

FWP Taskforce Meeting Minutes
Wednesday, March 30, 2011, 7:00pm

FWP Taskforce Members in attendance:

Debra Hobbs—Chair - fwp@few.org
Michelle Crockett –Co-Chair - compliancevp@few.org
Sue Webster - president@few.org
Arlena Fitch-Gordon - executivevp@few.org
Matthew Fogg - congressionalrelationsvp@few.org
Janet Kopenhaver - janetk@few.org
Dationa Carter - carterdo@oro.doe.gov
Dorothy Nelms - doro27@aol.com
Janet Picha - outreach@few.org
Georgia Thomas - diversityvp@few.org
Ruth Piotrowski - rpiotrowski@fs.fed.us

Call to order by Chair, Debra Hobbs at 7:30 pm. Topics for discussion:

I. Preparation for OPM FWP Special Work Group on April 6, 2011 – Participants: Sue Webster, Michelle Crockett, Debra Hobbs, Ruth Piotrowski, EJ Westly, Ms. Angela Love

- Will there be any discussion about special interest programs?
- If we develop PDs, how do we maintain? PDs – looking at possible full time instead of 20%.
- Are there models available to follow?

II. Training – Certification

- There will be a class at the FWP workshop in July that will address certification training for FWPM's presented by DEOMI.
- Plan blue sky – limits will come later. Director Berry will put out guidance.

RECOMMENDATION: OPM gives FEW money and FEW does training at NTP. DOD is completed in 40 hours. DOD training is named after Clay Haughton. Put him on the committee.

III. Where should FWPM's be placed within agencies?

- Legislative mandates FWPM should put under EEOC, office of civil rights. Many agencies are trying to move special interest to HR.
- MD715 – EEOC should report directly to the head of their agency. In other words it would be wherever the EEOC is reporting.
- FWPM's are moving where resources are.
- If agencies are not in compliance they must justify why it is not happening.

RECOMMENDATION: MD715 (which is a revision of the affirmative action plan) must be adhered to. Find out which Agencies are not reporting correctly. Bring MD715 report to the meeting.

IV. Comments from callers

- Will we have subject matter experts and HR folks, general counsel folks to help create PD?
- Is there a model available to follow?
- FEW wants EEOC on committee – Carlton Haddon has been identified and EEOC wants to come in further down the process.
- What indication did Sue get that OPM is going to take this all the way down the road vs. the Wolfpack Group. We don't want to put in a lot of effort if it is not going anywhere. Wolfpack is still working its way through the White House
- FEW has been asked who we want to identify for this working group by OPM
- Mechanics involved can be discussed at April 6 meeting.
- Hispanic and women making the most noise – so OPM wants FEW to take lead and set the example or precedence for how other special emphasis programs should work. Veronica Villanobolis was listening to all the complaints from Hispanics and FEW/FWP. Here is what we are going to do – create a committee. Bottom line is to revamp the FWP program.
- FEW should walk into April 6 meeting with what they want from OPM to make the FWP work.
- FEW met with NCEPS today and gave a report – they had the same question – what about the other ethnic groups?
- Sky is the limit – OPM wants FEW to come up with the vision.
- Sue – It is up to FEW to tell them what we want – (Rewrite PD, Training, Certifications)
- The FWP was put in place without much thought. No blueprint. What it is now is because of the training FEW provided.
- NCFWPM has been working very hard on this as well. Have seen with interaction with agencies that they are not taking it seriously at all - FWP. Have millions of things on the plate so FWP take the back seat.
- We need to do a better job. We must try to make and find a way to make special interest groups as strong as possible.
- Important not just for FWP, but all special emphasis programs – none of the programs are looking good.
- Are there any FWP programs that are working well and doing the right thing.
 - CSOCA – court and pretrial services office – has good FWP program
 - DOE – Datonia – has good FWP program
 - Kimberly Bandy – homeland security – good program
 - Ruth can do an inquiry with members to see if any good programs are out there– Department of Army?
- Addressing barriers that prevent women from being hired and promoted as women – no program fluff. OPM considers fluff as anything that is food (cultural) related.
- Mandate to hire persons with disability by 2%. What is the accountability if the agencies don't comply with Title 7? We must really push for accountability. And we need more persuasive measures in the bill.

- If hiring authority doesn't take it seriously to hire women then nothing is addressed. Accountability needs to be built in. FEW needs something in writing that puts that accountability in place.
- Membership meeting at the NTP – panelist
 - Christine Griffin
 - General Stanley

V. ACTION ITEMS

- Every 3rd Thursday of each month at 7pm EST – Talley will send a reminder 1 week before each meeting.
 - Put on FEW calendar
 - Put out schedule for a number of meetings, perhaps 3 months in advance.