



**NATIONAL BOARD OF DIRECTOR'S MEETING**  
**The Orlando World Center Marriott**  
**Orlando, Florida**  
**July 24-25, 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, Linda Fresh

**Actions:**

- Conference calls were held on April 26, 2009 and June 8, 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:**

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 her 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 of the 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.

A meeting was held on June 29, 2009 with Mr. John Berry, Director, OPM, and Ms. Elizabeth (Liz) A. Montoya, Chief of Staff, OPM. FEW Attendees: Sue Webster, National President; Bernice Waller, Executive Vice President; Michelle Crockett, VP for Compliance; Wanda Killingsworth, Special Assistant for Outreach. Items discussed were Overview of FEW, Discussion of Federal Women's Program concerns, Partnership discussion and Discussion/intro of NCEPS.

Mr. Berry began by discussing his support of our goals of advancement of women in government and discussed the makeup of his staff. Christine Griffin will soon be confirmed as Deputy Director for OPM. She will be charged with daily efforts of OPM's goal of improving and advancing diversity throughout government. Mr. Berry stressed several times that he does not simply want to put back into place programs of the past that have not worked. He wants to work for fair and equal advancement at all levels for all folks. He also emphasized we need data in order to understand what we need to do to move the indicators on the dashboard.

I discussed the FWP efforts and sent the survey info to Christine Griffin, Ms. Montoya, and Mr. Berry per his request. We discussed reissuing an Executive Order re. the FWP and he said this may be something to look at down the road but we should consider an Executive Order for all the special emphasis groups. And it will be a while before we get to this – the White House is slowing down on EOs at this point. Suggested we convene a summit around the November/December 2009 timeframe, Address 2 questions: 1) What is the most efficient way to gather the data needed and do it constitutionally? 2) What are the programs we can undertake to advance continuing programs for minorities and women at all levels of government, again that is constitutional?

***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:**

Linda Fresh newly appointed Chair, Federal Women's Program Interagency Council has indicated she will work with FEW to establish a list of FWP's. She recommends that FEW start with departmental level contacts to obtain FWPM via face-to-face meetings.

***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 2010 and invite FWPMs to discuss and request information to address the issues listed above, 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.

Efforts will continue to address issues.

***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 New & Views.***

**Actions:**

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

During the FWP Taskforce conference call on April 26, 2009 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 FEW IT Team to see what can be done to remedy this. A FWP webpage has been established and can be found on the homepage of FEW.org. The webpage is very comprehensive and includes historical information about the FWP and FEW, efforts in support of the FWP Resolution, and current updates.