

Carol Lagodich
Federal Women's Program Manager
West Virginia Natural Resources Conservation Service (NRCS)

Federal Women's Program





- We ask justice, we ask equality, we ask that all the civil and political rights that belong to citizens of the United States, be guaranteed to us and our daughters forever.

—Susan B. Anthony, Declaration of Rights for Women, July 1876

Federal Women's Program History

- In 1961, President John F. Kennedy introduced the concept of affirmative action and reaffirmed Executive Order 9980—non-discrimination policy in the federal government—that was signed in 1948. He also established the Commission on the Status of Women (Commission), chaired by Eleanor Roosevelt, to look into problems women encountered in employment in the Federal government.



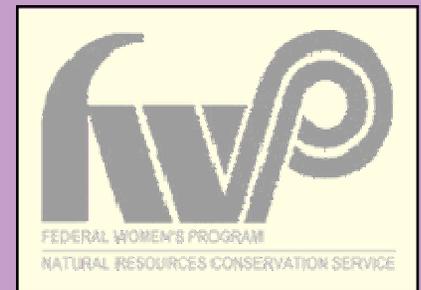


- Happiness is not a goal, it's a by-product.

—Eleanor Roosevelt, First Lady 1884-1962

History

- Based on recommendations of the Commission, the Federal Women's Program was established in 1963 as a vehicle to provide opportunities for
 - recruitment,
 - selection,
 - training,
 - and advancement of women in the federal government.





- I personally measure success in terms of the contributions an individual makes to her or his fellow human beings.

—Margaret Mead, anthropologist, 1901-1977.



Purpose

- The primary purpose of the Federal Women's Program is to improve the status of women in the federal government through
 - Education
 - Counseling, and
 - providing management officials with information on workforce trends.



- You must first visualize yourself as a success in order to be successful.

—Rosa Diaz, Business executive



FWP Manager

- The Federal Women's Program Manager (FWPM) position was established to ensure that agencies meet the requirements of the Equal Employment Opportunity Commission (EEOC) Guidelines.
- The FWPM advises management of their FWP responsibilities, the status and progress of the program and the concerns of women in their organization.
- The FWPM is responsible for ALL women within their organization, regardless of grade level.



- Achievement is not about what you've done, but what you've gained from your experience.

—Lynn Hill, rock climber



Calendar

- February: Go Red for Women
- March: Women's History Awareness Month
- May: Women's Health Week, May 13-19, 2007
- August: Women's Equality Day (8/26)
- October: Breast Cancer Awareness Month



- It is never too early to start taking care of yourself

—Jane Brody, nutrition expert

Go Red for Women

- West Virginia has the nation's highest levels of heart disease.
- Heart disease and stroke are the No. 1 and No. 3 of killers both men and women over age 25 in WV.
- Heart disease largely can be prevented.
- Spreading the *Go Red For Women* message *Love Your Heart* raises awareness of heart disease and empowers women to reduce their risk.



February



- I take care of myself, because I learned early on that I am the only person in life who's responsible for me

—Halle Berry, actor

Women's History Awareness Month

- Women's History Month highlights contributions of women to events in history. The annual event traces its beginnings to the first International Women's Day in 1911. In 1981, responding to the growing popularity of the event, Congress passed a resolution making Women's History Week a national designation. Congress legally expanded the focus to the whole month of March in 1987.
- The 2007 theme is *Generations of Women Moving History Forward*





- **Women's place is in the House—and in the Senate**
—Gloria Schafer, political activist

Women's Health Week

- National Women's Health Week (May 13-19, 2007) is a national effort encourages women of all ages to take steps to improve their health and promotes awareness of diseases that disproportionately affect women.

1. WV has the nation's highest levels of heart disease.
2. WV has the second highest diabetes rate in the United States
3. WV Ranks 3rd in Nation for Obesity

Stroke Signs

F	ACE	Look at the FACE . Ask them to smile. Are both sides of the face the same?
A	RMS	Ask them to close their eyes and raise both ARMS straight out in front of them, at shoulder level. Are the arms at the same level?
S	PEECH	Ask them to repeat after you: "The sky is blue in Montana." Is their SPEECH clear?
T	IME	Note the exact TIME . If you've answered "NO" to any question, call 9-1-1 now!



- Health is not simply the absence of sickness

—Hannah Gree, writer

Women's Equality Day

- August 26 of each year is designated in the United States as Women's Equality Day.
- Instituted by Rep. Bella Abzug and first established in 1971, the date commemorates the passage of the 19th Amendment, the Woman Suffrage Amendment to the U.S. Constitution, which gave U.S. women full voting rights in 1920.





- Nobody has a better vision of who you are than yourself

—Sheryl Crow singer-songwriter, breast cancer survivor

Breast Cancer Awareness Month

- We don't know how to prevent breast cancer but it's clear that early detection is crucial in saving lives.
- According to the CDC website, West Virginia has the lowest rate of breast cancer incidence of any state but many of these women die.





- Happiness is an attitude. We either make ourselves miserable, or happy and strong. The amount of work is the same.

—Francesca Reigler, artist

WV FWP Lending Library

- Books are located in the NRCS State Office, on the bookshelf to your right as you enter the main office. Please feel free to check out a book (a blue notebook is on the shelf for your signature), or request a book from Carol Lagodich.
- See the CRAC FWP website for a list of titles.
http://www.wv.nrcs.usda.gov/about/civilRights/fwp/06fwp_library.pdf



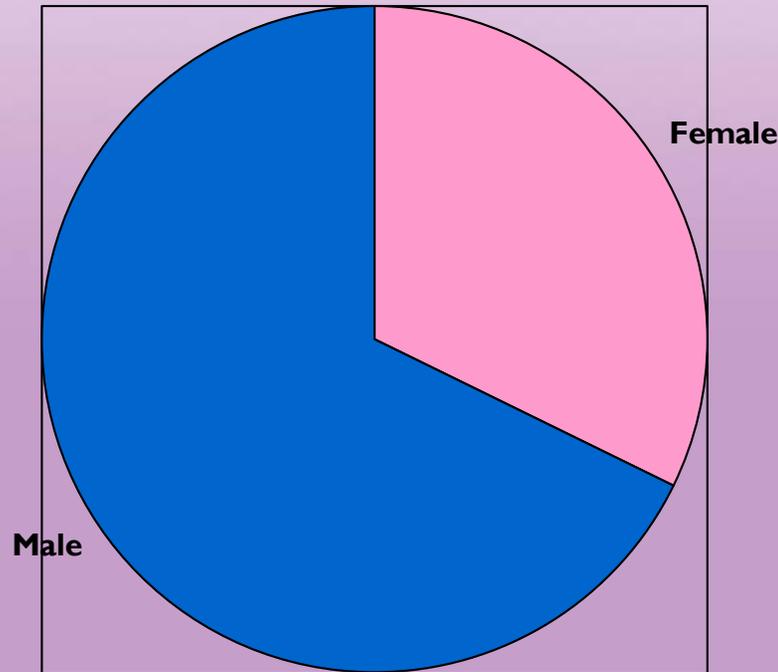


- Success doesn't come to you. You go to it.

—Marva Collins, teacher

WV NRCS Employees

- There are 60 female and 126 male employees.



32% of West Virginia employees are female compared to 34% nationwide.

30 females (one half) and 73 males are in professional series



- You will find yourself refreshed by the presence of cheerful people. Why not make earnest effort to confer that pleasure on others? Half the battle is gained if you never allow yourself to say anything gloomy.



Lydia M. Child, 1802-1880, Abolitionist and Writer

In FY 2006

	Women	Men
Cash Awards	38	57
Retired	1	6
Promoted (may include transfers)	11	13
Resigned	5	2



Questions & Answers