



EVERY DAY IN EVERY WAY

# MyUSDA

## A Progress Report for Employees on USDA's Cultural Transformation

Volume 3, Issue 2

November 2012

### USDA's Cultural Transformation Action Items

- LEADERSHIP
- RECRUITMENT & RETENTION
- TALENT MANAGEMENT
- EMPLOYEE DEVELOPMENT
- CUSTOMER FOCUS & COMMUNITY OUTREACH

### Inside this issue:

USDA Honors Veterans	2
Native American Heritage Month	5
Disability Employment Recruitment	6
USDA People's Gardens a Hit!	7
Worklife News: 'Tis the Season to Telework	8
Assistance Dogs in the USDA Workplace	9
USDA Shines at Student Career Day Event	10

### A Message from Secretary Tom Vilsack



This November, the U.S. Department of Agriculture has joined Americans across the country in recognizing Native American Heritage Month. We've taken time to honor the contributions of more than five million Native Americans across the United States. We've also reaffirmed our special relationship with those who live, work and raise their families in rural America.

Rural America provides so much to all of us – abundant food, clean water, beautiful outdoor spaces, renewable energy and more. The positive impact of our rural areas is further strengthened by the diversity, knowledge and tradition of Tribal communities.

Today, more than 55 million acres across America is Tribal land, much of it in rural areas. Agriculture is a leading employer in Tribal communities. The number of Native American producers is on the rise, up almost 90 percent.

At USDA, we strive to support Tribal communities, businesses, and producers.

Since 2009, USDA has stepped up Tribal consultation, holding more than 2,000 meetings with Tribes each year. We have consulted with Tribes on more than 100 new USDA rules and regulations.

We've partnered with Tribes to tackle critical issues. For example, since 2009, the Department has worked with more than 270 Tribal governments to provide healthier food for more than 250,000 low-income Tribal citizens. Additionally, we've partnered with Tribal colleges to enhance community gardening efforts and improve nutrition education.

In 2010, we reached an historic settlement to provide compensation for Tribal producers who were wronged in the past, and today we are strengthening our outreach for the future. This year, I appointed a Council for Native American Farming and Ranching to advise our efforts in Tribal communities. In addition, USDA entered into new agreements this year with the Bureau of Indian Affairs that will improve access to USDA programs on Tribal lands.

Going forward, we'll explore even more new opportunities to work with Tribes. Working together we will further Tribal efforts in sustainable agriculture, natural resource conservation, economic development and more. We will always keep a focus on building strong, resilient economies and creating more good jobs in Tribal communities.

As we celebrate Native American Heritage Month, I encourage you to remember the tremendous contributions of Native Americans to our nation's economy, to its culture, and to its values. At USDA, we'll continue working hard on behalf of all Native Americans – especially those who live, work and raise their families in rural America.

You can contact the staff of MyUSDA via email at [MyUSDA@dm.usda.gov](mailto:MyUSDA@dm.usda.gov), and don't forget to visit the [USDA Cultural Transformation Website](#).

# USDA Honors Veterans

By Fred Cheng

Photos by Bob Nichols

Recently retired from the Army National Guard, Major General Eddy Spurgin, from the Natural Resources Conservation Service, was the master of ceremony at USDA's 2012 USDA Veterans Day Observance. He addressed more than 300 USDA employees gathered at Jefferson Auditorium to honor America's veterans. In a letter to the USDA workforce, Secretary Vilsack gave a sincere appreciation to the 11,000 plus veterans currently employed by the USDA. The keynote speaker, Air Force District of Washington Commander Maj. Gen. Sharon K. G. Dunbar, highlighted the team effort in which USDA and the U.S. military improves the lives of Americans both at home and abroad.

USDA recognized Prisoners of War (POW) and Missing In Action (MIA) with a reading of POW/MIA Table Ceremony by Audrey Healy from the Foreign Agricultural Service and Michelle Jennings from the Agriculture Research Service . The Honor Guard was accompanied by Keith T. McElfresh, from the Office of Homeland Security and Emergency Coordination. THE MIA/POW TABLE Ceremony helps us to remember those who never came home. Contact Fred Cheng at [frederick.cheng@dm.usda.gov](mailto:frederick.cheng@dm.usda.gov) to learn more about the Veterans Advisory Employee Council (VEAC) or contact Brent Elrod at [Belrod@nifa.usda.gov](mailto:Belrod@nifa.usda.gov) to learn about helping veterans to start their own farms and other veterans programs.



Above left: Major General (Ret.) Eddy Spurgin, with USDA/NRCS, emceed the Observance. Above right: Dr. Gregory Parham, Acting Assistant Secretary for Administration (right) and Dr. David Goldman, Assistant Administrator Food Safety, (left) present an award to Air Force District of Washington Commander Maj. Gen. Sharon K. G. Dunbar.

William P. Milton, Jr., (above) the Chief Human Capital Officer and Director, Office of Human Resource Management, recognized the speakers and acknowledged the contributions of all USDA Veterans.



Maj. Gen. Sharon K. G. Dunbar (center) joins USDA Senior Leaders and Veterans.

## USDA Receives Award from 2012 Feds Feed Families Campaign

The US Department of Agriculture was recognized at the closing ceremony of the 2012 Feds Feed Families Campaign for donating the most food of any Federal Department or Agency. USDA employees donated an impressive 2,772,825 pounds of food to this year's effort, contributing to an overall total of 7.2 million pounds collected government-wide. That number far exceeded last year's total of 5.7 million pounds.

Accepting on behalf of the Department were (left to right) Marian Romero, Julie Curti, Duane Williams, Julianna Grogan Brown, William P. Milton, Jr., and Pamela Carter.



## USDA Synergy: Getting Fit for the Combined Federal Campaign

USDA's Office of Inspector General (OIG) recently held the "Fit for CFC", a fundraising event for the annual [Combined Federal Campaign \(CFC\)](#) at the Whitten Patio. The USDA Office of Inspector General (OIG) sold an impressive variety of homemade cookies, brownies and cakes. Lane Timm, Assistant Inspector General for Management, kicked off the event and spoke about the importance of giving back to charity and the powerful impact of charity in the lives of many people. Lane, a physically active and health-conscious individual, also stressed the importance and benefits of staying physically active.



The CFC fundraiser featured two fun and dynamic events: line dancing sessions with the Office of the Inspector General's Dedra Chandler, and dance-fitness sessions with Tatjana Fernández with the Office of Human Resources Management.

This event exemplifies the synergy between USDA employees in the spirit of giving through collaborative efforts for the [Combined Federal Campaign \(CFC\)](#). Give generously before the December 15th deadline!

This event exemplifies the synergy between USDA employees in the spirit of giving through collaborative efforts for the [Combined Federal Campaign \(CFC\)](#). Give generously before the December 15th deadline!

This year, on January 15, 2013, USDA will once again honor the legacy of Dr. Martin Luther King, Jr., by participating in a National Service Day. This is when employees/employee groups participate by donating/volunteering two hours of their work day to a volunteer/nonprofit organization. On this day, we will also recognize employees/employee groups for their volunteer service over the course of the year with the MLK Drum Major for Service Award. Watch for nomination letters to go out soon. For more information, contact [Ali Muhammad](#), Diversity and Inclusion Program Manager, at [Ali.Muhammad@dm.usda.gov](mailto:Ali.Muhammad@dm.usda.gov).

## USDA Soil Scientists Celebrate "Dig It" Exhibit in Minnesota

By Julie MacSwain and Kristin Brennan



Maxine Levin, NRCS Soil Science Division, instructs MN NRCS soil scientists Janine Anderson, Peter Weikle and Kristin Brennan on preparing soil monoliths for the DigIt! Display.

"Dig It! The Secrets of Soil" opened with fanfare and excitement at the University of Minnesota's Bell Museum in Minneapolis, Minnesota this month. This traveling exhibit was initially shown at the Smithsonian Museum of Natural History and is currently sponsored by the Soil Science Society of America. Dig It! provides visitors with an interactive experience that focuses on the important role that soil plays in our daily lives and the impact humans have on this precious resource. The exhibit takes visitors on a journey through the world beneath our feet, while answering questions about what soil is and why it is essential to all life on Earth.

Dig It! has provided USDA employees from the Natural Resources Conservation Service (NRCS) with rare, behind the scenes opportunities to assist with exhibit preparation. Prior to the opening, soil scientists worked with Maxine Levin, Soil Scientist from the Soil Science Division in Washington, DC, to organize and prepare soil profiles from all 50 states and territories for the display.

## USDA's Food, Nutrition & Consumer Service (FNCS) Hosts Halloween Harvest Event

**By Susan Siemietkowski**

In celebration of Halloween and its recent People's Garden harvest, the Food, Nutrition, and Consumer Service's (FNCS) Chicago-based Midwest Regional Office (MWRO) held a community outreach "Halloween Harvest" event on October 31 in conjunction with its building's day care center. Nine children joined MWRO staff, many of whom dressed up, for healthy snacks, a slide show and some "Let's Move-ing" to the new [MyPlate curriculum music](#).

A few of the more creative costumes worn by MWRO employees included celery, a peanut butter and jelly sandwich and an Illinois SNAP card. MWRO also provided the kids with goodie bags filled with fruit and vegetable coloring books, stickers and seed packets.

This year, the MWRO People's Garden was one of six garden sites managed by its community partner, *Windy City Harvest*. Together, they sold over 36,000 pounds of healthy, fresh food and donated another 33,000 pounds to local pantries, soup kitchens, and community organizations. That's nearly TWO semi-tractor trailers full of food!



Following in the USDA-related costume theme, SNP Program Specialist Jessica Chui (left) and FOPS Program Specialist Erica Kain (center) dressed as a peanut butter and jelly sandwich. [GoodGreens.org](#) Intern Erica Wedes joined the celebration dressed as a chef.

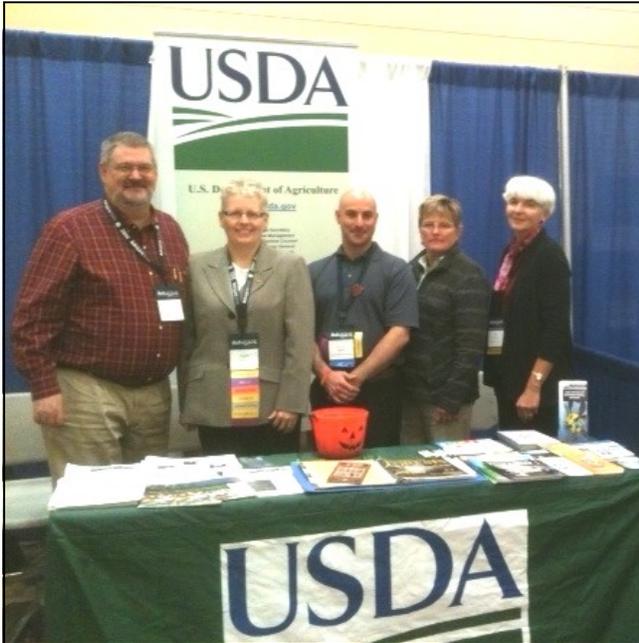


SNAP Senior Program Specialist Tina Kopec, who dressed as an Illinois LINK (SNAP) card, awards daycare preschoolers Henry Fitzpatrick and Justin Rak for their outstanding costumes.



MWRO Secretary Pam Gray (above) celebrated Halloween with a USDA-certified organic bunch of celery costume.

## USDA Participates in Out & Equal Workplace Summit



USDA employees braved Hurricane Sandy to participate in the 14th annual Out & Equal Workplace Summit in Baltimore, MD, October 29-November 2. Despite the storm, several USDA Special Emphasis Program Managers made the daily drive from Washington, DC to learn and share best practices and ideas for creating workplaces where all people are safe, accepted and valued. The Summit's goal is to help employees create workplaces that are inclusive of all sexual orientations, gender identities, characteristics, and expressions.

More than 1,400 participants attended workshops and heard speakers, including Benjamin Todd Jealous, President and CEO of the NAACP, and a long-time ally to the Lesbian/Gay/Bisexual/Transgender (LGBT) movement for equality.

USDA participants included LGBT Special Emphasis Program Managers (from L to R) Blake Velde (Departmental Management); Angela Glodowski (Food Safety and Inspection Service); Nicola Sakhleh (Foreign Agricultural Service); Ronda Ford (Agricultural Research Service); and, Patricia Jackman (US Forest Service.)

## USDA Celebrates Native American Heritage Month Observance

Agriculture Deputy Under Secretary for Natural Resources and Environment (NRE) Arthur "Butch" Blazer speaks at the U.S. Department of Agriculture's (USDA) Native American Heritage Month Observance in the Jefferson Auditorium at the USDA South Building in Washington, D.C. on Tuesday, Nov. 20, 2012. The theme for this year's observance is "Serving with Honor, Pride, and Devotion: Country, Land and People". (USDA photo by Steve Thompson.)



If you'd like to learn more about the USDA Native American Heritage Month observance or the American Indian/Alaska Native (AI/AN) Employment Program, please contact USDA's AI/AN Special Emphasis Program Manager, Jacqueline Padron at [jacqueline.padron@dm.usda.gov](mailto:jacqueline.padron@dm.usda.gov).

For more photos visit <http://www.flickr.com/photos/usdagov/sets/72157632056989751/>

For video links  
<http://mfile3.akamai.com/88068/wmv/ocbmtcmedia.download.akamai.com/88068/dm/112012c.asx> (captioned)

<http://mfile3.akamai.com/88068/wmv/ocbmtcmedia.download.akamai.com/88068/dm/112012n.asx>

### **USDA UPCOMING SPECIAL OBSERVANCE**

**Martin Luther King, Jr., Birthday Observance  
Tuesday, January 15, 2013  
at Jefferson Auditorium, Washington, DC**

**The Observance will begin at 10:00 a. m. (EST).**

**IF YOU'RE IN DC, PLEASE ADD IT  
TO YOUR CALENDAR**

## USDA Disability Employment Program News



If you have any questions or have best practices to share, please contact Alison Levy, USDA Disability Employment Program Manager: [Alison.Levy@dm.usda.gov](mailto:Alison.Levy@dm.usda.gov).

The US Forest Service recently turned a commitment to Cultural Transformation into a successful opportunity for outreach at the Southwest Conference on Disability.

### USDA Employees Provide Service—and Recruit Applicants—At Southwest Conference on Disability

The US Forest Service turned a commitment to Cultural Transformation into a successful opportunity for outreach at the Southwest Conference on Disability. The conference is hosted by the University of New Mexico's Division of Disability and Health Policy. It offers seminars and workshops focused on providing persons with disabilities access to information that affects their lives.

By Nicole Eberhart

This year, Forest Service employees (pictured below) assisted with a resume workshop. Each interested participant received personalized assistance from a Forest Service human resources specialist with writing and formatting a professional resume. After each resume was carefully reviewed, they provided participants with copies of their resumes for immediate use at the job fair. The job fair portion of the conference has demonstrated to be beneficial to both the community and the participating federal agencies. Since 2010, the Forest Service has accepted over 375 applications at the conference and filled over 40 positions.



From the resume workshop to the job fair, the Forest Service provided outstanding outreach and advocacy. Staffed with HR specialists, Equal Employment Opportunity (EEO) specialists, a signed language interpreter, simple and easy application packets, and accessible job information, the Forest Service booth at the job fair was the most popular at the conference.

Their dedication to Cultural Transformation is evident in the services they provided at the Southwest Conference on Disability. By focusing on abilities, diversity, and inclusion, the Forest Service is creating a diverse, high-performing organization.

HR Specialist Juan Silva answers an applicant's questions.



## USDA People's Gardens: Cultivating a Sense of Wonder

By Cecilia Wilkinson Enns

"The toilet is growing flowers!" exclaimed an elementary school student visiting the Beltsville Area Student Discovery Garden this summer. As part of the "Urban Garden" plot, the toilet-turned-flower-pot demonstrates container gardening for city dwellers. That fact did not dampen the enthusiasm of the little explorer attempting to flush it.

Over the course of the 2012 growing season, about 600 students visited the Student Discovery Garden. The Garden is maintained sustainably by the Beltsville Area Diversity Task Force (BADTF), which is part of USDA's Agricultural Research Service ARS. The BADTF is a proud supporter of the Feds Feed Families food drive. The Beltsville Area Student Discovery Garden, a designated People's Garden, donated almost 1,200 pounds of fresh produce to help support the Feds Feed Families food drive so far this year.



After all the beans were planted in the "Native Crops of the Americas" plot, the rain barrel depleted, the mint munched, the weather analyzed, and the kites flown, one elementary school's Science Coordinator wrote, "Our new USDA Friends! Thank you, thank you, thank you! Our students came home so happy with their trip. Our teachers appreciated how informative all of the presenters were and how well organized everything was! Yeah!" To learn more about the Student Discovery Garden or the Beltsville Area Diversity Task Force, visit <http://www.ars.usda.gov/Aboutus/docs.htm?docid=17502> or contact [BARC.Diversity@ars.usda.gov](mailto:BARC.Diversity@ars.usda.gov).



By Nicole Ebberhart

The US Forest Service has partnered with six schools across the country to create a connection with students to nature. One of these adopted schools is Sue Cleveland High School in Rio Rancho, New Mexico. The students, in conjunction with the Forest Service's Human Resources Management Green Team, created and maintain a People's Garden to benefit the community and the environment.

Students come out each season to plant new crops. For fall, the students opted for flowers and got creative with their design (spelling out their school letters "CHS" in the photo above.) Through this initiative, USDA promotes collaboration, communication, education, and outreach. The Forest Service and Sue Cleveland High School have many ideas to continue growing and molding these future stewards of the land.



## USDA Wins the Gold for Breastfeeding Friendly Workplace!



Receiving the award from the DC/Maryland Breastfeeding Coalition were: Dr. Kisha Davis (left), USDA White House Fellow; Mika Cross (center), Work/Life and Wellness Program Manager; and Marian Romero (right), Chief, Special Events and Outreach Branch.

### By Megan Young

The Olympics may be long over, but USDA's winning streak in the arena of Worklife is not. The DC/Maryland Breastfeeding Coalition has awarded USDA with the 2012 Breastfeeding Friendly Workplace Award-Gold Level, for its excellence in complying with the 2010 Affordable Health Care Act and for going above and beyond with a number of innovative initiatives and program improvements.

The DC/Maryland Breastfeeding Friendly Workplace Award rated nominated businesses in four areas, Support, Time, Education, and Place (STEP). A private area to express milk was a must, but other amenities provided by the businesses were also evaluated, like a hospital-grade multi-user pump, flexible break times, and availability of breastfeeding supports like policies, classes, and support services.

Many health organizations, including the World Health Organization and the American Academy of Pediatrics, strongly recommend, for nutrition and health benefits, that an infant receive only human milk for the first 6 months. To achieve this health goal, USDA encourages all managers and supervisors to support nursing mothers in the workplace. Earlier this year, USDA created a Nursing Mothers Work group to address key program areas of improvement.

The Nursing Mothers Program is an integral component of USDA's Work/Life and Wellness portfolio and these efforts solidify their commitment to providing a flexible and supportive workplace to all employees throughout the lifecycle of their careers. Congratulations to USDA on keeping its babies healthy and its moms happy!

**Mika J. Cross, USDA  
Work/Life and  
Wellness  
Program Manager**  
[worklife@dm.usda.gov](mailto:worklife@dm.usda.gov)



If you'd like to learn more about the USDA Nursing Mothers Program work group or have a story to share, be sure to visit the [Work/Life and Wellness](#) community page on USDA Connect or send us an email to: [worklife@dm.usda.gov](mailto:worklife@dm.usda.gov).

### *Tis the Season to Telework*

If you are eligible to Telework, now is the time to make sure you have an approved [Telework Agreement](#) on file. Use of unscheduled or situational telework can and should be used in the event that inclement weather or other unplanned events prevent you from reporting to your USDA office. Teleworkers also may combine paid or unpaid leave in order to telework for a portion of a duty day if teleworking a full day won't work.

Contact your Agency Telework Coordinator for more information or visit the [Work/Life and Wellness](#) community.

### Join the "Managing the Holiday Stress" Free Webinar

What: *"The Ups and Downs of the Holiday Season"*

When: December 6, 2012, 12:30 pm - 1:30 pm EST

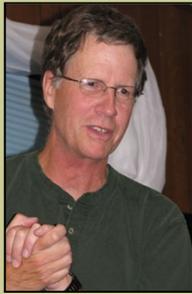
Who: Rebecka Mevorah (Employee Assistance Program)

Simply click [here](#) to join: To participate by phone dial (800) 981-3173 and enter participant code 0777. If you are unable to join, the conference may have reached capacity. You can send an email to [wellness@dm.usda.gov](mailto:wellness@dm.usda.gov) and request a copy of the presentation, or download the information from USDA Connect at [Work/Life and Wellness](#).



Don't forget to give to the [Combined Federal Campaign](#)! The deadline for this year is December 15, 2012. Visit [http://www.usda.gov/wps/portal/usda/usdahome?navid=USDA\\_CFC](http://www.usda.gov/wps/portal/usda/usdahome?navid=USDA_CFC) for more information.

## MEET THIS MONTH'S SUPERVISOR SHINING STAR



**By Megan Young**

November's Shining Star supervisor is Jon C. Skeels, Senior Project Manager, from the US Forest Service in Washington State! Maintaining a good work/life balance is something Jon asks of all his employees. He provides a flexible workplace by encouraging telework. Jon uses net meetings, screen sharing, and instant messaging to maintain interactions with other team members and contractors, and for completion of projects on a limited travel budget. Jon holds weekly team conference calls to ensure communication stays strong despite the physical separation of members spanning eight states.

He often bikes to work and encourages his employees to pursue healthy activities. Several of them take part in agency wellness programs because of his support and example. Even though Jon is one of the busiest people around, he still finds time to re-charge by coaching girls softball teams, playing the guitar, and traveling.

One of his employees recently lost his wife following a long illness and decided to take a six week cross country vacation. Jon approved his leave and told him to leave his blackberry at home. The work would be taken care of in his absence. Another employee planned a family trip to Portland but forgot to put it on the calendar. Jon had scheduled a field review with the employee in California. When Jon learned of his plans, he changed the review area to Oregon. Those are just a couple of examples of the way Jon encourages work/life balance. Thanks, Jon, on behalf of your staff and USDA!

## Assistance Dogs in the Workplace: Education Reduces Discrimination

Employees from Food Safety and Inspection Service (FSIS), Agricultural Research Service (ARS), and Animal and Plant Health Inspection Service (APHIS) recently came together to inform USDA employees about programs to improve employment of persons with disabilities, and to educate participants about discrimination some Federal employees may encounter.

**By Tracy Bowman**

ARS employee Sandra Ball is an assistance dog user (pictured below with her dog, Quincy). Quincy, was placed by the Laurel, MD-based nonprofit organization, Fidos For Freedom, Inc., whose mission is to improve the quality of life for people through specially trained hearing dogs, service dogs, and therapy dogs. Sandra praises ARS: "They are an exemplary employer, and have welcomed Quincy. Not all Federal employees have that experience. And public acceptance is a different story." She shared her story at two recent events sponsored by FSIS and was joined by fellow USDA employees (and Fidos volunteers) Tracy Bowman (APHIS), Sherri Sirotkin (APHIS), Gretchen Strecker (APHIS), Brian Bowman (APHIS), pictured below with his dog, Brody), Joanne Wilson (ARS), and Eileen Thacker (ARS). These employees take the Secretary's call to volunteerism very seriously, making a difference in the life of persons with disabilities.



The volunteers demonstrated how assistance dogs mitigate the impact of a disability in daily life and staged 'dog-u-dramas' to highlight issues assistance dog users can face while at work or in public. Sandra explains, "Managers and coworkers can become very worried about a dog in their workplace. But Federal managers are becoming more aware of this form of accommodation and fewer clients are coming to us with problems. It's a win-win for both employee and employer."



For more information, visit [Fidos](http://www.fidosforfreedom.org) at [www.fidosforfreedom.org](http://www.fidosforfreedom.org).

[Service Animals in the Workplace](http://askjan.org/media/servanim.html)  
(Job Accommodation Network)  
<http://askjan.org/media/servanim.html>

[Service Animals as an Employment Accommodation](http://www.dbtacnorthwest.org/public/site/files/fact_sheets/Facts-Animals-RA_10-2012.pdf)  
(Northwest Disability and Business Technical Assistance Center)  
[http://www.dbtacnorthwest.org/public/site/files/fact\\_sheets/Facts-Animals-RA\\_10-2012.pdf](http://www.dbtacnorthwest.org/public/site/files/fact_sheets/Facts-Animals-RA_10-2012.pdf)

## USDA Forest Service: Florida Multicultural Advisory Committee Hosts Career Day for Fourth-Grade Students

**By Haven Cook**  
**Photos by Susan Blake**

The National Forests in Florida Multicultural Advisory Committee (MAC) recently hosted a natural resources career day for fourth-graders from Fort Braden Elementary School in Tallahassee, FL. The event, called Meet US Outdoors featured natural and cultural resource specialists, fire fighters and fire prevention specialists discussing their careers with the U.S. Forest Service. They talked about archaeology, fire prevention, timber, ecosystems, recreation, engineering and law enforcement.

Building on the success of More Kids in the Woods, the National Forests in Florida wanted to introduce the concepts of forest management, as well as possible careers at the USDA to students at the fourth-grade level; a level where kids are very receptive to new concepts and eager to learn.

The event took months of planning, with the idea of rotating small groups of students through several interactive stations focused on natural resource jobs within the Forest Service. The stations included demonstrations, show-and-tell, and educational games. At each station the students learned what the job entailed, the educational requirements and the latest technology used by Forest Service personnel. Representatives from all three National Forests in Florida were on hand along with Smokey Bear and Woodsy Owl to answer questions, provide interactive demonstrations and make presentations.



Fire and Aviation Staff Officer Julian Affuso (above) escorts Smokey Bear during the Forest Service Meet US Outdoors event.



Fire training specialist Ava Young (above) quizzes Aisha Canty and Jaliyah Willis during their visit to the fire prevention station.

Fourth-grade students from Ft. Braden Elementary School gather around Woodsy Owl, who encourages youngsters to "Lend a Hand - Care for the Land!"



**REMINDER!**  
 This year's Federal Benefits Open Season runs through Monday, December 10, 2012. During this time, you can enroll in, change, or cancel an existing enrollment in your dental, vision, or health plans. Visit OPM's website at [www.opm.gov/insure](http://www.opm.gov/insure) to learn more.

If you'd like to share your feedback about Cultural Transformation, telework, diversity, or any other aspect of work/life at USDA, send an email to: [MyUSDA@dm.usda.gov](mailto:MyUSDA@dm.usda.gov) or visit USDA's [Work/Life and Wellness](#) community website if you have access to [USDA Connections](#).



Catch Up On Recent Issues of **MyUSDA!**

[MyUSDA Volume 3, Issue 1](#)  
October 2012

[MyUSDA Volume 2, Issue 11](#)  
September 2012

[MyUSDA Volume 2, Issue 10](#)  
August 2012

[MyUSDA Volume 2 Issue 9](#)  
July 2012

[MyUSDA Volume 2, Issue 8](#)  
June 2012

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## MyUSDA Volume 3, Issue 2

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**If you have ideas for future articles, contact us at [MyUSDA@dm.usda.gov](mailto:MyUSDA@dm.usda.gov).**

#### Submit Your Article to MyUSDA

The deadline for November submissions is Thursday, December 13, 2012.

#### Guidance on Submissions to MyUSDA

Submissions to MyUSDA should indicate progress that you, your agency, or your mission area have achieved toward implementing some aspect of the Secretary's Cultural Transformation (CT) Initiative. Submissions may be in the form of a traditional article with a byline (with accompanying photos strongly preferred), a first-person account (describing a personal work-related experience relating to CT progress), or a "brief" (just a few sentences describing a successful Cultural Transformation event, group, initiative, or activity...or some other relevant worklife issue with an accompanying photo. Send photos as separate attachments and make sure they are high quality. **The ideal submission is a great picture with about 75-150 words to go along with it. Maximum length of articles is 250 words.**

Email submissions or further inquiries to [MyUSDA@dm.usda.gov](mailto:MyUSDA@dm.usda.gov).