the 21st century: *Notification of Federal Employees Anti-discrimination and Retaliation Act of 2002 (No FEAR Act)*.

**LEADERSHIP SEMINAR**

**STEDMAN GRAHAM's** mission is to transform people from followers into leaders. As a Master Trainer, Stedman Graham's Women's Identity Leadership Program is transforming lives across the globe.

**USDA** United States Department of Agriculture

**ALSO AVAILABLE THROUGH ADOBE CONNECT**  
Reasonable accommodations: [Natalie.Veeney@dpm.usda.gov](mailto:Natalie.Veeney@dpm.usda.gov)  
USDA is an equal opportunity provider and employer.

## ***Speakers:***

Dr. Marsha Coleman Adebayo

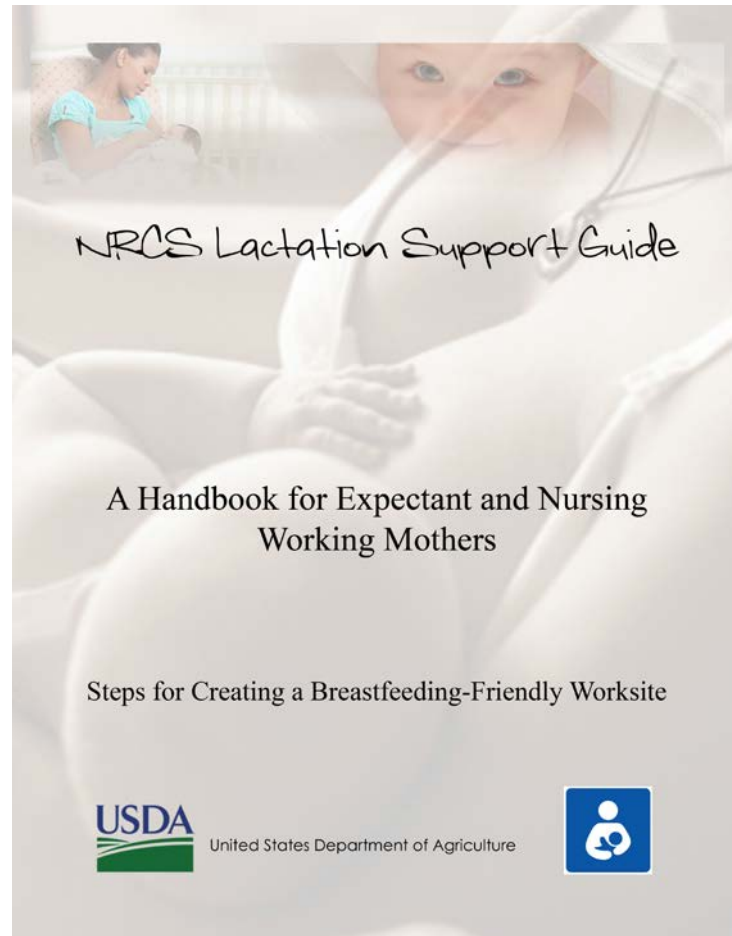
Dr. Karlease Kelly

Provost, Virtual University, OHRM

## ***Leadership Seminar:***

Stedman Graham

# NRCS FWPM Led Efforts



# Diverse Perspectives



*Our Nation derives strength from the diversity of its population and from its commitment to equal opportunity for all. We are at our best when we draw on the talents of all parts of our society, and our greatest accomplishments are achieved when diverse perspectives are brought to bear to overcome our greatest challenges.*

*— President Obama*

*Executive Order 13583*



# Adding Value

## Diversity and Inclusion

### Federal Women's Program

- ❖ Eliminating Barriers and Providing Access
- ❖ Fostering a Diverse and Inclusive Work Place





# WHAT'S NEXT?



# WHAT'S NEXT?

## Women's Networking Luncheon



**Thursday, December 17, 2015**

**Whitten Building, People's Dining Room, Lincoln Room**

**11:30 a.m. – 1:00 p.m.**

**OPEN TO ALL EMPLOYEES**

**RSVP: [Denise.Freeman@dm.usda.gov](mailto:Denise.Freeman@dm.usda.gov)**

# Women's History Month 2016

**Thursday, March 10, 2016**

**Jefferson Auditorium**

**10:00 a.m. – 11:00 a.m.**

The observance videos are available one week after the event. To watch the videos and for instructions on how to self-record the observance's Diversity and Inclusion Training in Aglearn, visit On Demand Web link: [www.dm.usda.gov/employ/observances.htm](http://www.dm.usda.gov/employ/observances.htm).

# WHAT'S NEXT?



## Federally Employed Women (FEW)



July 2016

**FEW's National Training Program (NTP)**

**Dallas, Texas**

**USDA will host an Agency Forum in  
conjunction with the FEW NTP**

# WHAT'S NEW?

## Mentoring Circles

- Mentoring Circles are small groups of 3-5 employees who meet regularly with a Mentor to learn and share together.
- A Circle can be conducted monthly, every other month, or quarterly; as a regular brown-bag lunch, in-person or as a virtual meeting.

# USDA Resources

## **Federal Women's Program Managers:**

POC is Jacqueline Padron at [jacqueline.padron@dm.usda.gov](mailto:jacqueline.padron@dm.usda.gov)

## **Federal Women's Program SharePoint site:**

To gain access to OHRM – Women's and HEP SharePoint site:

Please click on the link below and login with your eAuth credentials.

<https://portal.usda.gov/sites/OHRM/HEP/>

Then click on the link that says "Click here to Request Access."

Enter your first and last name and submit the form.

Once Information Technology (ITT) receives your eAuth information you will receive access to the requested SharePoint site and a notice by email.

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# USDA Resources



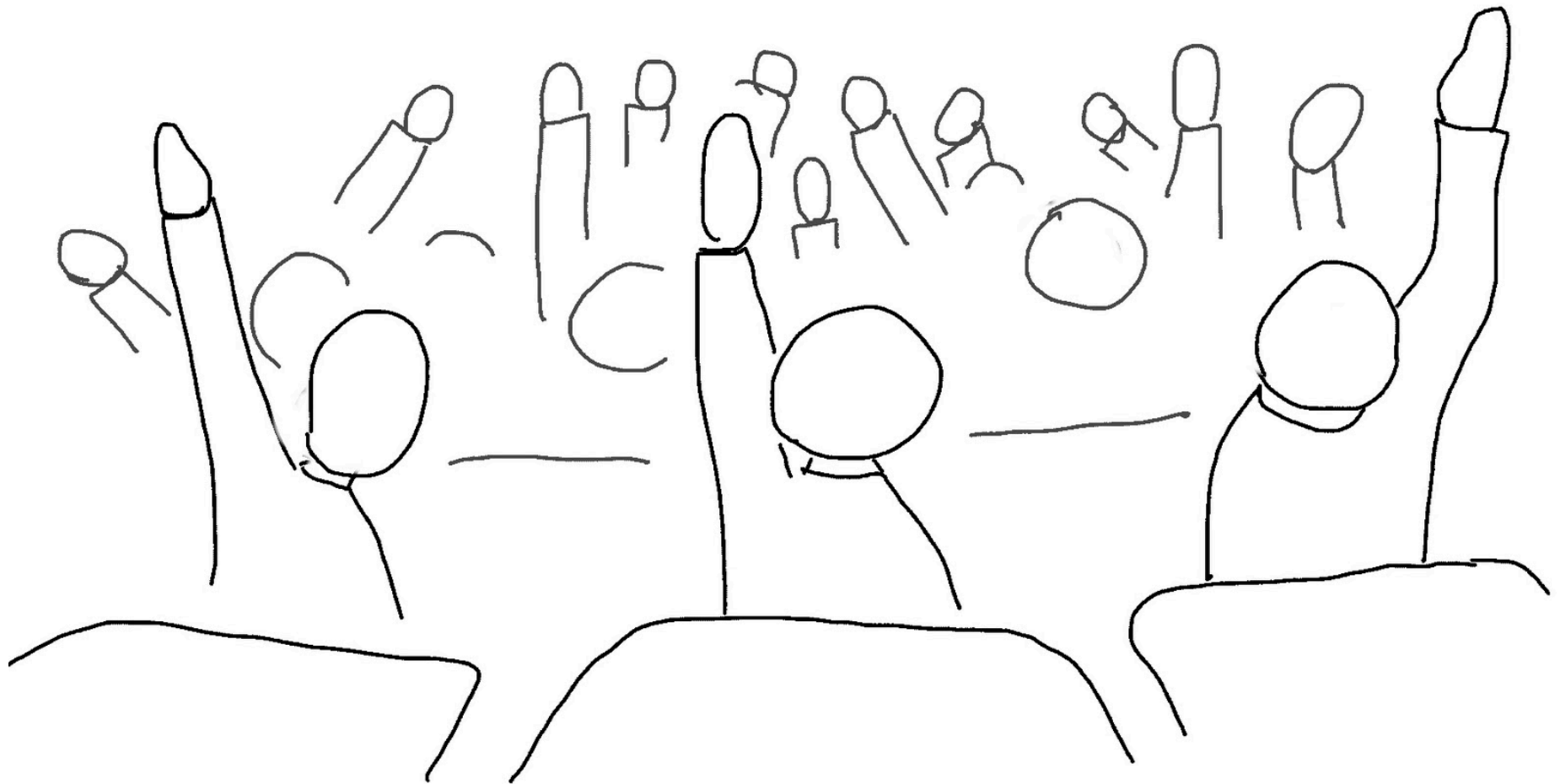
## USDA Employee Resource Group NEW HORIZONS CHAPTER OF FEDERALLY EMPLOYED WOMEN

Host monthly meetings on the second Tuesday of each month from  
11:30 a.m. – 12:30 p.m.

Kimberly Graham, President  
[Kimberly.Graham@wdc.usda.gov](mailto:Kimberly.Graham@wdc.usda.gov)

Chere Shorter, Secretary  
[Chere.Shorter@ams.usda.gov](mailto:Chere.Shorter@ams.usda.gov)

# Questions?





# CONTACT INFORMATION

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**Diversity, Recruitment, and Work/Life Division**

**Office of Human Resources Management**

**U.S. Department of Agriculture**

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**THANK YOU!**