

FEDERAL WOMEN'S PROGRAM

Bringing the Program to the Agencies

- WHAT YOU CAN DO TO BRING FWP TO YOUR AGENCY?
- IF THERE IS AN FWP AT YOUR AGENCY WHAT CAN YOU DO TO SUPPORT OTHERS?

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History of the Federal Women's Program

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. Later, initiatives developed by the Commission were integrated into the Federal Equal Employment Opportunity Program effort.

In 1967, Executive Order 11375 added sex to other prohibited forms of discrimination such as race, color, religion, and national origin. In response to this, the Office of Personnel Management (OPM) established the Federal Women's Program (FWP).

History of the Federal Women's Program

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. **First, the Executive Order emphasized upward mobility, and secondly, the Order mandated that EEO be an integral part of every aspect of employment, advancement, and treatment of civilian employees of the Federal government. OPM regulations implementing Public Law 92-261 require that Federal agencies designate a FWP Manager to advise the Director of EEO on matters affecting the employment and advancement of women. This law also requires that Federal agencies allocate sufficient resources for their Federal Women's Programs.**

History of the Federal Women's Program

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).

FWP FOCUS

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.

White House Council on Women and Girls

President Obama signed an Executive Order creating the White House Council on Women and Girls. The mission of the Council will be to provide a coordinated federal response to the challenges confronted by women and girls and to ensure that all Cabinet and Cabinet-level agencies consider how their policies and programs impact women and families.

RECEIVING AGENCY SUPPORT

- Know your Agency
- Be familiar with your organization's mission

RECEIVING AGENCY SUPPORT

- Meet with EEO Manager
- Reinforce Management's role in the SEPM
- Meet with your Command and or Top Manager
- Meet with your immediate Supervisor

RECEIVING AGENCY SUPPORT

- Once you have met with the top manager and have agreed on FWP actions, begin to meet with the organization's other managers and supervisors.
- Have your top manager to chair an initial general session, to outline the organization's FWP plans.
- Prepare the same kind of presentation for them, focusing on their units/teams profiles.

RECEIVING AGENCY SUPPORT

- Working with your organizations managers is, by far, your most important duty.
- Once you receive approval to formulate an FWP. Remember that you are an integral member of the management team. Your job is to make managers aware of their FWP responsibilities, to assist them in any way possible.
- Remember to solicit help of other women in your organization as you work to influence managers.
- Finally, utilize women managers as role models, making them aware of their responsibility to help other women.

HOW YOU CAN HELP!

- WORK TOGETHER ON PROJECTS AND OR PROGRAMS.
- SEND OUT INVITES TO YOUR MEETINGS
- ~~WORK TOGETHER TO SOLVE EMPLOYMENT ISSUES.~~
- OFFER HELP WHEN NEEDED.
- FOLLOW UP- FOLLOW UP-FOLLOW UP