



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

Monday, March 26, 2012

MEMORANDUM FOR: Chief Human Capital Officers

FROM: Veronica E. Villalobos, Director, Diversity and Inclusion
Sydney Heimbrock, PhD, Acting Deputy Associate Director, Agency and Veterans Support

Subject: A Symposium on Maximizing Work Life Effectiveness – April 16, 2012

In support of the White House Council on Women and Girls' efforts to address the challenges in balancing work and family, the Office of Personnel Management's Office of Diversity and Inclusion, and the Equal Employment Opportunity Commission (EEOC), in collaboration with the National Council of Federal Women's Program Managers and Federally Employed Women, is proud to host "A Symposium on Maximizing Work Life Effectiveness". The event will be held on April 16, 2012, 9:00am to 3:30pm, at the Department of Transportation, 1200 New Jersey Avenue, SE, Washington, DC 20590. We are inviting your department-level Federal Women's Program Manager (FWPM), Work Life Program Manager, Telework Program Manager, and Telework Program Coordinator to attend the Symposium.

The Symposium will serve to educate FWPMs and affinity group representatives on the various workplace flexibilities and family-friendly programs and policies offered by the Federal government. The information gleaned from the Symposium will enable these advocates for the advancement of women to promote and increase the awareness of Work Life programs amongst the women they serve. The Symposium will also provide an opportunity for FWPMs and affinity group representatives to network with agency Work Life and Telework Program Managers/Coordinators and collaborate on strategies for how usage of these programs can increase overall recruitment and retention in the Federal workforce. Attached is a copy of the Symposium agenda.

Work Life programs, to include telework flexibility, are important programs that contribute to an inclusive work environment and support the President's Executive Order 13583, Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce. To that end, please encourage your department-level Federal Women's Program Manager, Work Life Program Manager, Telework Program Manager, and Telework Program Coordinator to participate in this Symposium.

There is no cost to attend this event. Participants may register for the Symposium by April 10, 2012, by logging on to the MAX Diversity and Inclusion in Government page at: <https://max.omb.gov/community/x/0o60IQ> or e-mailingdiversityandinclusion@opm.gov . Please note that registration is limited, so we urge participants to register as soon as possible (all participants must be pre-registered, there will be no on-site registration). Questions concerning the Symposium may be directed to Angela Porter at angela.porter@opm.gov or at (202) 606-0028 or Veta Hurst atveta.hurst@eeoc.gov or at (202) 663-4408.

Finally, this year National Equal Pay Day will be observed on April 17, 2012. National Equal Pay Day serves to remind us of the wage gap many American women experience in the workforce. Pay inequities result in reduced benefits for women and the nearly two-thirds of the families that depend on her wages. Equal pay for equal work, regardless of gender, is an issue of economic equality that must be achieved for the benefit of our entire Nation.

We look forward to your agency's participation in the Symposium.

Attachment-Symposium Agenda

U.S. Office of Personnel Management
U.S. Equal Employment Opportunity Commission
National Council of Federal Women's Program Managers
Federally Employed Women

presents

A Symposium on Maximizing Work Life Effectiveness

April 16, 2012
9:00am - 3:30pm

held at the

U.S. Department of Transportation
Washington, DC

Hosted by

Veronica Villalobos, Director, Office of Diversity and Inclusion
U.S. Office of Personnel Management

Plenary Session Speakers

John Berry, Director
U.S. Office of Personnel Management

Jacqueline A. Berrien, Chair
U.S. Equal Employment Opportunity Commission

Sydney Heimbrock, PhD, Acting Deputy Associate Director
Agency and Veterans Support
U.S. Office of Personnel Management

Jennifer Mann, Vice President of Human Resources
SAS

SAS, ranked as one of the top 3 companies on the "2012 FORTUNE 100 Best Companies to Work For" list, shares its best practices in effective work life programs Christina M. Tchen, Executive Director, White House Council on Women and Girls and Chief of Staff to the First Lady

The White House

Breakout Sessions

Work Life Programs

An in depth look at work life programs in the Federal sector exposing participants to the business case for work life programs and the benefits and barriers to implementation

Sara Harrington
U.S. Customs and Border Protection

Telework Programs

Strategic linkages to diversity and strategic human capital initiatives by fostering a model workplace using telework and other flexibilities

Mika Cross
U.S. Department of Agriculture

Workplace Leave and Flexibility

A look at various workplace leave and flexibilities that help employees better manage their work and personal life responsibilities

Doris Rippey
U.S. Office of Personnel Management

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