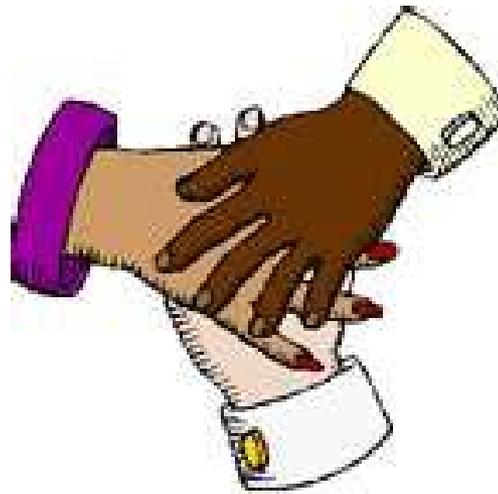


# GETTING TO KNOW THE WS EEO ADVISORY COMMITTEE



## WS EEO ADVISORY COMMITTEE

- Has 12 members
- Meets quarterly; once face-to-face, and three conference calls
- Develops an annual action plan
- Assists Management
- Recruitment Efforts

## What are the APHIS Official Special Emphasis Programs?



1. **Native American**
2. **African American**
3. **Hispanic**
4. **Asian-Pacific Islander**
5. **Federal Women**
6. **Disability Employment**
7. **Veterans Emphasis Program**
8. **Gay, Lesbian, Bisexual, and Transgender**

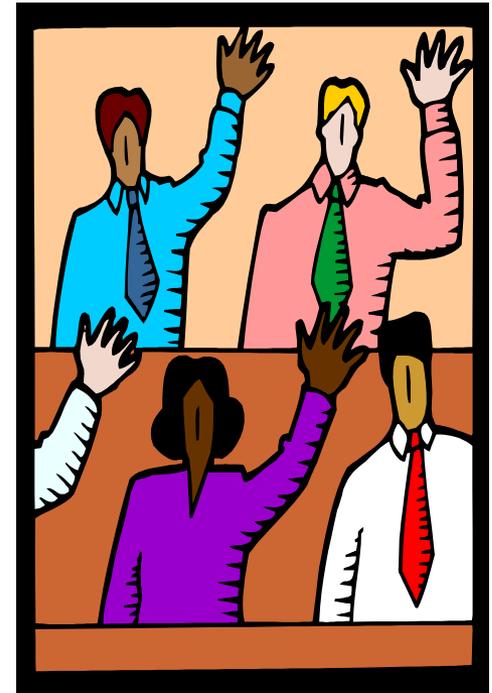
## What are Special Emphasis Program Managers?



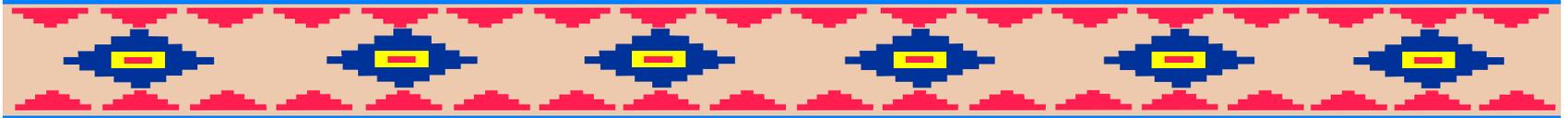
**Appointed by the Deputy Administrator, their duties and responsibilities include: Outreach, training, retention, identification and analysis of barriers, initiation of programs to increase representation of target groups, monitoring, evaluation, observances and educational activities.**

# Special Emphasis Program Managers and EEO Committee Members

- **Advise and take direction from management**
- Are **not** EEO counselors
- **collateral duty**



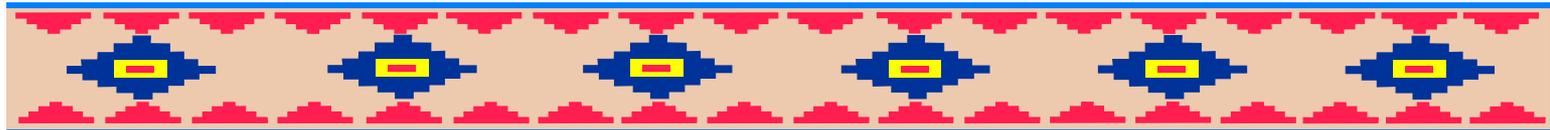
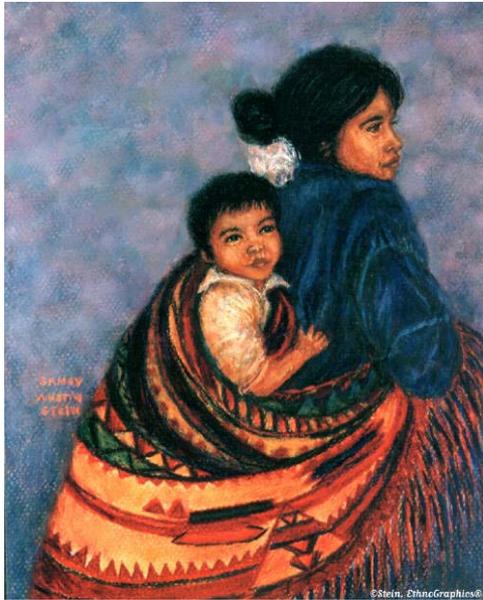
# 1. Native American Program



**To ensure equal opportunity for Native Americans who compete in all aspects of Federal employment, e.g., recruitment, career development and advancement, promotions, and counseling**

- **WS SEPM:** Michael Pacheco (210) 652-2224
- **APHIS SEPM:** Gwendolyn Smith (301) 734-5584

Native American Heritage Month is celebrated in November.



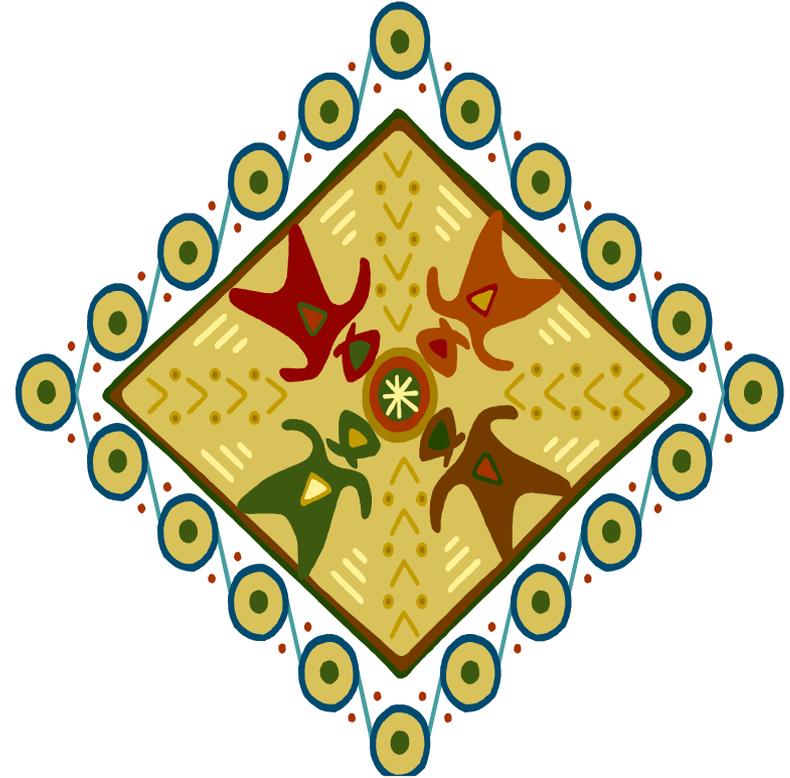
## 2. African American Program



In the Animal and Plant Health Inspection Service (APHIS) this program coordinates efforts to decrease the under-representation of African Americans within APHIS, and throughout USDA. The Program seeks to elevate opportunities for recruitment, promotion, and career development of African Americans entering and currently within the APHIS workforce.

## African American Program (cont.)

- **WS SEPM:** Virginia Green (614) 892-2514
- **APHIS SEPM:** Terry Henson (301)734-5555



## African American Program (cont.)



**Martin Luther King Jr.'s Birthday** is celebrated on the Monday nearest to his actual birthday (January 15).

**Black History Month** is celebrated in February.

**Kwanzaa** is celebrated from December 26 to January 1.

### 3. Hispanic Employment Program:

To ensure equal opportunity for Hispanics who compete in all aspects of Federal employment, e.g. recruitment, training, career enhancement activities, counseling, and promotions.

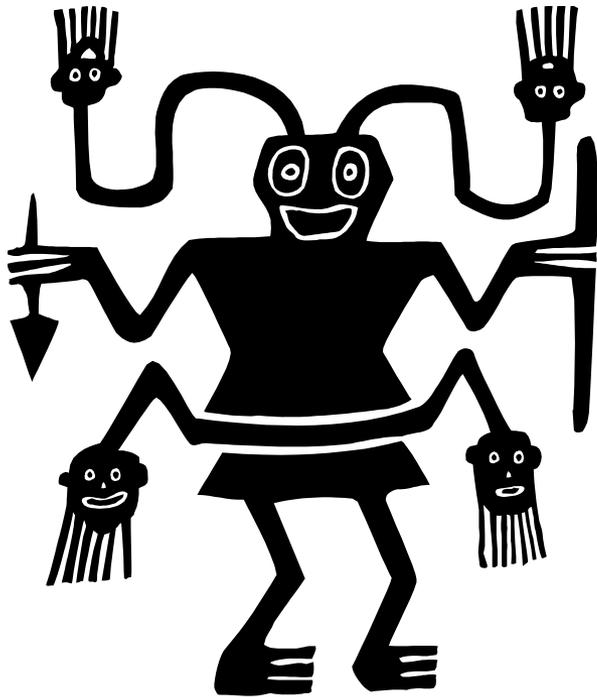


## Hispanic Employment Program (cont.)



- **WS SEPM:** Larry Duran (970) 498-1452
- **APHIS SEPM:** Janis Jarvis (301) 734-8789

## Hispanic Employment Program (cont.)



- **Hispanic American recruitment**
- **National Hispanic Heritage Month celebration**  
September 15-October 15

## 4. Asian-Pacific Islander Program

To ensure nondiscrimination in the recruitment, advancement, and retention of qualified Asian/ Pacific Americans and to conduct planning initiatives and training.



## Asian-Pacific Islander Program (cont.)

**WS SEPM:** Melissa Warrick  
(970) 266-6029

**APHIS SEPM:** Beatrice  
Jacobs (301) 734-5555



## Asian-Pacific Islander Program (cont.)

Asian-Pacific  
Islander Heritage  
Month is  
celebrated in May



## 5. Federal Women's Program



To improve employment and advancement opportunities for women in government; to increase respect for the work of women employees at all grade levels; and to work toward the elimination of sexual harassment in the workplace.

## Federal Women's Program [cont.]

**WS SEPM:** Sandra

Torrez (210)

472-5451

**APHIS SEPM:**

Tanika Greene

(301) 734-8153



## Federal Women's Program [cont.]

Women's  
History Month  
is celebrated in  
March.



Federally Employed Women  
(FEW) National Training  
Program will be in  
Philadelphia, PA in July, 2011

## 6. Disability Employment Program

To ensure nondiscrimination against people with disabilities

To provide technical support and assistance in providing reasonable accommodations for applicants and employees with disabilities

To provide technical employment information on the non-competitive, excepted service appointing authorities

To conduct disability awareness training



# Disability Employment Program [cont.]



**WS SEPM:** Emily  
Gaydos (252)

902-1755

**APHIS SEPM:**

Sophia Kirby (301)

734-5366

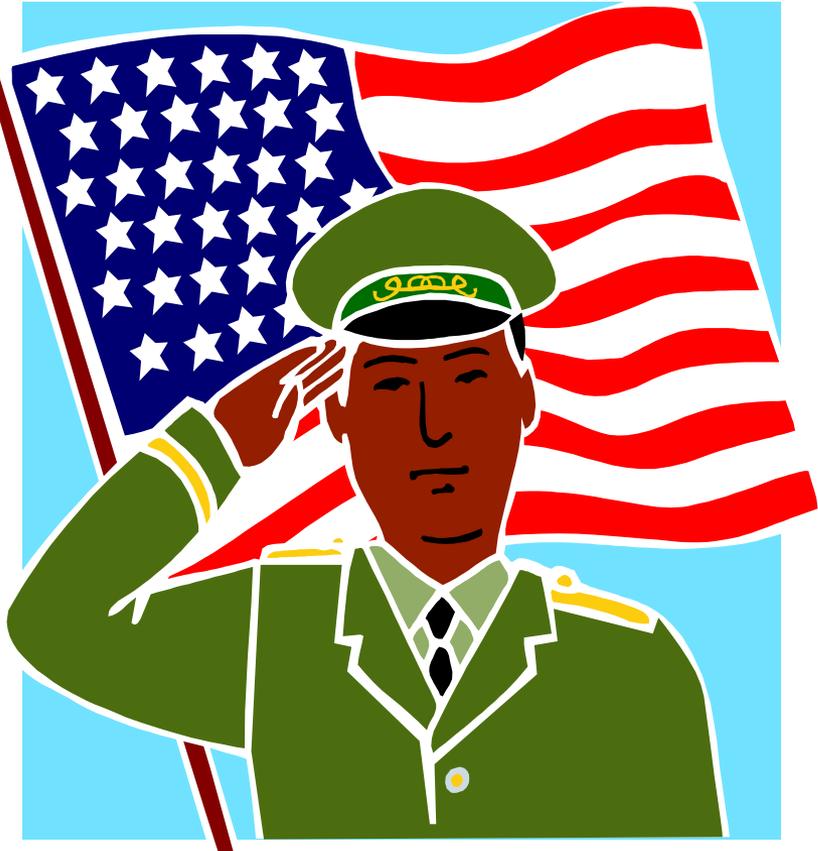
# Disability Employment Program [cont.]

October is National  
Disability Employment  
Awareness Month.

Perspectives on  
Employment of Persons  
with Disabilities in the  
Federal Sector – Annual  
Training Conference  
December 2011



# Veterans Emphasis Program (VEP)



- The APHIS Veterans Emphasis Program (VEP) provides agency support and outreach functions for all veterans and serves as an informative source on veterans' issues for all APHIS employees.

WS VEPM: Carrie Joyce  
(301) 735-4890

## Veterans Emphasis Program (continued)



The main objectives of the Program are to assist APHIS in emphasizing hiring, retention, and advancement efforts of veterans, and promoting veteran activities, programs, events, and issues to raise the awareness level of APHIS employees and our customers.

# Gay, Lesbian, Bisexual, and Transgender (GLBT) Special Emphasis Program



Added as a recognized  
Special Emphasis  
Program in June 2009 by  
USDA Department  
Regulation 4230-002.

# Gay, Lesbian, Bisexual, and Transgender (GLBT) Special Emphasis Program (continued)



June is Gay, Lesbian,  
Bisexual, and Transgender  
Pride Month.

WS SEPM: Krista Wenning  
(602) 870-2081

APHIS SEPM: Sophia Kirby  
(301) 734-5366

Questions?

**Any questions?**

**Please contact a member of the EEO  
Advisory Committee if you have any  
questions.**

