

RESOLUTION OF PROGRAM DIRECTION
Federal Women's Program
presented to the membership of
FEDERALLY EMPLOYED WOMEN
at its Annual Membership Meeting
July 18, 2008

WHEREAS as a matter of history, between 1961 and 1967, the status of women in federal employment received attention from a number of sources. This included activities such as the establishment of the Federal Women's Award and the Commission on the Status of Women, revocation of an 1870 law that allowed selecting officials to specify the sex of a job applicant, publishing of data on women and their progress in the Federal workforce, passage of the Civil Rights Act of 1964, and appointment of a Study Group to recommend ways to improve careers for women in the Executive Branch. The end result was Executive Order 11375; and

WHEREAS on October 13, 1967, President Lyndon Johnson signed Executive Order (E.O.) 11375 that added "sex" to the other forms of discrimination prohibited within the federal government and by federal contractors outlined in Executive Order 11246; and

WHEREAS the Civil Service Commission (now the Office of Personnel Management) was directed by the President of the United States to implement the Executive Order by providing policy-level guidance and program leadership for this government-wide program; and to provide agencies with instructions to implement their programs; and

WHEREAS the CSC/OPM instructions included requiring each agency to develop a Plan of Action, to designate a Federal Women's Program Coordinator, and to submit a periodic progress report to the Commission (now OPM); and

WHEREAS during a training seminar in 1967, a group of federal women from throughout the United States learned about this Federal Women's Program (FWP), established by the federal government to improve the status of federally employed women, however also learned that few agencies had acted on the instructions from the CSC/OPM; and

WHEREAS 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 current and prospective federal women employees; and

WHEREAS early organizers realized that the government could dismantle FWP, and wanted to ensure that there would always be an organization dedicated to promoting equality for women and addressing concerns of women in the Federal workforce; and

WHEREAS Federally Employed Women (FEW), a membership organization, was founded in 1968 whose mission was and still is to work exclusively to end sex discrimination and toward the advancement of women in federal service; and

WHEREAS during its 40 year history, FEW has worked with OPM and Federal Agencies to keep the FWP strong, and has undertaken studies to determine the status of women in federal employment; and

WHEREAS FEW national officers meet with management officials at all levels of agencies to demonstrate support of the FWP, encourage officials to support the program and to obtain insight on the effectiveness of the FWP at agency and local levels; and

WHEREAS FEW last published "*A Report of a Survey on Women and the Federal Women's Program in the Federal Government*" in May, 1991, over 17 years ago; and

WHEREAS reports from members and employees in FWP and EEO occupations and a 2008 FEW survey distributed to 28 departments and agencies resulted in less than a 7% return rate gives strong indication that the FWP is indeed moving into oblivion, the exact direction early FEW organizers feared it would; now therefore,

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 to:

1. Determine the status of the Federal Women's Program in all major departments and agencies through whatever means is necessary;
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;
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
 - d. the current status of women in these major departments and agencies;
4. Reissue the recent 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 2009 National Training Program in Orlando, Florida next July; and
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*.