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Federal Women & Lesbian, Gay, Bisexual and Transgender Special Emphasis Program Manager Accomplishment Report

Report Period: [FY-2014 \(October 1, 2013 @ Sept. 30, 2014\)](#)

1. Communications & Outreach

- In November, 2013, in company of several employees from the USDA-NRCS Caribbean Area, we offered a workshop to a group of Female Farmers (and few men) as part of a CIG Sponsored effort named “Initiative of Female Farmers in the Puerto Rico’s Agriculture”. We oriented more than 30 women from different backgrounds who wants to became certified farmers and create their own enterprise, such as: students, professors, housewives, and actual farmers, among others. Topics covered in the workshop were: What is Soil? Use of the Soil Survey in the Caribbean Area, Soils Stability Tests, Programs and Services offered by NRCS, Engineering Conservation Practices from NRCS, and EEO/ Civil Rights Topics.*



On this picture we were discussing different topics as part of the NRCS workshop.

- *In February 22, 2014, in company of Mr. Luis A. García, Veterans SEPM, I participated in the “CIAPR Job Fair”, this was an activity offered at the College of Engineers and Land Surveyors of Puerto Rico. We oriented more than 100 of Professional Engineers, Land Surveyors, Students and Veterans; most of them Hispanics, men as well as women.*



On this picture is Eng. Edgar Rodríguez, President of the PR’s College of Engineers and Land Surveyors sharing with our guests at the NRCS’ booth.

- *In May 1, 2014, in company of Mr. Luis A. García, Veterans SEPM, we offered a seminar for members of the CIAPR’s Caguas Chapter titled “Steps to Apply for Job Opportunity Announcements in the Federal Government”. Where we oriented more*



than 25 Professional Engineers, Land Surveyors, Students and Veterans; most of them Hispanics, men as well as women.

On this picture we were discussing the Workshop Objectives.

- *In August 19, 2014, in company of Mr. Luis A. García, Veterans SEPM, we offered a workshop for members of the Puerto Rico’s Association of Engineers titled “Steps to Apply for Job Opportunity Announcements in the Federal Government”. Where we oriented more than 120 Professional Engineers, Land Surveyors, Students, Veterans and General Public; most of them Hispanics, men as well as women.*



On this picture Mr. Luis García (VSEPM) and Eng. Lydia E. Collazo (FWPM & LGBT- SEPM) offering the workshop at the PR’s College of Engineers and Land Surveyors.

- ***E-Mail Information*** - *During the last year we forwarded many literatures received from National FWPM and the National LGBT Special Emphasis Program Managers; we have also shared information regarding Vacancy Positions, Opportunities for Detail, etc.*
- ***Flyers distributed during FY-2014 among Caribbean Area Employees:***



In March-2014, as part of the History Month Celebration, we prepared a Power Point Presentation titled: “Celebrating NRCS Caribbean Area Women of Character, Courage and Commitment.

In December-2013, we prepared a flyer to provide orientation about the World AIDS Day Celebration.

**USDA, Natural Resources Conservation Service
Lesbian, Gay, Bisexual and Transgender
Special Emphasis Program (LGBT- SEP)
Caribbean Area – Quarter #1 - December, 2013**

December 1st is the World AIDS Day



On December 1, 2013 people around the world will once again celebrate World AIDS Day. The Office of Inspector General (OIG), in coordination with the Lesbian, Gay, Bisexual, and Transgender (LGBT) Special Emphasis Program are sharing a communication among all Federal Employees. Attached is the

In May-2014, we prepared a flyer to provide orientation about the International Day Against Homophobia.

**USDA, Natural Resources Conservation Service
Lesbian, Gay, Bisexual and Transgender
Special Emphasis Program (LGBT- SEP)
Caribbean Area – Quarter #3 - May-2014**

May 17th is the International Day Against Homophobia



The International Day Against Homophobia, held on May 17 every year, is a rallying event offering an opportunity for people to get together and reach out to one another. Fondation Émergence promotes, mainly on a pan-Canadian level, the International Day Against Homophobia and encourages organizations and individuals to highlight this event in their environment.

Why May 17th? Because is symbolic due to its significance in the improvement of the status of gays and lesbians. IDAHO proposed this date for annually holding a day set aside to fight homophobia. In removing homosexuality from its list of mental illnesses on a May 17, the World Health Organization

Flyer distributed in June-2014:
As part of the LGBT Pride Month Celebration.

**USDA Natural Resources Conservation Service
Lesbian, Gay, Bisexual and Transgender
Special Emphasis Program (LGBT- SEP)
Caribbean Area – Quarter #3 - June, 2014**

JUNE 2014 is LGBT Pride Month!

The LGBT Pride Observance's Theme: "Build Our Bright Future"

holding the rainbow-colored bulls poster – designed by Maricle Cox, LGBT SEPM from NRCS, VA – are several USDA APHIS and NRCS employees posing during the Civil Rights for LGBT Community Conference hosted by APHIS on May 29, 2014 to kick-off LGBT Pride Month Celebrations. The conference's speaker was Mr. Pedro Julio Serrano, a well-known local Human Rights activist in Puerto Rico, who specifically defends the LGBT's Rights for Equality, Dignity and Inclusion.

Quote: "People everywhere long for the freedom to determine their destiny; the dignity that comes with work; the comfort that comes with faith; and the justice that exists when governments serve their people – and not the other way around. The United States of America will always stand up for these aspirations for our own people and for people all across the world. That was our founding purpose."
President Barack Obama



Rain Garden Demonstrative Project at University of PR

Rio Piedras Campus



- During the month of October-2013, as part of a Demonstrative Best Management Practice Project, we hold several meetings at the University of Puerto Rico with students, professors, deans, and other professionals. We used that opportunity to talk about the Civil Rights and the importance the college students and professionals have for NRCS.

**USDA, Natural Resources Conservation Service
Federal Women Program
Special Emphasis Program (FWPM-SEP)
Carrilobon Arenas - Quarter #1 - FY-2014 (November, 2013)**

**NRCS' Employees Provided One-Day Training
At the Course "Initiative for Women in Puerto Rico's Agriculture"
November, 2013**

This is the third consecutive year in which the University of Puerto Rico - Mayaguez Campus has been approved by USDA, Natural Resources Conservation Service - Carrilobon Area, by receiving a CVI grant to provide complete educational courses for women who are interested in becoming owners of an agriculture enterprise. This season the beneficial group belongs to the south-west region of the island.

There are approximately 300 women from 14 municipalities participating in a series of courses in which they learn about agronomy science (soils, plants, animals, crops, etc.), management skills, supervision, labor and production safety, quality control and management, insurance policies, alternative assistance programs, loans, accounting, payroll, extension, natural resources, and much more interesting topics. The University of Puerto Rico provides these courses to present women with tools, skills and knowledge for making them capable for beginning their own enterprise in agriculture.

In November 21, 2013, NRCS was invited to provide one-day training to the group gathered at the UPR Agriculture Sub-Station, San Juan, Puerto Rico. There were approximately 300 women from 14 municipalities, the South Science Division, the Integrated Field Office, the Engineering Office, and the Civil Rights Advisory Committee.



Agri. Edith Nolas presented a workshop titled, "Best Practices in Conservation". Edith shared a Power Point presentation showing Extension Practices that NRCS implemented in local communities. Her idea related about the importance of having an office for participating in our programs.



Agri. Raquel Nolas, Resource Development, discussed the importance of Nutrient Management as part of the Best Management Practices. Farmers had questions and shared several in-class.



Agri. Myriam Marrero, NRCS Soil Survey Leader, introduced the group to the topic of Soil Resources. He shared among others 10 facts of Soil. Which are the Soil Functions in our ecosystem. There are 60 billion and 600 million soil organisms.

The emphasized how to properly manage our soil resources for agricultural production.



Agri. Jennifer Rey, NRCS Soil Scientist, talked about "Three Day Recommendations and Benefits to Conserve the Soil Water."

As part of her presentation, Jennifer shared a NRCS video in which Agri. Archuleta (from DRYD) shows the "Soil Stability Test". This soil test demonstrates the difference in stability between unamended soils versus amended soils. His presentation encouraged the viewers to properly manage and protect their soil resources. He also explained how sharing our soil in the Caribbean Area are.



Agri. Carmen E. Jimenez, Soils Soil Scientist, talked to the participants about the Soil Survey in the Caribbean. She was 100% available.

During her presentation, Carmen demonstrated, interactively, an example of how to use the Soil Survey application tool and how to produce and understand the soil color and soil interpretation reports generated in the tool.

The participants were very enthusiastic with the demonstration because more of them do not know about this important tool. A great interactive tool also with the participants.



Flyer distributed in November -2013: NRCS' Employees provided One-Day Training at the Course "Initiative for Women in PR's Agriculture" (LAJAS, PR).



Dr. Jorge González, Director of CEMA, Year-2013



Group of Facilitators from UPR, Popular Bank, Bank of PR's Development and NRCS



The Graduated Students consisting of 10 Male Farmers and 25 Female Farmers from Lajas and surrounding municipalities of PR.

- *In December 4, 2013, we participated in representation of Agro. Edwin Almodóvar, at the **Graduation Day of the Female Farmers Group from Lajas and surrounding municipalities.***

We prepared a bag of locally manufactured candies such as: coconut, sesame seeds, papaya paste, milky candy, etc., and gave it as a gift to each graduated student.



- *We also have participated in the FWPM and LGBT Teleconferences with National Managers and Representatives.*

Additional Planned Activities for SEPTEMBER-2014:

- *We have on schedule to participate from September 24 @ 26, 2014, in the Career Fair at the University of Puerto Rico, Mayagüez Campus. At this activity we will offer orientation to students from the Engineering, Land Surveying and Agronomy Departments about Civil rights, EEO, What NRCS does, What Engineers do at NRCS, Soil Survey Resources, USAJOBS and the Pathway Program, etc.*



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