



ACT-IAC Evolving the Workforce Community of Interest

November 8, 2018 • 10-11:30 a.m. • In-person and WEBEX

Remote attendee URL:

Audio-only conference line:

<https://learningtree.adobeconnect.com/webinars>

November Meeting Agenda

- Welcome and Introductions – EWF COI Leadership
- Updates from EWF COI Leadership
 - Human Capital Data Analytics Project
 - Recap of Imagine Nation 2018 – Workforce Track
 - Upcoming EWF COI Meetings

Intended Outcome for Attending

Hear latest research on sexual harassment in Government workforce; learn the rules that cover this behavior and techniques to prevent it.

Background on the Presentations

As part of its mission to conduct Government-wide studies and report on the health of Federal merit systems, the Merit Systems Protection Board (MSPB) has collected data on sexual harassment in the Federal workplace. The panel discussion will highlight the results of the MSPB research with discussion from the agencies represented as well as best practices and recommendations to prevent this behavior.

MSPB conducted surveys in the 1980's and 1990's and most recently in 2016. These surveys solicited Federal employees' views on various issues, including what behaviors constitute sexual harassment and whether they had experienced any of these behaviors in the prior 2 years. Both questions are important to ask because Federal employees need to have a shared understanding of sexual harassment to cease behaviors that can be problematic.

In March 1981, MSPB issued the report *Sexual Harassment in the Federal Workplace: Is It a Problem?* and published follow up reports in 1988 and 1995. Although some stakeholders might have assumed that sexual harassment had decreased to the point that it no longer warranted focused leadership attention or further research, sexual harassment continues to be a problem for both Federal employees and Federal agencies. Therefore, in 2015, MSPB included an update on sexual harassment in its Research Agenda for 2015-2018.

This panel discussion will highlight the results of the MSPB research with discussion from the agencies represented as well as best practices and recommendations to prevent this behavior.

Panelists:

Dr. Cynthia H. Ferentinos, Office of Policy and Evaluation, U.S. Merit Systems Protection Board

Rhonda Davis, Head of Office of Diversity and Inclusion, National Science Foundation

Brigid Schulte, Director of the Better Life Lab, New America

Alieza Durana, Senior Policy Analyst, New America

Moderator – Bob Clarke, Clarke Sales Consulting



Dr. Cynthia Ferentinos is a Senior Research Psychologist with the U.S. Merit Systems Protection Board (MSPB), Office of Policy and Evaluation. Dr. Ferentinos has published reports on a variety of subjects, including managing employees in accord with the merit system principles, pay for performance compensation systems, and employee perceptions of fair treatment, particularly related to discrimination and favoritism. Her current research focuses on sexual harassment, to evaluate progress since the early 1980's (when MSPB first examined the prevalence of sexual harassment in Federal workplaces) and to make recommendations to prevent and address sexual harassment in the future.

During her Federal career, Dr. Ferentinos has also been employed with the U.S. Customs Service, the Federal Aviation Administration, and the U.S Army Research Institute. Her responsibilities have included developing, implementing and evaluating programs within various areas of workforce management, such as recruitment, selection, development, performance management, and retention, in addition to improving customer service.

She is a member of the American Psychological Association (APA), the Society for Industrial and Organizational Psychology (SIOP) and the American Society for Public Administration (ASPA). She earned her PhD in Industrial and Organizational Psychology from George Mason University and her BA in Psychology from Wake Forest University.

Ms. Rhonda Davis is head of the Office of Diversity and Inclusion (ODI) in the Office of the Director at the National Science Foundation (NSF). Ms. Davis joined NSF in 2010 from the United States Department of Agriculture's Office of the Assistant Secretary for Civil Rights where she served in several positions including Acting Associate Assistant Secretary for Civil Rights. Davis' experience includes establishing and managing nondiscrimination and diversity programs for both small and large federal agencies.

Ms. Davis holds a M.S. in agricultural economics from North Carolina Agriculture and Technical State University and a B.S. in agricultural economics from the University of Arkansas at Pine Bluff. She has completed numerous executive education programs including Georgetown University (Leadership Coaching), Fielding University (World Café), Harvard University (Strategies of Persuasion and Essentials of Decision Making), Duke University (Innovative Leadership), George Washington University (Senior Executive Education Program), Georgetown University/Brookings Institution (Advanced Public Policy), and the Center for Creative Leadership (The Looking Glass Experience).

Ms. Alieza Durana is a senior policy analyst in the Better Life Lab at New America, where she researches and writes about barriers to social and income equality, especially at the intersection of work, gender, and social policy.

Before joining New America, Alieza's work spanned the Department of Housing and Urban Development's Promise Zones initiative, social services in the Washington metro area, and Fulbright research on social policy integration in the European Union. Alieza has a master's in public policy from the Hertie School of Governance (Germany) and a BA in international and area studies, Spanish and German from Washington University in St. Louis. Her writing has appeared in Slate, the Atlantic, and Pacific Standard, among other publications.

Ms. Brigid Schulte is the director of the Better Life Lab at New America. Brigid is a journalist and author, who writes widely for publications including *The Washington Post*, *Slate*, Time.com, the Guardian and others. She was a long-time staff writer for the *Washington Post* and *Washington Post* magazine, where she won a number of reporting and writing awards and was part of the team that won the 2008 Pulitzer Prize. Her 2014 New York Times bestselling book, *Overwhelmed: How to Work, Love, and Play When No One Has the Time* (Sarah Crichton Books/FSG) was named a *Washington Post* and NPR notable nonfiction book of the year, was translated into a number of languages, including Russian, Portuguese and Korean, and helped spark a national conversation about overwork, burnout, productivity, busyness, gender roles, the toll that outdated policies and cultural attitudes are taking on modern lives, and how to move forward. She is a sought-out voice on work-life, productivity and gender issues. She has spoken at events around the globe, been quoted as an expert or featured in numerous publications, including *Forbes*, *Fortune*, the *Atlantic*, *The Times of London*, *Macleans*, the *Irish Times*, *The Financial Times* and *Fast Company*.



Resources for Sexual Harassment in Government

Slides for this session are available at this link –

Here's a link to the MSPB March 2018 Research Brief Update on Sexual Harassment in the Federal Workplace.

<https://www.mspb.gov/MSPBSEARCH/viewdocs.aspx?docnumber=1500639&version=1506232&application=ACROBAT>

As soon as the full report is released, it will be available at the MSPB website as well.

Save these Dates

December 13, 2018 Meeting – *Explore Futures: Eight Insights from NASA's Future of Work Study*

January 2019 Meeting - *OPM Human Capital Reviews* featuring OPM speakers

February 2019 Meeting - *How to Build a Culture of Trust in the Workplace* featuring Agency speakers

March 2019 Meeting - *First Anniversary: PMA Update on CAP Goal 3*, featuring Key Agencies Leaders

April 2019 Meeting - *Workforce Reskilling*, featuring Trey Kennedy of CIO Council and other Agency speakers

May 2019 Meeting - *Employee Digital Records* featuring OPM and Agencies speakers

Thank you for your participation! If you did not register yourself for this event, please email Carly Fry (cfry@actiac.org) to know you attended; or reach out to anyone on the EWF COI leadership team:

Deb Tomchek, Industry Chair • Terri Shaffer, Government Chair

Rebecca Russell, Government Vice Chair • Andrew McCoy, Industry Vice Chair

Bob Clarke, Communications Chair • Doris Reeves, Program Chair

Craig Petrun, Knowledge Chair • Juan Salazar, NexUS Liaison