

NATIONAL WEATHER SERVICE

**STRATEGIC PLAN for
FEDERAL WOMEN'S PROGRAM
2008-2009**

Working Together to Save Lives



Federal Women's Program Strategic Plan

The objective of the National Weather Service (NWS) Federal Women's Program (FWP) is to implement initiatives to increase the representation of women in the NWS workforce, particularly in science, engineering, and senior level positions. The program supports the career development and advancement of women, including minority women and women with disabilities at NWS.

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). In 1969, Executive Order 11478 integrated the FWP into the Equal Employment Opportunity (EEO) Program and placed the FWP under the direction of EEO for each agency. 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.

In an assessment done by the NWS Office of Equal Opportunity and Diversity Management (OEODM) in October 2007, women were substantially underrepresented in the NWS workforce. Women represent 46.8% of the National Civilian Labor Force; however, women only represent 18.7% of the NWS workforce. Women are also underrepresented in all of the NWS core mission occupations (Meteorologist, Meteorologist Technician, Electronic Engineer, Electronic Technician, Physical Scientist, Hydrologist, and Information Technology Specialist).

This Federal Women's Program Strategic Plan (FWPSP) is tied to the overall NWS Policy on EEO and Diversity Management. The Diversity Management Strategic Plan and the FWPSP will be used to manage the diversity of our employees by building an inclusive work force; fostering an environment that respects the individual; and offering opportunities for all persons to develop to their full potential in support of atmospheric science. Through this plan, the NWS is seeking to build relationships with women communities and engage them in the NWS's vast scientific and technical operations. The plan calls for strengthening NWS outreach activities in a comprehensive effort to promote partnership opportunities with the women community in three critical areas: employment, education, and training.

NWS FWPSP identifies strategies and goals to eliminate barriers impeding the progress of women. The major programmatic focus will be on transitioning women into science and engineering occupational fields, eliminating barriers in the workforce to ensure full utilization and representation at senior levels, and expanding the pool of girls in science and engineering fields. FWPSP helps to ensure equity in promotions, awards, and all employment related actions.

Goals:

- 1. Continue to establish relationship with NWS FWP Managers.**

Lead Office: OEODM

Completion: Continuous

Status: The OEODM FWP Manager is currently working on a one-pager for the Regional FWP Managers with programmatic suggestions for coordinating their regional programs. The one-pager will provide examples of activities that they can conduct and participate in to further to goals of their programs. The NWS FWP Manager will also send each Regional FWP a copy of the revised FWP Strategic Plan, once approved.

- 2. Participate in at least 4 outreach activities specifically targeted to increasing the number of women in science fields and/or increase the participation of women in senior positions.**

Lead Office: OEODM

Completion: Quarter IV – FY2009

- 3. Use the exiting Women in Science networking list serv to promote awareness and/or solicit information on women issues and concerns.**

Lead Office: OEODM

Completion: Continuous

Status: The NWS FWP Manager sent an email to participants on the Women in Science list serv seeking information on colleges/universities attended. Over 140 women responded by providing information on the degrees received and colleges and universities attended. The FWP Manager is currently evaluating the list to see if the data can be use to develop recruitment initiatives.

- 4. Initiate dialogue to establish long-term relationship with women organizations and advocacy groups, e.g., WIS, FEW, and other professional women organizations.**

Lead Office: OEODM

Completion: Quarter IV – FY 2008

Status: The NWS FWP Managers participates in many of the activities held by FEW. In FY2008, she was not able to attend the national FEW training conference for health reasons. She was able to participate in the NOAA Women's History Month Training Conference. This conference is design to provide free training to NOAA's female employees.

- 5. Create awareness among NWS female employees of existing executive/leadership training programs.**

Lead Office: OEODM

Completion: Quarter I - FY2009

6. Encourage managers to target women organizations when distributing vacancies.

Lead Office: OEODM

Completion: Quarter IV - FY2009

7. Review NWS internal employment practices undertaken to retain women employees (e.g., use of retention bonuses, awards, promotions, etc.).

Lead Office: OEODM

Completion: Quarter II – FY2009

Status: Once the NWS FWP Manager receives the FY2008 workforce data on promotions and awards from the NOAA Office of Civil Rights, she will review the information for triggers of possible discrimination. If any discrepancies are noted she will issue a memo to managers and supervisors of the findings and ask them to reevaluate their process for issuing awards and promotions.

8. Review NWS female employee participation in existing skill-building training programs, conferences, and seminars.

Lead Office: OEODM

Completion: Quarter I – FY 2009

9. Promote awareness among NWS female employees of opportunities to compete for managerial, executive and upward mobility training.

Lead Office: OEODM

Completion: Quarter IV - FY2009

10. Participate in the NOAA Women’s History Month Training Conference.

Lead Office: OEODM

Completion: Annually

Status: The NWS FWP Manager participated in the NOAA Women’s History Month Training Conference. The NWS OEODM assisted in the coordination of this training conference.

Monitor and Ensure Accountability

The NWS senior-level management is primarily responsible for ensuring and emphasizing efforts to achieve a fully diverse workforce, inclusive of women. OEODM, through existing tracking and reporting mechanisms, will assist the NWS Assistant Administrator, Deputy Assistant

Administrator, Region Directors, Headquarters Directors, Staff Offices, managers and supervisors in accomplishing workforce diversity by implementing and monitoring workforce profiles and measures. The NWS will use the following action items to promote accountability and results with respect to female employment.

1. Periodically update and review organizational female workforce goals and achievements.

Lead Office: OEODM

Completion: Review goals and accomplishments semiannually.

2. Submit Annual Status Reports to the OEODM Director on NWS progress towards improving the promotion potential of women.

Lead Office: OEODM

Completion: Annually