

**Partnership Agreement
Between
The Federal Aviation Administration
And
The Federally Employed Women**

I. PARTIES

The parties to the Partnership Agreement (PA) are the Federal Aviation Administration (FAA) and the Federally Employed Women (FEW).

II. BACKGROUND

The Federal Aviation Administration Federal Women's Program was established in 1963 to implement the recommendations of President John F. Kennedy's Commission on the Status of Women. The commission, chaired by Eleanor Roosevelt, looked into problems that women encountered in employment in the Federal Government. Later, initiatives developed by the Commission were integrated into the Federal Equal Employment Opportunity Program effort. The FWP's primary focus is to address the employment needs (e.g., recruitment, training/educational, retention, upward mobility, career counseling, mentoring, developmental details, promotion, equity in pay, etc.) and barriers (e.g., sex discrimination, sexual harassment, equal pay, hostile work environment, gender disparity and stereotyping, sexism, etc.) of women as they relate to Federal employment policies, practices, and related initiatives.

FEW is a private, non-profit organization founded in 1968 shortly after Executive Order (E.O.) 11375 was issued, which added sex discrimination to the list of prohibited discrimination within the Federal Government. Although E.O. 11375 was an important milestone, several women were concerned that the Civil Service Commission and individual agencies may not put forth the vigorous effort necessary to ensure compliance with E.O. 11375.

III. PURPOSE

The purpose of this PA is to provide the cooperative framework for the parties to develop and establish the FAA and FEW Partnership Program. The Program will foster a mutually supportive relationship and develop initiatives to enhance FAA's ability to recruit and retain highly skilled women and prepare them to become future FAA leaders.

IV. OBJECTIVES

- A. The objectives of the PA shall be to coordinate and facilitate activities that are responsive to the needs of FAA and FEW. In this regard, FEW shall

make recommendations to FAA on program initiatives that address concerns affecting the recruitment, accessions, training, career development, promotion, and retention of qualified women in FAA's workforce.

B. Specific goals are to:

1. Improve the representation of women in management and other senior level positions through substantive training,
2. Provide better educational and leadership development opportunities for women in FAA,
3. Provide knowledge-networking training on issues that affect women in FAA's workforce, and
4. Strengthen the Agency's support for FEW's goals and objectives, in alignment with the Agency's mission.

V. RESPONSIBILITIES

A. In fulfilling the objectives of the PA, the parties agree (subject to applicable legal limitations, including the Federal Labor Relations Statute) to participate and be responsible for the following activities:

1. FAA will, to the extent practical:
 - a. Advise FAA Administrations and other FAA organizations of this PA and disseminate information about the FAA/FEW PA, as relevant and in accordance with Agency policy.
 - b. Participate in FEW's annual National Training Program.
 - c. Provide FEW with information on employment needs of FAA to assist in development of women employees in alignment with Management Directive 715 (MD-715).
 - d. Participate in FEW career fairs, recruitment activities, and outreach efforts.
 - e. When agreed to by both parties, purchase exhibit booth space at FEW's annual training program to further FAA's policies and program objectives for women in FAA.

2. FEW will:

- a. Provide FAA the opportunity to hold an agency forum in conjunction with FEW's National Training Program. FEW will provide space and logistical support on a mutually agreed-upon basis.
- b. Participate in FAA-sponsored events supporting women and minorities as mutually agreed to by both parties.
- c. Recommend speakers on diversity, Equal Employment Opportunity (EEO), and women issues for FAA internal programs.
- d. Provide assistance and support to FAA in its work with women groups.

VII. PARTNERSHIP MANAGEMENT

- A. A Partnership Management Team (PMT) will be formed to facilitate the direction and management of the Partnership. The PMT will consist of the following Department of Transportation (DOT), FAA and FEW representatives to also include the FEW's Executive Vice President.
- B. The PMT will perform a variety of activities to facilitate the success of the PA, including:
 1. Develop and recommend plans and initiatives in furtherance of objectives of the PA.
 2. Hold quarterly conference calls.
 3. Track, analyze, and share information on Partnership activities and results.
 4. Meet at least annually to jointly evaluate the effectiveness of the Partnership. The evaluation will be due annually on the effective date of the PA.
 5. Ensure that issues and concerns, as well as best practices and successes, are appropriately communicated.

VIII. PROGRAM FUNDING

Nothing herein shall be construed as obligating FAA and FEW to expend funds on behalf of the purpose, objectives, and responsibilities set forth in this PA except as stated herein or agreed to in writing by the signatories or the

organizations they represent. All obligations of funds for expenditures by FAA are subject to the availability of funds.

IX. EFFECTIVE DATE

This PA shall become effective on the date when the two parties sign. All terms are subject to Federal law and FAA policy.

X. AMENDMENTS

This PA may be amended at any time by mutual written agreement of FAA and FEW.

XI. TERMINATION

Either party upon 60-day notice to the other party may terminate this PA at any time.

XII. AUTHORITY

This PA is entered into pursuant to 5 CFR Part 251.

XIII. DISCLOSURE OF INFORMATION

Subject to the Freedom of Information Act (5 U.S.C. 552), decisions or disclosure of Information to the public regarding projects and programs within this PA will be made following consultations by the parties to the PA.

BY DIRECTION OF THE ADMINISTRATOR OF THE FEDERAL AVIATION ADMINISTRATION:




Fanny Rivera
Assistant Administrator for Civil Rights
and FAA Diversity Advocate

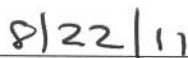


Date

FEDERALLY EMPLOYED WOMEN ORGANIZATION:



Sue Webster
National President
Federal Employed Women



Date