



WIN

Women In NRCS



In August 2009, a group of 22 women employed by the USDA Natural Resources Conservation Service came together with the goal of creating a professional women's organization called Women in NRCS or *WIN*.

The purpose of the organization is to develop a support network for female employees and to serve in an advisory role to NRCS to address methods of recruitment, retention, and promotion to achieve its workforce diversity goals. *WIN* will also serve to enhance NRCS's outreach activities by promoting access and delivery of agency programs to historically under served communities. Programs, services, and memberships offered by *WIN* are open to all interested parties regardless of race, gender, or age.

VISION

To recruit, retain, and develop women for leadership roles to assist NRCS and partners in delivering natural resources conservation by providing information, training, mentoring, and networking opportunities.

MISSION

To develop NRCS as the leading workplace of choice for high performing, diverse, innovative, and motivated female employees that transform the way NRCS conducts business.

NEED: YES! *WIN* is needed to Promote, Develop and Address:

- The growth potential of female employees.
- NRCS family-friendly workplace policies.
- Obstacles that exist for women in all stages of their careers.
- The under representation of women in leadership, professional, and technical positions.
- Recommendations to NRCS on how to resolve obstacles to employment, leadership development, and retention of female employees.

GOALS:

- To improve networking, support, and advancement opportunities for women employed by NRCS.
- To serve as a liaison in the development of family-friendly employment policies with NRCS.
- To address current workplace barriers that impede the growth and advancement of women.
- To promote an employee's advancement potential by providing information on career planning, upward mobility specialized training, continuing education opportunities, and balancing work and family.

- To motivate all female employees to be proactive in creating and achieving a successful career with NRCS.

OBJECTIVES: Our objectives will lead the way to achieving the goals by:

- Eliminating barriers, customs, and attitudes that hinder women from moving into certain occupations and high level positions.
- Improving self-confidence in female employees through education and training so they will become more competitive and confident.
- Creating an awareness of the need for greater sensitivity to coworkers' needs.
- Identifying problems and solutions in recruiting, advancing, and retaining women in NRCS.
- Eliminating sexual harassment in the workplace.

WHAT ARE THE NEXT STEPS?

- Become a Charter member of *WIN* for only \$25.
- Volunteer as a committee member or chairperson.
- Volunteer as a Web Master.

MEMBERSHIP INFORMATION

(APPLICATIONS ARE NOT BEING ACCEPTED AT THIS TIME)

Lifetime Membership \$350.00

Annual Membership rates: Renewal - January

- Charter Member \$25.00
(available until the final approval of Bylaws)
- Regular Member \$35.00
- Student Member \$10.00
- Associate Member \$20.00
(non-voting, category for retirees or partner)

FOR MORE INFORMATION

Katrina Thompson
(717) 676-2817
katrina.thompson@comcast.net
Annie Green
(601) 456-9884
agreen1290@gmail.com
Christine Taliga
(303) 349.3449
ct-21@comcast.net

Karin Sonnen
(907) 235- 4926
aksonnen@alaska.net

ADVISORS

Sharyn Alvarez
(703) 408-8615
sharyn.alvarez@wdc.usda.gov
Angela Biggs
(515) 249-6279
angela.biggs@il.usda.gov