

Federally Employed Women Annual Membership Meeting



Debra Hobbs
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Federal Women's Program



Federal Women's Program Resolution

Introduction of Task Force Members

Debra Hobbs – Chair
Michelle Crockett – Co-Chair
Cecelia Davis
Denise Elbert
Patt Franc
Wanda Killingsworth
Janet Kopenhaver
Donna Knight
Carolyn Malone
Rhonda Trent
Bernice Waller
Rhonda Ward
Sue Webster
Linda Fresh
Dationa Carter



Federal Women's Program Resolution

Historical Background

- In 1961 President John F. Kennedy established the Commission on the Status of Women, chaired by Eleanor Roosevelt, to look into employment problems women encountered in the federal government.
- On October 13, 1967, President Lyndon B. Johnson signed Executive Order 11375 (amending Executive Order 11246) prohibiting sex discrimination in federal employment and by federal contractors and created the FWP.
- The Civil Service Commission (now OPM) was directed by the President of the United States to implement the Executive Order by providing policy-level guidance and program leadership for and to provide agencies with instruction to implement their program. Instructions required each agency to:
 - *Develop a Plan of Action*
 - *Designate a Federal Women's Program Coordinator*
 - *Submit a periodic progress report to the Commission*



Federal Women's Program Resolution Historical Background (cont.)

- During a training seminar in 1967, a group of federal women from throughout the United States learned about the Federal Women's Program established by the federal government to improve the status of federally employed women, however also learned **few agencies** had acted on the instructions.
- These women began work to create a private-sector organization that would work to ensure that agencies put forth vigorous effort to implement the Executive Order by tracking all programs and policies of relevance to federal women employees.
- In 1968 Federally Employed Women (FEW) was founded. FEW's mission was and still is to work exclusively to end sex discrimination toward the advancement of women in federal service.



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FWP and FEW - a Unique Relationship

- **The Federal Women's Program** – established to identify and eliminate barriers to the hiring and advancement of women through the enhancement of opportunities for women in every area of federal service.
- **Federally Employed Women** – a private, non-profit membership organization concerned with many of the same issues that are administered and addressed by the FWP.
- **FEW and FWP** are not in conflict because their mutual goals and objectives are formulated to eliminate sex discrimination and address issues impacting career advancement for women in federal service.



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FWP and FEW - a Unique Relationship (cont.)

- FEW is not a labor organization and does not represent employees. However, FEW officers meet with management officials to discuss matters that fall within their expertise.
- There is no conflict between being a female employee of the federal government, automatically covered by the FWP, and joining FEW. In fact, many find membership in professional organizations, such as FEW, to be career-enhancing.
- Through its Vice President for Compliance and other members of the National Board, FEW maintains a relationship with OPM, the Equal Employment Opportunity Commission (EEOC), and Department and Agency heads.



Federal Women's Program Resolution

The Resolution

- FEW membership voted to adopt a resolution to address the status of the FWP on July 18, 2008.
- *“Be it resolved that the membership of Federally Employed Women directs the National President and National Board of Directors to develop, staff, fund, implement, and carry out a Strategic Plan of Action...”*



Federal Women's Program Resolution

The Resolution (cont.)

- **A task force was established to carry out the strategic plan to:**
 1. Determine the status of the FWP in all major departments and agencies.
 2. Construct and maintain a current contact list of the FWPM in these major departments and agencies, both in Washington, D.C. and throughout federal installations in the U.S. and abroad.
 3. Communicate with these FWPMs to obtain annual documentation:
 - a) Of FWP activities
 - b) agency funding of FWP activities
 - c) FWP training and development plans
 - d) the current status of women in these major departments and agencies;
 4. Reissue the Survey on Women and the Federal Women's Program, and study and publish the results.
 5. Complete this Plan of Action and report back to the membership at the Annual Membership Meeting held during the 2010 National Training Program in New Orleans, La.
 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 and bi-monthly in FEW's News & Views.



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Actions Taken

1) Determine Status of FWP in departments and agencies

Numerous high level meetings were held-

- Members of the FWP Taskforce met with Dexter Brooks, Director, Federal Sector Programs EEOC, on January 26, 2010.
 - Mr. Brooks has started a Focus Group to work on strategies to present to Agencies concerning SEPMS.
 - Mr. Brooks and or a representative will attend the FEW NTP and do a segment on EEOC support in the FWP training class.
 - A list of FWPMs was requested—EEOC doesn't maintain this listing. A list of EEO Directors was received (is posted on the FWP webpage)
- Members of the FWP Taskforce met with Mr. John Berry, Director, OPM, Ms. Christine Griffin, Deputy Director, OPM, and Ms. Elizabeth (Liz) A. Montoya, Chief of Staff, OPM to update and discuss Federal Women's Program, on January 27, 2010, their recommendations were;
 - That an Executive Order or Presidential Letter would go out to the Federal agencies once their office has looked over the documents FEW presented.
 - Assure diversity is implemented, in the workforce.
 - FEW's recommendations concerning FWP that were presented, be discussed at the Wolfpack Diversity Team meeting.
 - FEW to host a Summit, after the Executive Summary and or Presidential Letter has went out. Summit would focus on how do we take this approach, accountability, benchmarks, merit implementation in the next 3 years.
 - We need to be more clear/specific about what we would like to address



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Actions Taken – (cont.)

- **Attended a meeting held by the Federal Women's Interagency Council held on February 4, 2010 with Tina Tchen, Director of the Office of Public Liaison and Executive Director of the White House Council on Women and Girls.**
 - **Ms Tchen stated that they are working on guidance that will have each Federal agency to touch on Women and Girls in the workplace.**
 - **Ms Tchen discussed the MD715's and that she would like to see more training and mentoring in the report from FWP.**



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Actions Taken (cont.)

2) Construct and maintain a current contact list of the FWPMs in these major departments and agencies.

- Linda Fresh, Chair, Federal Women's Program Interagency Council (FWPIC) provided a list of FWPM's but it isn't comprehensive.
- Suggested we contact Agencies prior to placing their names on the FEW website.



Federal Women's Program Resolution

Actions Taken (cont.)

3) Communicate with these FWPMs to obtain annual documentation

- On the recommendation of Mr. John Berry, He would like to have the Summit after an Executive Summary and or Presidential Letter has went out, he wants the Summit to focus on how do we take this approach, accountability, benchmarks, merit implementation in the next 3 years. He wants FEW to be responsible for organizing the Summit, date TBD.



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Actions Taken (cont.)

4) Re-issue a recent Survey on Women and the FWP to study and publish results

- 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. Therefore the FWP taskforce agreed to dissolve this resolution.



Federal Women's Program Resolution

Actions Taken (cont.)

5) Publish Monthly Progress Reports and Bi-Monthly Articles

- An FWP page has been created on the FEW web site (www.few.org).
- Progress reports and other relevant materials have been posted to the FWP page.
- Articles were submitted and printed in the February and April 2009 issues of News and Views, April 2010 issues.
- Janet Kopenhaver, FEW's lobbyist, prepared issue papers for meeting with Mr. John Berry, posted on FWP page of the FEW website.
- Michelle Crockett, Vice President of Compliance, was featured on CNN Situation Room, discussion was Women in the Federal Workforce.



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Actions Taken (cont.)

6) Complete this Plan of Action and report back to the membership at the Annual Membership held during the 2010 National Training Program.

Way Ahead

- Build on the Momentum – Keep the Visibility on this issue
- Waiting on Presidential Letter to go out to Agencies concerning FWP
- Extend the Resolution with specific actions identified and target completion dates attached.
 - Resolution #1
 - Resoluton #3
- Continue work with OPM, EEOC and the NCFWPM



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Contact Information

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If you would like to work on the FWP Resolution or other FWP related projects, please contact:

1. Your Chapter President,
2. Your Regional Manager, and/or
3. Debra Hobbs

Thank you!