

The Federal Women's Program (FWP) is a special emphasis management program within the Equal Opportunity Program of the federal government. Although the program focuses on women, the information disseminated and items discussed pertain to employment issues that interest and help all employees regardless of gender. The responsibility and management of the program rests with the state conservationist.

### Why Is It Needed?

- Remove employment and advancement barriers that still exist
- Create awareness of these barriers
- Increase employment of women at higher-grade levels
- Increase the number of women in the technical, administrative, and professional positions

### What are the Goals?

- Improve employment and advancement opportunities for women in the Natural Resources Conservation Service (NRCS)
- Acknowledge the abilities and accomplishments of female employees at all grade levels
- Address current issues of importance to women and men in today's changing world
- Promote an employee's advancement potential by providing information on career planning, upward mobility, special training, continuing education opportunities, and balancing work and family

### What are the Objectives?

- Ensure women receive equal treatment in all aspects of employment
- Eliminate barriers, customs, and attitudes that hinder women from advancing into certain occupations and high-level positions
- Improve self-confidence in women employees through education and training so they will become more competitive
- Create an awareness for greater sensitivity to coworkers' needs
- Identify problems and solutions in recruiting, advancing, and retaining women in NRCS
- Eliminate sexual harassment in the workplace

### What Can You Do?

- Work with the FWP Manager and management to meet the objectives of the FWP
- Educate yourself about women's issues and communicate your knowledge to other employees
- Recognize barriers and offer solutions
- Identify obvious or potential concerns and bring them to the attention of the appropriate supervisor and/or the FWP Manager
- Participate in events and recognize March as "Women's History Month"
- Participate in the mentoring program

For more information contact the Kansas FWP Manager, Jill Pfannenstiel  
[jill.pfannenstiel@ks.usda.gov](mailto:jill.pfannenstiel@ks.usda.gov)

April 2011