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Natural Resources Conservation Service
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What are Special Emphasis Programs?

Special Emphasis Programs (SEP) were established to address the unique concerns of women, minorities, and persons with disabilities in achieving equal opportunity in all employment and program delivery activities. However, these programs serve the interests of all NRCS employees by addressing issues critical to increasing the productivity of a diverse work force.

Rhode Island (RI) & Massachusetts (MA) NRCS Special Emphasis Programs and Managers are as follows:

Who are Special Emphasis Program Managers in RI/MA?

Black Emphasis Program <u>Brenda Venable</u> (401) 822-8845	Federal Women’s Program <u>Carol Rickless</u> (413) 253-4350
Hispanic Emphasis Program <u>Aaron Dushku</u> (978) 692-1904 Ext. 3	Disability/Veterans Emphasis Program <u>John Kick</u> (413) 253-4378
Native American Emphasis Program <u>Donald Liptack</u> (508) 771-6476	Asian Pacific American Islander Emphasis Program <u>Jade Nield</u> (401) 822-8812
Gay, Lesbian, Bisexual, and Transgender Special Emphasis Program <u>Gary Blazejewski</u> 508-829-4477, Ext. 114	

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