



## EXECUTIVE COMMITTEE REPORT

### Hyatt Regency Indianapolis

### Indianapolis, Indiana

May 15-16, 2009

FROM: *Michelle A. Crockett*  
*Chair, Federal Women Program (FWP) Task Force*

**Members of the Task Force:** Sue Webster, Bernice Waller, Rhonda Trent, Wanda Killingsworth, Cecelia Davis, Janet Kopenhaver, Carolyn Malone, Rhonda Ward, Denise Elbert, Patt Franc, Donna Knight

#### **Actions:**

- Conference calls were held on September 9, 2008, October 7, 2008, and December 17, 2008, and April 26, 2009 to discuss the terms of the Resolution of Program Direction Federal Women's Program and to develop tasks to address the requested actions of the resolution. The following issues were addressed;

***Resolution Issue #1. Determine the status of the Federal Women's Program in all major departments and agencies through whatever means is necessary.***

**Actions:** Review Regulations, Executive Orders, and Management Directives relative to the Federal Women's Program. Management Directive 715 requires Federal Agencies to report on the following, "Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity"? Are statutory/regulatory EEO related Special Emphasis Program sufficiently staffed? Federal Women's Program – 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204? Based on this information the Task Force agreed that I should contact the EEOC and 1) request a meeting with the EEOC Chair, Naomi Earp to discuss with her our resolution and request her assistance to provide FEW with the Federal Agency submission of MD 715—specifically, the section of the report that addresses the Federal Women's Program. If we are able to get this information it will provide us with the point-of-contact for each Federal Agency, the status of their Federal Women's Program and if their FWP isn't functioning as it should what they are doing to address the problem.

This meeting with Commissioner Earp was held on November 12, 2008; Sue Webster, Bernice Waller and Michelle Crockett attended. Commissioner Earp offered she believes the focus from the FWP has shifted due to the shrinkage of government resources. Federal agencies have been tasked with doing more with less. Further, the focus now seems to be on diversity. She shared that the discussion at the two most recent commission meetings has been about hiring of Asians and Hispanics into the federal workforce. Commissioner Earp also recommended that FEW broaden its scope and not just focus on the FWP but look at other issues relative to women advancing within the Federal sector. She suggested that FEW seek out Commissioners Constance Barker and Christine Griffin (who have both expressed an interest in women's issues) and ask that they champion our cause.

On January 29, 2008, Sue Webster and I met with Senior Agency Managers responsible for Federal Sector Programs at the EEOC. They thanked FEW for the recent Press Release—"FEW Disappointed in Low Compliance Rate of Federal Agencies with MD-715 Reports", and indicated

our efforts to increase awareness around these issues will help to strengthen their role. They also offered the following recommendations; 1) FEW needs to establish quarterly meetings with EEOC officials, 2) FEW should host a summit at the EXCEL Conference to discuss the FWP Resolution, 3) We need to be more clear/specific about what we would like them to address, and 4) Seek to establish a FEW chapter at EEOC.

A meeting was held on April 27, 2009 with Tina Tchen, the Director of the Office of Public Liaison and Executive Director of the White House Council on Women and Girls, and the Executive Assistant Jennifer Yeager. The purpose of the meeting - which was held in the West Wing - was the continuing demise of the Federal Women's Programs (FWP) throughout the United States Government. FEW's National President Sue Webster flew into town for the meeting, joining FEW Vice President for Compliance Michelle Crockett and FEW's Washington Representative Janet Kopenhaver, to participate in this important meeting. The FEW group gave the White House officials a brief background of FEW and its Legislative priority issues (including ERA and the Government Pension Offset and Windfall Elimination Provision). This was followed by a detailed briefing and discussion of the continued erosion and lack of understanding of these FWPs. We shared numerous background materials on the issue. Following the briefing, we discussed some solutions that FEW had offered, including the issuance of much more specific and revised implementation language from the Office of Personnel Management (OPM) of the Executive Orders covering these programs and what is expected of the Managers running these programs. We also offered to help in any way, including training during our National Training Program, assistance developing strategic plans and training curriculum. The White House officials were extremely interested in how they could help and asked quite a few questions. In the end, they are going to discuss the problem with several other staffers, including Legal Counsel and OPM Director John Berry. We viewed this promise as very good news!

Conference call was held on May 5, 2009 with Sue Webster, Michelle Crockett, and Dexter Brooks (EEOC) to discuss recent actions relative to the FWP Resolution. We discussed the meeting with Tina Tchen, White House Council on Women and Girls and forwarded a copy of the white paper to Mr. Brooks. Mr. Brooks indicated that EEOC would be willing to provide additional statics to support our efforts with FWP and has invited FEW to provide a representative to EEOC's EXCEL Conference. A second conference call with Mr. Brooks is scheduled for June 9, 2009; members of the Taskforce and EEOC Managers will be included on this call.

***Resolution Issue #2. Construct and maintain a current contact list of the Federal Women's Program Managers (FWPM) in these major departments and agencies, both in Washington, D.C. and throughout federal installations in the U.S. and abroad.***

**Actions:** A list of the Federal Women's Program Managers was requested from Commissioner Earp at our meeting with her on November 12, 2008, but she indicated that she didn't think the EEOC maintained this type of listing. The EEOC does maintain a list of EEO Directors and the Commissioner asked that this list be send to Michelle Crockett.

Sue Webster and I addressed the Federal Women's Program Interagency Council (FWPIC) on November 19, 2008 and we discussed the FEW FWP Resolution. I briefed the group on the purpose of the resolution and specific actions that are to be addressed by the taskforce and I requested a list of FWP Managers. A partial listing has been received but it is not comprehensive.

Members of the Taskforce continue efforts to develop a comprehensive listing of all FWP's. We will also be contacting FWPIC to obtain a copy of their charter.

***Resolution Issue #3. Communicate with these FWPMs to obtain annual documentation: a) of FWP activities, b) agency funding for FWP activities, c) FWP training and development plans, and d) the current status of women in these major departments and agencies.***

**Actions:** The Task Force has agreed that we should commence planning to host a summit in early spring 2009 and invite FWPMs to discuss and request information to address our concerns, build relationships and seek resolution to our concerns.

***Resolution Issue #4. Reissue the recent Survey on Women and the Federal Women's Program, and study and publish the results.***

**Actions:** The Task Force has agreed that there would be no benefits gained from re-issuing this survey due to previous poor return rate from the first survey. Further, relative data is available on both the EEOC and OPM websites and there are more efficient ways to obtain the needed information; i.e. the FWPM Summit.

Sue Webster attended the EEO Council meeting on January 28, 2009 and she discussed the FWP Resolution. Members of the EEO Council offered to assist with sending out the survey again if the decision is made to do so.

***Resolution Issue #5. Complete this Plan of Action and report back to the membership at the Annual Membership Meeting held during the 2009 National Training Program in Orlando, Florida next July.***

**Actions:** In addition to providing this information at the Annual Membership Meeting the Task Force has discussed hosting a panel discussion of FWPMs at the NTP.

Volunteers are needed to assist with development of the final report.

***Resolution Issue #6. Publish monthly progress reports to the membership beginning in September 2008, on the actions taken to complete this resolution on FEW's website [www.few.org](http://www.few.org) and bi-monthly in FEW's News & Views.***

**Actions:** A progress report has been posted on the website and articles were submitted and printed in the October 2008, December 2008, February 2009, April 2009 and June 2009 issues of News & Views.

Janet Kopenhaver recommended we issue a press release to bring attention to the Annual Report on the Federal Work Force Fiscal Year 2007 and its findings. A particular concern to the Taskforce is the report indicates that only 50% of Federal agencies had timely submission of their MD-715 reports. The press release, "FEW Disappointed in Low Compliance Rate of Federal Agencies with MD-715 Reports" was issued on January 7, 2009.

During the FWP Taskforce conference call on April 26, the National President and committee felt that the information on the Taskforce's efforts needed to be more visible and better organized on the website. Patt Franc was tasked with communicating with the Website folks to see what can be done to remedy this. This webpage had been established and can be found at FEW.org.

