

Idaho NRCS Federal Women's Program



Julie Phelps

State Program Manager

Idaho NRCS Federal Women's Program

USDA NRCS Mission ...



Helping People Help the Land

The Natural Resources Conservation Service provides leadership in a partnership effort to help people conserve, maintain, and improve our natural resources and environment.

FEDERAL WOMEN'S PROGRAM

Our Goals for today...

- *An Overview of FWP- history- FWP we have a lot to celebrate we have come a long way*
- *Idaho FWP today, how does the FWP impact you, and why is it important*

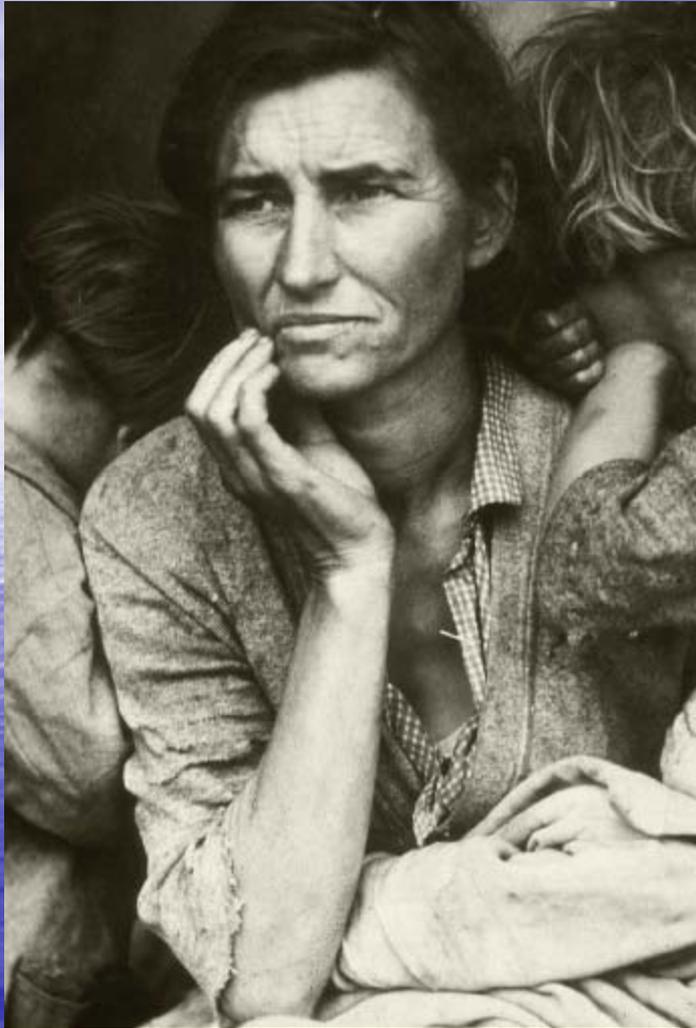
“OUR HISTORY IS OUR STRENGTH”

FWP

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. Equal treatment under the law.

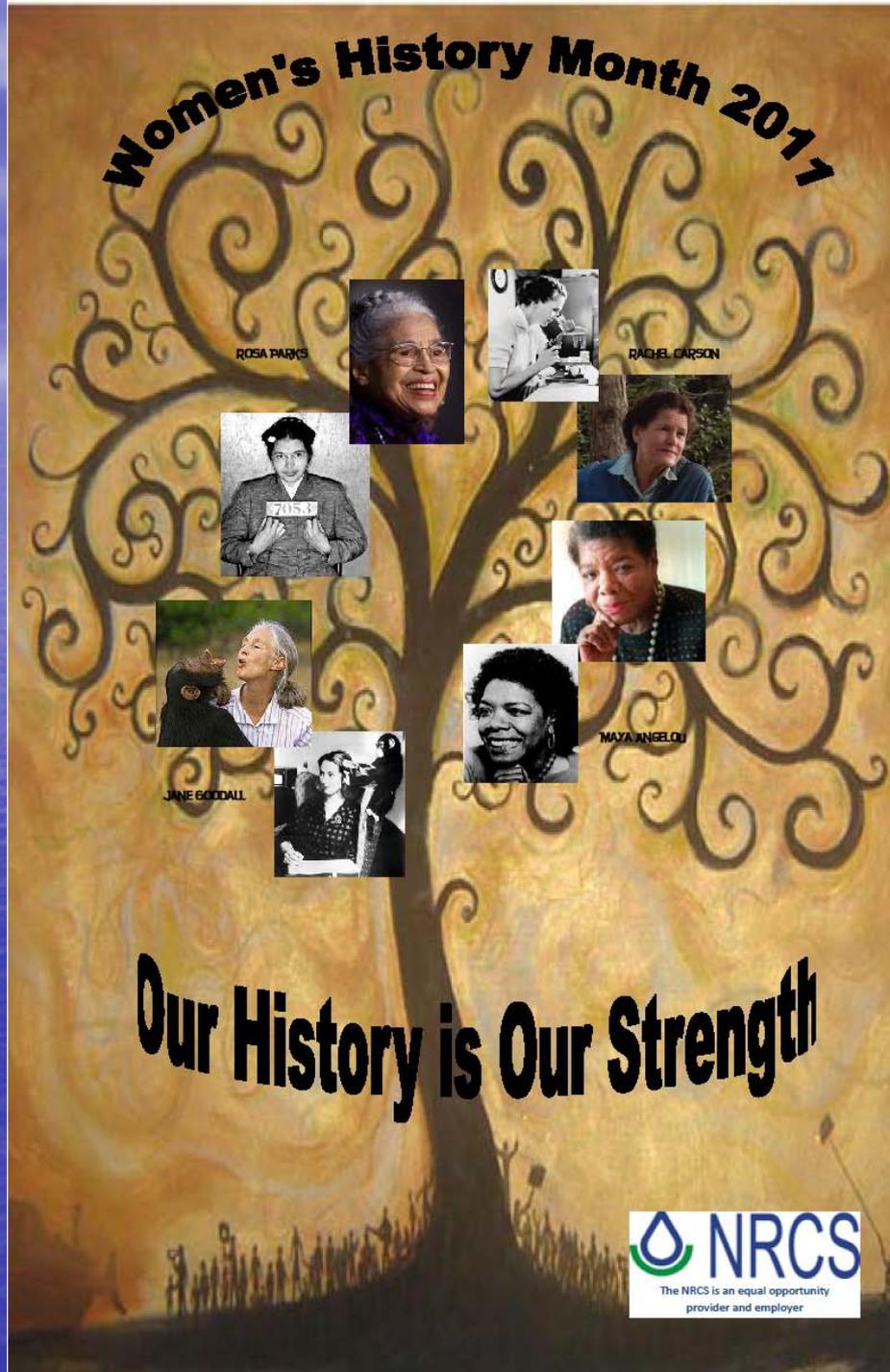
Help to Eliminate barriers and discriminatory attitudes that hinder women from moving into certain occupations or high-level positions.

FWP



“Our History is Our Strength” is the theme for 2011 National Women’s History Month. The stories of women’s achievements are integral to the fabric of our history. Learning about women’s tenacity, courage, and creativity throughout the centuries is a tremendous source of strength. Knowing women’s stories provides essential role models for everyone, and role models are genuinely needed to face the changes and unrelenting challenges of the 21st century.

2011 Poster
submitted by
Erin Morra



Soil
Conservationist,
Lewiston FO



Idaho Civil Rights Guiding Principles

We value our employees and customers and believe in the strength of diversity. We are committed to treating both with dignity and respect. We listen and learn. We take pride in our abilities and are dedicated to contributing to the success of the USDA – NRCS. We encourage and reward creativity and teamwork. We are open and honest, holding ourselves accountable and possessing the highest level of integrity. We identify the needs and expectations of our employees and customers, and provide quality and timely products and services.

Your Civil Rights Committee: Steve Keller (Chair), Ryan Clayton, Julie Phelps, Dinah Reaney, Mary Goode, Frank Gariglio, Lindsay Markegard, Darin Vrem, Howard Johnson, Brian Henneman, Deb Nace, Alexis Collins, and Sue Ellis.

An Overview of FWP-

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.

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).

2011 Poster submitted by Kathy Elliot

WOMEN'S HISTORY MONTH
MARCH 2011

OUR HISTORY IS OUR STRENGTH

Margory Stoneman Douglas
"Mother of the Everglades"

Sacajawea

Delores Huerta
Co-Founded United Farm Workers

Emma Hart Willard
Organized the first higher education institution for women

Michelle Obama

Bonnie St John

Tammy Baldwin
First out LGBT Person elected to Congress

Rachel Carson
Author of "Silent Spring"

Mary C. Baltz (Tyler)
First woman soil scientist in the field for the Soil Conservation Service - USDA

We Can Do It!

NRCS
USDA is an equal opportunity provider and employer

Soil Conservation Technician,
Lewiston FO

Idaho FWP today

My Mission... *Support women in Idaho and NRCS Leadership by providing resources, information and opportunities through communication and participation.*

My Vision... *To create an environment of open minds that results in open doors of equal opportunity and support for women in Idaho .*

2011 Poster submitted by Karen Fullen

Women's History Month 2011

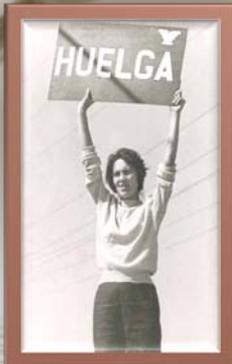
Harriet Tubman –
Abolitionist who led over 300
slaves to freedom via the
Underground Railroad



Barbara McClintock – First
American woman to win an
unshared Nobel prize for her work
on transposable genes in maize



Dorothea Lange - USDA
photographer; documented the
forced relocation of Japanese-
Americans to internment camps
during World War II. First woman
awarded a Guggenheim fellowship
for photography.



Dolores Huerta – Labor leader and
organizer, social activist,
co-founder of the United Farm
Workers

Sacagawea – Interpreter and
guide for the Lewis and Clark
Corps of Discovery

Our History is Our Strength

USDA NRCS
United States Department of Agriculture
Natural Resources Conservation Service

USDA is an equal opportunity provider and employer

State Biologist, Boise SO

Idaho FWP

How this Impacts You

Support and positive feedback from our customers ...

Translates to ...

Positive feedback regarding our programs and services to our congressional delegations ...

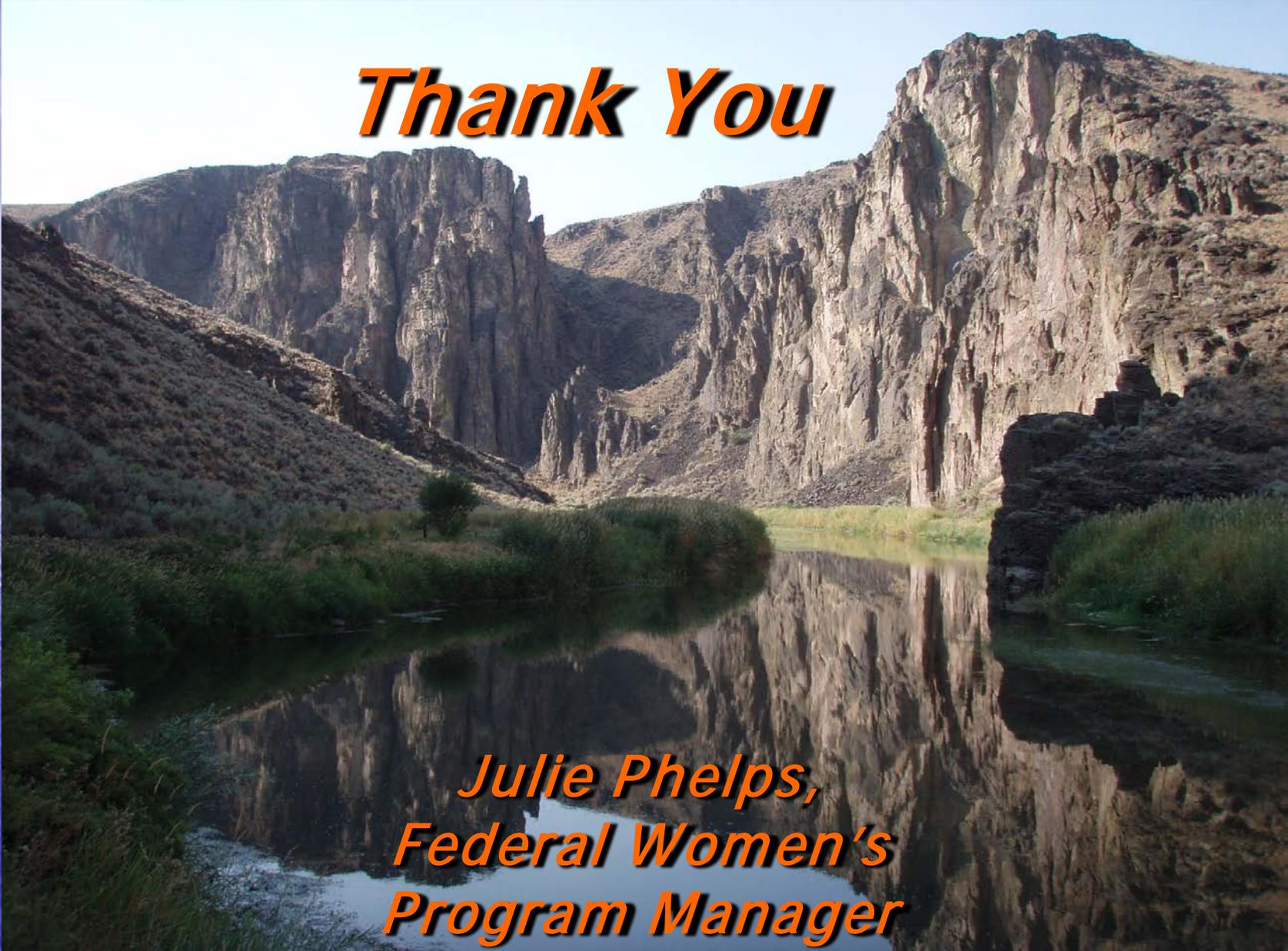
Translates to ...

Support in Budget for programs and technical services ...

Idaho FWP today

Divisions & State Office	Number of Male Employees	Number of Female Employees
Division 1	8	3
Division 2	16	10
Division 3	19	12
Division 4	17	5
Division 5	15	5
Division 6	31	15
State Office	24	14
Total	130	64
Percent of Total	67%	33%

Numbers were taken from the Employee Directory and may contain errors.



Thank You

***Julie Phelps,
Federal Women's
Program Manager***

