USDA FEDERAL WOMEN’S PROGRAM

OHSEC’s Women in Leadership Initiative
Tuesday, December 8, 2015
Whitten Building, Room 104-A

Jacqueline Padrón
Diversity and Recruitment Programs Senior Team Lead
Diversity, Recruitment, and Work/Life Division
Office of Human Resources Management
Presentation Overview

- Special Emphasis Programs
  - Federal Women’s Program
  - Diversity and Inclusion

- What’s Next and What’s New

- Resources
Special Emphasis Programs (SEPM)

- American Indian/Alaska Native Employment Program
- Asian American/Pacific Islander Employment Program
- Black Employment Program
- Disability Employment Program
- Federal Women’s Program
- Lesbian, Gay, Bisexual, and Transgender (GLBT) SEPM
- Hispanic Employment Program
- Veterans Employment Program
Federal Women’s Program Managers (FWPM)

- Department FWPM
- Agencies and Staff Offices FWPMs
- What do they do?
Employment Life Cycle

Recruitment → Hiring → Career Development → Advancement → Retention
Federal Women's Program Managers (FWPM)
Federal Workforce

Three (3) groups remain underrepresented across the Federal workforce:

Hispanics, women, and people with disabilities.
2014 Federal Government Workforce Profile

<table>
<thead>
<tr>
<th>Gender</th>
<th>FED 2010 CLF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>57.3%</td>
</tr>
<tr>
<td>Women</td>
<td>42.7%</td>
</tr>
</tbody>
</table>

Source: Partnership for Public Service, FED Figures 2014
2015 USDA Workforce Profile

56.02% Men
43.98% Women

<table>
<thead>
<tr>
<th>Gender</th>
<th>USDA</th>
<th>2010 CLF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>56.02%</td>
<td>51.9%</td>
</tr>
<tr>
<td>Women</td>
<td>43.98%</td>
<td>48.1%</td>
</tr>
</tbody>
</table>

Source: Cultural Transformation, Accountability Report – Sept. 2015 (End of FY)
Women’s Equality Day 2014

And Flash Mentoring Event

Guest Speakers:
Dr. Karsonya (Kaye) Wise Whitehead
Women’s History Month 2015

Deputy Secretary Remarks:
Krysta Harden
Deputy Secretary of Agriculture

Keynote Speaker:
Rosie Rios
FEDERAL WOMEN’S PROGRAM MANAGERS (FWPM)

Champions of Women
Women’s Equality Day 2015

**Speakers:**
Dr. Marsha Coleman Adebayo
Dr. Karlease Kelly
Provost, Virtual University, OHRM

**Leadership Seminar:**
Stedman Graham
NRCS FWPM Led Efforts

NRCS Lactation Support Guide

A Handbook for Expectant and Nursing Working Mothers

Steps for Creating a Breastfeeding-Friendly Worksite
Diverse Perspectives

Our Nation derives strength from the diversity of its population and from its commitment to equal opportunity for all. We are at our best when we draw on the talents of all parts of our society, and our greatest accomplishments are achieved when diverse perspectives are brought to bear to overcome our greatest challenges.

— President Obama

Executive Order 13583
Adding Value
Diversity and Inclusion
Federal Women’s Program

- Eliminating Barriers and Providing Access
- Fostering a Diverse and Inclusive Work Place
WHAT’S NEXT?
WHAT’S NEXT?

Women’s Networking Luncheon

Thursday, December 17, 2015
Whitten Building, People’s Dining Room, Lincoln Room
11:30 a.m. – 1:00 p.m.
OPEN TO ALL EMPLOYEES
RSVP: Denise.Freeman@dm.usda.gov
Women’s History Month 2016

Thursday, March 10, 2016
Jefferson Auditorium
10:00 a.m. – 11:00 a.m.

The observance videos are available one week after the event. To watch the videos and for instructions on how to self-record the observance’s Diversity and Inclusion Training in Aglearn, visit On Demand Web link: www.dm.usda.gov/employ/observances.htm.
WHAT’S NEXT?

Federally Employed Women (FEW)

July 2016

FEW’s National Training Program (NTP)

Dallas, Texas

USDA will host an Agency Forum in conjunction with the FEW NTP
WHAT’S NEW?

Mentoring Circles

- Mentoring Circles are small groups of 3-5 employees who meet regularly with a Mentor to learn and share together.

- A Circle can be conducted monthly, every other month, or quarterly; as a regular brown-bag lunch, in-person or as a virtual meeting.
USDA Resources

Federal Women’s Program Managers:
POC is Jacqueline Padron at jacqueline.padron@dm.usda.gov

Federal Women’s Program SharePoint site:
To gain access to OHRM – Women’s and HEP SharePoint site:

Please click on the link below and login with your eAuth credentials.

https://portal.usda.gov/sites/OHRM/HEP/

Then click on the link that says “Click here to Request Access.”

Enter your first and last name and submit the form.

Once Information Technology (ITT) receives your eAuth information you will receive access to the requested SharePoint site and a notice by email.
USDA Resources

USDA Employee Resource Group
NEW HORIZONS CHAPTER
OF FEDERALLY EMPLOYED WOMEN

Host monthly meetings on the second Tuesday of each month from 11:30 a.m. – 12:30 p.m.

Kimberly Graham, President
Kimberly.Graham@wdc.usda.gov

Chere Shorter, Secretary
Chere.Shorter@ams.usda.gov
Questions?
Jacqueline Padrón  
Diversity and Recruitment Programs Team Lead  
Diversity, Recruitment, and Work/Life Division  
Office of Human Resources Management  
U.S. Department of Agriculture  
Washington, DC  
(202) 720-7168  
Jacqueline.padron@dm.usda.gov  

THANK YOU!