

## **History of the Federal Women's Program (from the NIH website)**

### **Introduction to the Federal Women's Program**

In 1967, Executive Order 11375 added sex to other prohibited forms of discrimination such as race, color, religion, and national origin. In response to this, the Office of Personnel Management (OPM) established the Federal Women's Program (FWP). In 1969, Executive Order 11478 integrated the FWP into the Equal Employment Opportunity (EEO) Program and placed the FWP under the direction of EEO for each agency. OPM regulations implementing Public Law 92-261 require that Federal agencies designate a FWP Manager to advise the Director of EEO on matters affecting the employment and advancement of women. This law also requires that Federal agencies allocate sufficient resources for their Federal Women's Programs.

### **History of the Federal Women's Program**

In 1961, President John F. Kennedy introduced the concept of affirmative action and reaffirmed Executive Order 9980--non-discrimination policy in the Federal government--that was signed in 1948. He also established the Commission on the Status of Women (Commission), chaired by Eleanor Roosevelt, to look into problems women encountered in employment in the Federal government. Based on recommendations of the Commission, the Federal Women's Program was established in 1963 as a vehicle to provide opportunities for recruitment, selection, training, and advancement of women in the Federal government. The primary purpose of the Federal Women's Program is to improve the status of women in the Federal government through education and counseling members and agency employees and by providing management officials with information on workforce trends. Executive Order 12067 placed responsibility for overall leadership of the Federal government's entire Equal Employment Opportunity (EEO) effort under Equal Employment Opportunity Commission (EEOC). EEOC is responsible for the consistency of EEO policy in Federal agencies. The passing of Executive Order 11478 in 1969 required agencies to establish and maintain affirmative EEO programs. The Order also brought the Federal Women's Program into the overall EEO Program and placed it under the stewardship of the Director of EEO.

### **The Federal Women's Program Manager**

The Federal Women's Program Manager (FWPM) position was established to ensure that agencies meet the requirements of the Equal Employment Opportunity Commission (EEOC) Guidelines. The FWPM advises management of their FWP responsibilities, the status and progress of the program and the concerns of women in their organization. The FWPM is responsible for ALL women within their organization, regardless of grade level.

## History of the Federal Women's Program (from the FAA website)

The FWP 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.

In 1969, Executive Order (E.O.) 11478 was issued. The E.O. stated that Equal Employment Opportunity (EEO) was required to be an integral part of every aspect of the Federal Government's personnel policy. In addition, E.O. 11478 brought the FWP into the overall EEO Program and placed it under the stewardship of the Director of EEO. Federal agencies were required to establish and maintain affirmative EEO programs.

The EEO Act of 1972 (Public Law 92-261) enforced the provisions of E.O. 11478 and authorized the former Civil Service Commission to take appropriate action against agencies not in compliance. The EEO Act also assigned primary responsibility for EEO programs, including the Federal Women's Program, to "every manager and supervisor in the agency." The regulatory basis for the FWP can be found 29 CFR 1614.102(b)(3).

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.

## Federal Women's Program (from the DOT website)

The Department of Transportation's Federal Women's Program (FWP) consists of a FWP Manager in the Departmental Office of Civil Rights and additional FWP Managers in the Operating Administrations' Civil Rights Offices. Common objectives are to improve hiring, training, retention and promotional opportunities for women, by:

- Identifying positions and grades for which women may be under represented and increase the total number of women employed in those positions within the Department
- Identifying employment barriers that may exist to achieving equal opportunity
- Addressing discriminatory employment practices against women
- Providing effective communication with management

## History

- In October 1967, [Executive Order 11375](#) added sex to other prohibited forms of discrimination in the Federal Government.
- In August 1969, [Executive Order 11478](#) integrated the FWP into the overall Equal Employment Opportunity (EEO) Program and placed the FWP under the Directors of Equal Employment Opportunity. Federal Personnel Manual 713 was issued to carry out [Executive Order 11478](#), and Federal Personnel Manual 713.9, dated May 29, 1970, directed Directors of EEO to have on staff a Manager for the Federal Women's Program.

- In March 1972, the [Civil Rights Act of 1964](#) was amended to apply equal opportunity protection in employment to the Federal government. The designation of a Federal Women's Program Manager was codified in the Code of Federal Regulations ([29 CFR 1614.102](#)) as appropriate for carrying out equal employment opportunity functions in all organizational units of an agency, and at all agency installations.

In October 1983, [DOT Order 1000.16](#) established the policy and procedures for the administration and implementation of the Federal Women's Program (FWP) at all organizational levels within the Department of Transportation.