

The Equalizer

Bi-annual Newsletter

April, 2011 – September, 2011

Meet Your Committee

The WS EEO Committee is here to:

- ✚ Identify EEO barriers and actions to address them.
- ✚ Provide management with guidance on EEO issues.
- ✚ Manage Special Emphasis Programs.
- ✚ Assist management with required EEO reports.
- ✚ Monitor workforce diversity, EEO outreach, and program delivery.

Contact Committee Members:

Committee Chair	Pam Engstrom	(715) 369-5221
Women SEPM*	Sandra Torrez	(210) 472-5451
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Member at large	Wendy Anderson	(908) 735-5654

*SEPM = Special Emphasis Program Manager

** EPM = Emphasis Program Manager

Visit These Sites for More Information

EEO and Civil Rights brochures, postings, and other information have been posted on WS' internet homepage:

http://www.aphis.usda.gov/wildlife_damage/eoo_cr/index.shtml

Additional EEO information for employees is posted on WS' Intranet:

http://inside.aphis.usda.gov/ws/eoo_cr/index.shtml

USDA's Cultural Transformation website:

<http://culturaltransformation.usda.gov/oc/ctideas.nsf/pages/about>

Asian Pacific Heritage Month - May

In 1978, a joint congressional resolution established Asian/Pacific American Heritage Week. The first 10 days of May were chosen to coincide with two important milestones in Asian/Pacific American history: the arrival in the United States of the first Japanese immigrants (May 7, 1843) and contributions of Chinese workers to the building of the transcontinental railroad, completed May 10, 1869. In 1992, Congress expanded the observance to a month-long celebration. The 2011 theme for the month of May is Leadership, Diversity, Empowerment and Beyond. Please look to your local communities for festivals that will be happening in May. For more information please see:

Colorado Dragon Boat Festival: <http://www.cdbf.org/about.htm>

Smithsonian Asian Pacific American Program: <http://apa.si.edu/>

Wing Luke Museum, Seattle: <http://wingluke.org/home.htm>

GLBT Month - June

In 2009, USDA updated its Departmental Regulation regarding Special Emphasis Programs establishing a new one for Gay, Lesbian, Bisexual and Transgendered (GLBT) employees. The GLBT Emphasis Program is an integral part of the overall EEO program and is designed to:

- Ensure that gays, lesbians, bisexuals, and transgendered people receive equal treatment in all aspects of employment.
- Educate all WS employees by raising the level of awareness of GLBT workplace issues and concerns.
- Provide opportunities to participate in training, career development, and leadership programs.
- Encourage the participation of GLBT populations in all WS-sponsored programs and activities.

AgDiscovery Program

AgDiscovery is an outreach program to help middle and high school students learn about careers in animal science, veterinary medicine, agribusiness and plant pathology. This 2-3 week program allows participants to live on a college campus and learn about Agricultural science from university professors, practicing veterinarians and professionals working for the U.S. Government. Students chosen to participate in AgDiscovery will gain experience through hands-on labs, workshops, field trips and other group and team building activities.

WS participates in 4 of these programs across the country by providing presentations, materials, instructional sessions, and other information.

Check out the 2011 brochure:

http://www.aphis.usda.gov/agdiscovery/downloads/AgDiscovery_Brochure_2011.pdf