

## Idaho Special Emphasis Program Managers

American Indian Emphasis Program  
**Vacant**

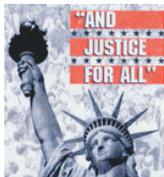
Asian American/Pacific Islander Emphasis Program  
**Steve Keller - Blackfoot**

Black Emphasis Program  
**Debra Nace – Idaho Falls**

Disability Emphasis Program  
**Chris Bergmann – Boise**

Hispanic Emphasis Program  
**Ryan Clayton – Pocatello**

Veterans Emphasis Program  
**Jackie Cullen - Pocatello**



### Civil Rights Committee

Denis Feichtinger, Chair – Boise  
*Divisions 1 and 2 Representative*  
Frank Gariglio – Lewiston  
*Divisions 3 and 4 Representative*  
Dinah Reaney, Burley  
*Divisions 5 and 6 Representative*  
Lindsay Markegard – Driggs  
*State Office Representative*  
Denis Feichtinger – Boise  
Special Emphasis Program Managers  
*(listed above)*  
Sue Ellis (CRC Advisor)  
Susan Tharp (CRC Liaison)  
Alexis Collins (CRC Outreach)

Idaho NRCS Website:  
<http://www.id.nrcs.usda.gov>



## Idaho NRCS Federal Women's Program



Promoting a thorough understanding of the women's special emphasis program as a means of achieving equal opportunity and diversity within the workplace

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The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotope, etc.) should contact USDA's TARGET Center at 202-720-2600 (voice and TDD).

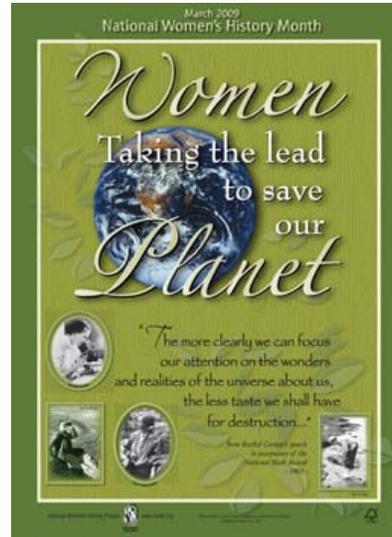
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Feb 2009

## 2009 Women's History Month Theme

Women: Taking the  
Lead to Save Our Planet



The Federal Women's Program is a special emphasis program that was established in 1963 to enhance employment and remove employment barriers for women. Executive Order 11478, signed in 1969, brought the FWP into the Equal Employment (EEO) Program and placed it under the stewardship of the Director of EEO.

The Special Emphasis Programs 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 USDA employees by addressing issues critical to increasing the productivity of a diverse workforce.

### Special Emphasis Programs strive to:

- Enhance employment opportunities
- Build a diverse workforce at USDA
- Educate employees on the importance of civil rights and diversity
- Identify and assist in the removal of barriers to USDA employment and program activities

### FWP Objectives:

- Increase the total number of women employed in professional, administrative, and technical occupations.
- Eliminate concentrations of women in single-interval occupational series, and diversify and create advancement opportunities throughout all occupational levels and disciplines.
- Encourage the participation of women in all NRCS-sponsored programs and activities

### FOR MORE INFORMATION:

#### Idaho NRCS Federal Women's Program Manager:

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9173 W. Barnes Dr., Ste. C  
Boise, ID 83709  
208-685-6985  
dee.carlson@id.usda.gov

### Website Links of Interest

Alternative Dispute Resolution  
[http://www.ascr.usda.gov/usda\\_employee\\_adr.html](http://www.ascr.usda.gov/usda_employee_adr.html)

Center for Minority Farmers  
[http://www.ascr.usda.gov/outreach\\_minority.html](http://www.ascr.usda.gov/outreach_minority.html)

Development Opportunity Placement Program  
[http://www.ascr.usda.gov/doc/DOPP\\_Posting\\_NO\\_W4.pdf](http://www.ascr.usda.gov/doc/DOPP_Posting_NO_W4.pdf)

How to File an EEO Complaint  
[http://www.ascr.usda.gov/complaint\\_filing\\_file.html](http://www.ascr.usda.gov/complaint_filing_file.html)

NRCS Civil Rights Policy  
[http://www.nrcs.usda.gov/about/civilrights/pdf/NRC\\_S-Chiefs-Civil\\_Rights\\_Policy\\_Statement.pdf](http://www.nrcs.usda.gov/about/civilrights/pdf/NRC_S-Chiefs-Civil_Rights_Policy_Statement.pdf)

NRCS Sexual Harassment Policy  
<http://www.nrcs.usda.gov/intranet/FWP/sexpol.html>

US Equal Opportunity Employment Commission  
<http://www.eeoc.gov/index.html>

Your Rights – Family & Medical Leave Act of 1993  
<http://www.dol.gov/esa/regs/compliance/posters/fmlaen.pdf>