

USDA FEDERAL WOMEN'S PROGRAM

OHSEC's Women in Leadership Initiative

Tuesday, December 8, 2015

Whitten Building, Room 104-A

Jacqueline Padrón

Diversity and Recruitment Programs Senior Team Lead

Diversity, Recruitment, and Work/Life Division

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**



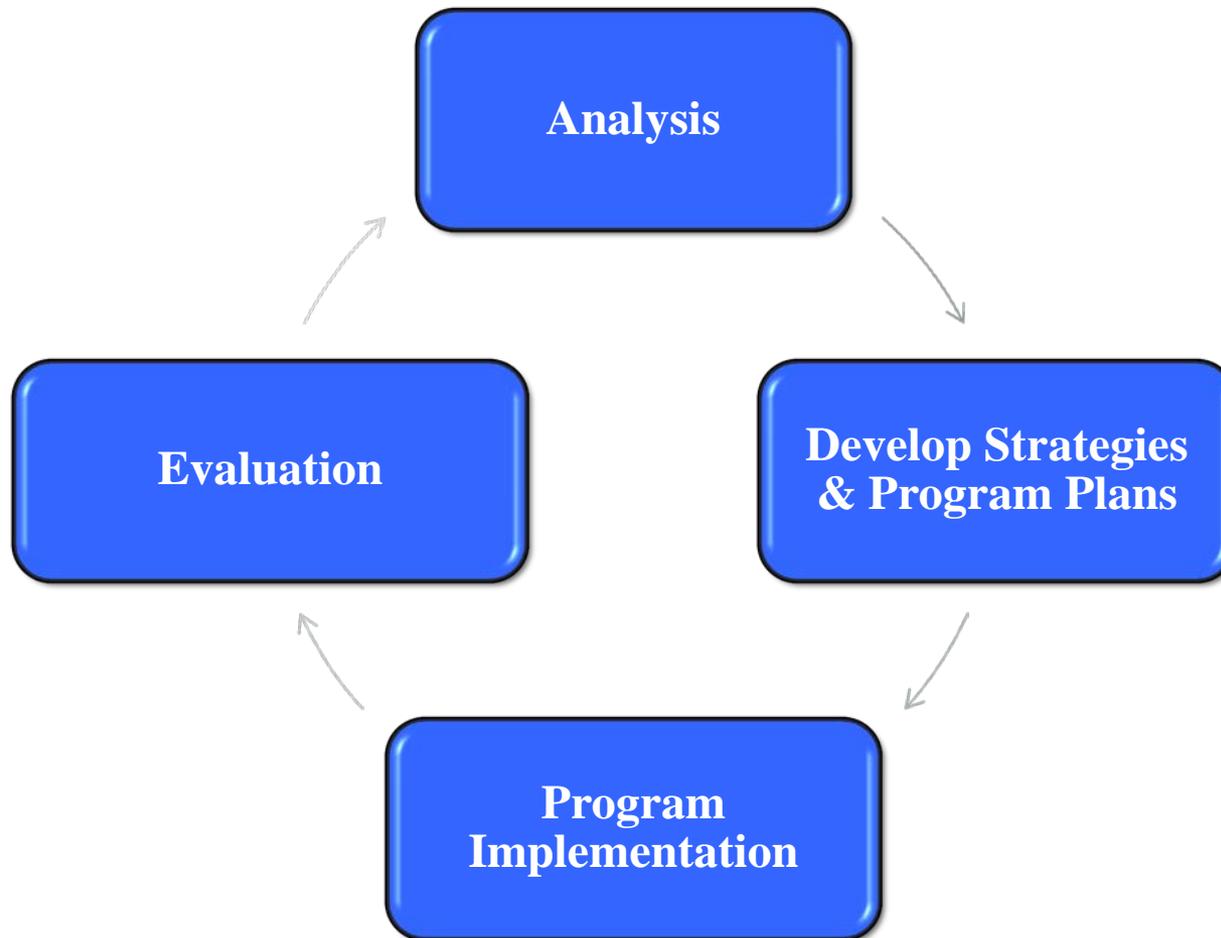
Federal Women's Program Managers (FWPM)

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

Employment Life Cycle



Federal Women's Program Managers (FWPM)

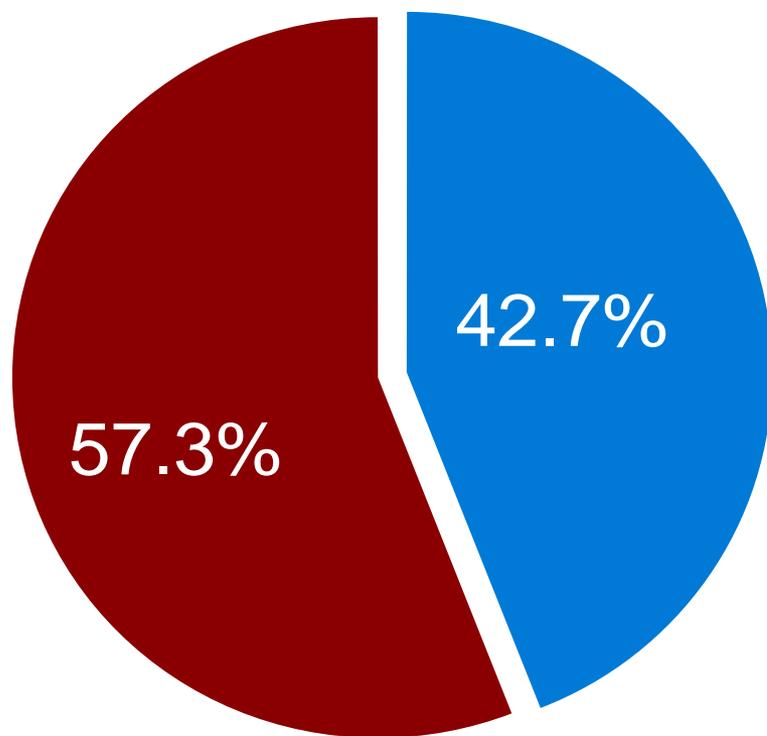


Federal Workforce

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

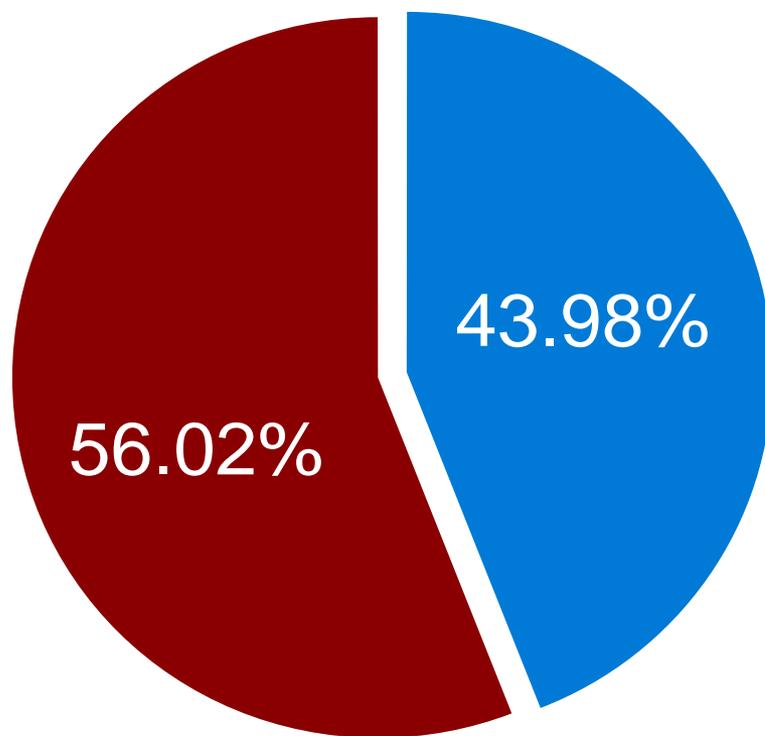
Hispanics, women, and people with disabilities.

2014 Federal Government Workforce Profile



	<u>Gender</u>	<u>FED</u>	<u>2010 CLF</u>
■	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

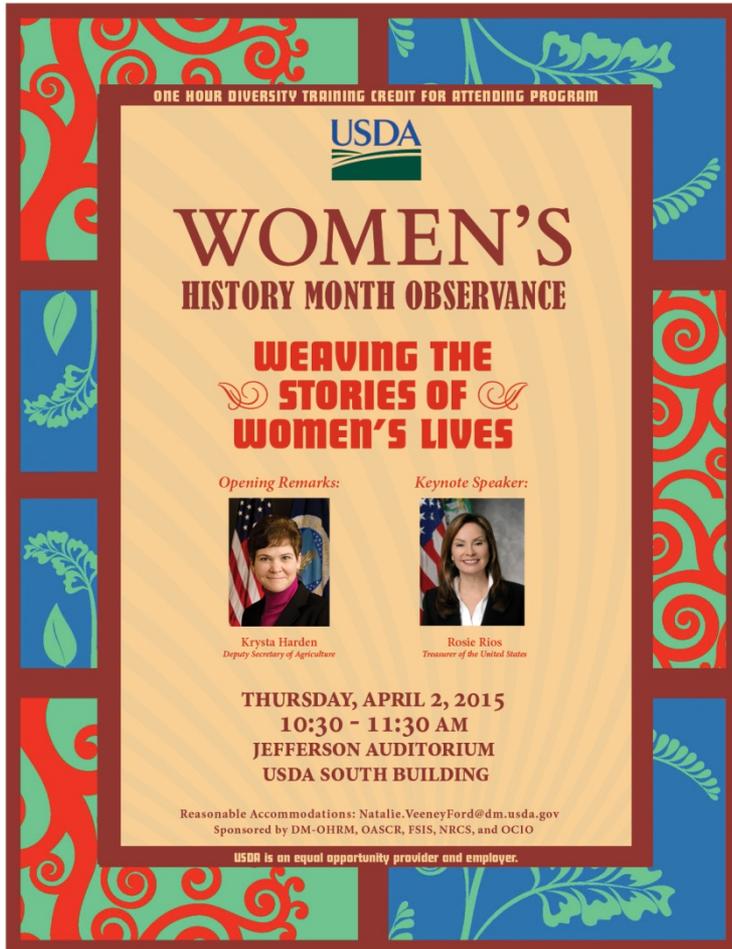
And Flash Mentoring Event



Guest Speakers:
Dr. Karsonya (Kaye) Wise
Whitehead



Women's History Month 2015

A poster for the USDA Women's History Month Observance. The poster features a central yellow rectangular area with a sunburst pattern, surrounded by a decorative border with red and green floral and leaf motifs on a blue background. At the top of the yellow area, it says "ONE HOUR DIVERSITY TRAINING CREDIT FOR ATTENDING PROGRAM" in small black letters. Below that is the USDA logo. The main title "WOMEN'S HISTORY MONTH OBSERVANCE" is in large, dark red, serif font. Underneath is the subtitle "WEAVING THE STORIES OF WOMEN'S LIVES" in a smaller, red, sans-serif font with decorative flourishes. Two small portraits are shown: Krysta Harden on the left and Rosie Rios on the right. Below each portrait is their name and title. The date and time "THURSDAY, APRIL 2, 2015 10:30 - 11:30 AM" and the location "JEFFERSON AUDITORIUM USDA SOUTH BUILDING" are listed in the center. At the bottom, there is a line for reasonable accommodations and a sponsor list, followed by the USDA equal opportunity statement.

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

USDA is an equal opportunity provider and employer.

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@dm.usda.gov
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Speakers:

Dr. Marsha Coleman Adebayo

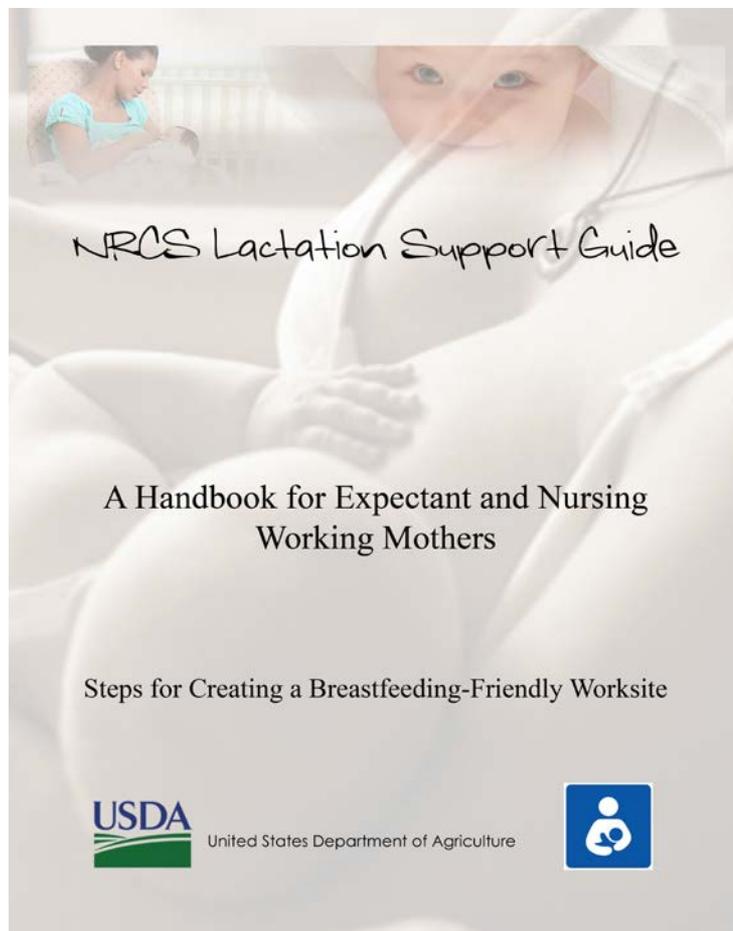
Dr. Karlease Kelly

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

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.

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

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



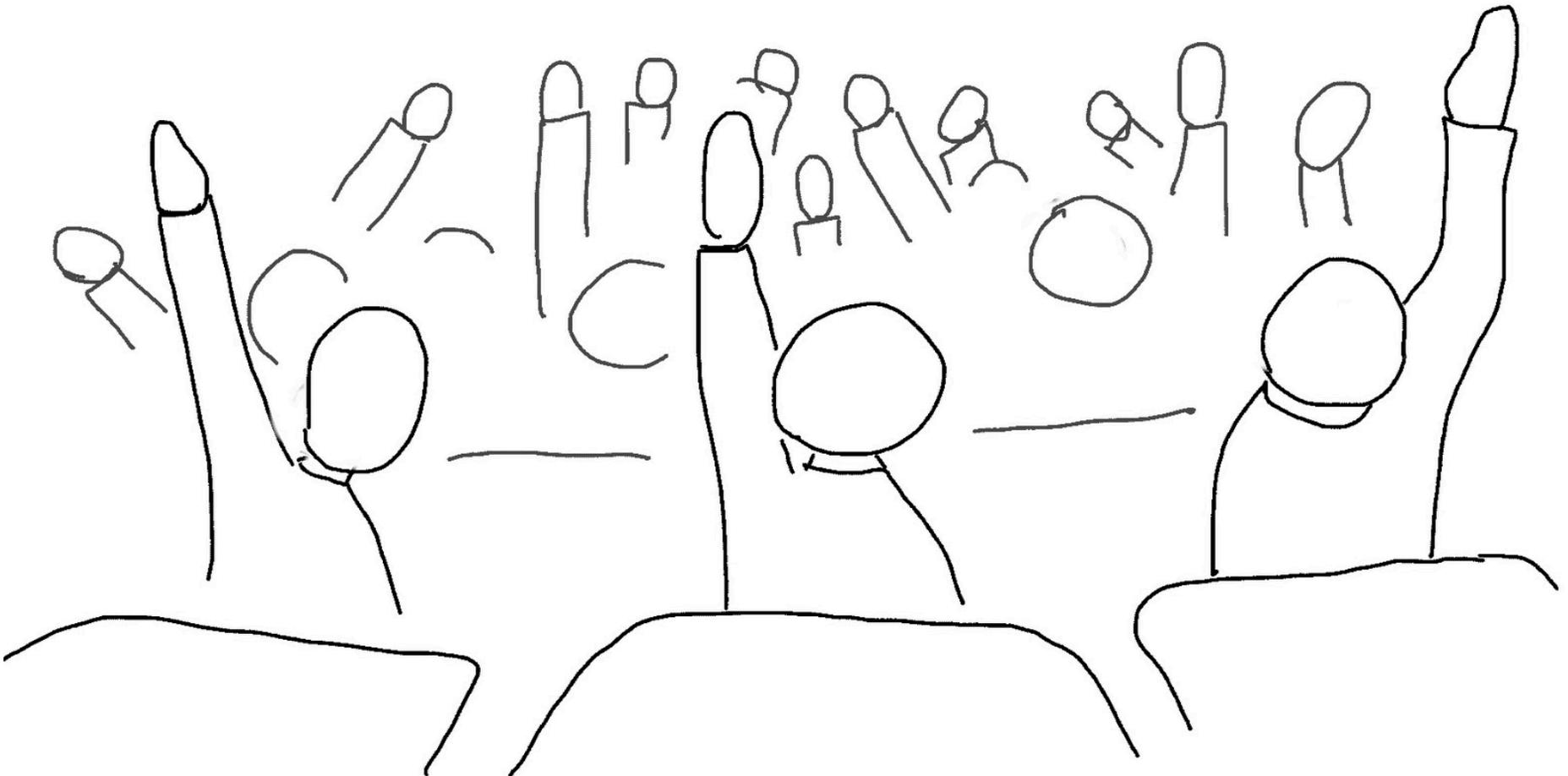
USDA Employee Resource Group NEW HORIZONS CHAPTER OF FEDERALLY EMPLOYED WOMEN

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

Chere Shorter, Secretary
Chere.Shorter@ams.usda.gov

Questions?



CONTACT INFORMATION

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THANK YOU!