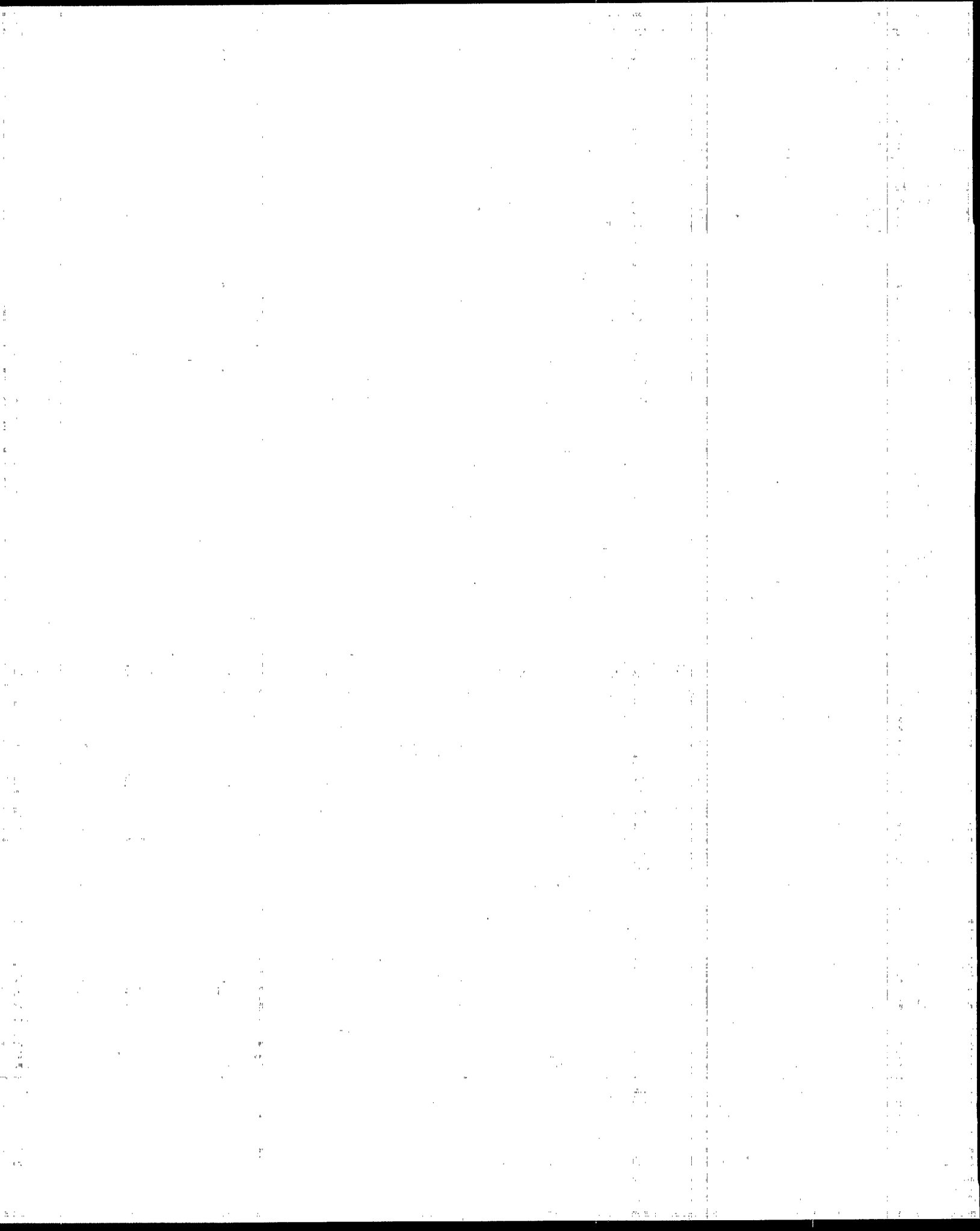


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# A HISTORY OF WISE

**W**omen in Science and Engineering (WISE), is a volunteer organization providing advisory counsel to the National Federal Women's Program Manager and technical support to EPA to facilitate accomplishment of the Agency's mission through training, recruitment and community outreach. WISE was established at EPA in 1980. Since then, each of the regions and most of the laboratories have formed chapters.

WISE plays a vital role in the careers of women at EPA by serving as an constituent member of the Agency's Federal Women's Program (FWP) administered by the EPA, Office of Civil Rights. EPA WISE is affiliated with the Interagency Committee for Women in Science and Engineering (W<sup>♀</sup>SE), comprising representatives of federal agencies that employ scientists and engineers. W<sup>♀</sup>SE was created in 1978 through the leadership of Joan Humphries with support from the National Science Foundation. WISE and the Interagency W<sup>♀</sup>SE were organized to aid federal agencies in fulfilling their responsibilities to women scientists and engineers as set out in the Civil Rights Act of 1964 and as amended by Title VII, Sect. 717 and Executive Order 11478.

## THE NATIONAL WISE COUNCIL

**T**he National WISE Council was formed to: strengthen communication among local chapters and the National FWP Manager; advise the National FWP Manager; identify agency-wide issues affecting women scientists and engineers; and to advise management concerning those issues and develop strategies to address them. The National WISE Council consists of a representative (Chair) of each local chapter, the Executive Committee (i.e., National Chair, National Vice-Chair and National Recorder), ex-officio officers, and the National Federal Women's Program Manager from the Office of Civil Rights. The Council develops an annual workplan to further WISE goals.



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## OUR GOALS:

- ✦ To further the advancement of women scientists and engineers at EPA
- ✦ To update and expand the skills of women scientists and engineers
- ✦ To increase the number of women scientists and engineers at EPA through recruitment and community outreach

## OUR MISSION:

To advise EPA leadership on science and technical issues and to support and encourage quality science in the Agency, through the enhancement of the careers and work environments of women scientists and engineers throughout EPA. National WISE shall advise EPA leadership on EPA policies, programs and/or other government directives planned and/or implemented which are expected to have a major impact on the careers of women scientists and engineers.





## OUR CONSTITUENTS:

WISE represents the concerns of all EPA women scientists and engineers and estimates it's constituency to be 36.33% of the Agency's scientific and technical workforce. The activities of WISE are coordinated through the National WISE Council which is comprised of 21 representatives from WISE chapters located in EPA headquarters, regions and laboratories.



## WISE AFFILIATES:

- WISE is a member of the Agency's National FWP Advisory Council and is affiliated with the Interagency Committee for Women In Science and Engineering (WISE).
- WISE works closely with the Scientific & Technical Careers Advisory Committee, EPA Human Resource Council, and other groups concerned with the status of the Agency's scientific and technical workforce.

## NATIONAL WISE COUNCIL:

The National WISE Council was established to advise, consult and assist the National EPA Federal Women's Program and the office of Civil Rights by undertaking the following functions:

- Preparing a national agenda that WISE chapters in EPA Headquarters, Laboratories and Regional Offices may use to develop programs in their local areas
- Advising the National Federal Women's Program Manager on matters affecting women scientists and engineers in the EPA workforce
- Identifying issues of Agency-wide concern to women scientists and engineers, and recommending to the appropriate Agency officials means by which issues may be addressed and/or resolved
- Encouraging the formation of WISE chapters where they do not exist in EPA installations and assisting all chapters in developing and maintaining high quality programs
- Promoting communication and networking among the EPA WISE chapters
- Encouraging local and national efforts to promote recruitment of women
- Facilitating programs and activities to expand the skills of EPA women scientists and engineers
- Promoting and recognizing scientific and technical excellence throughout the Agency
- Encouraging local chapters to address recruitment, career development, community outreach, recognition of women engineers and scientists and institutional policy and practices which impact women scientists and engineers



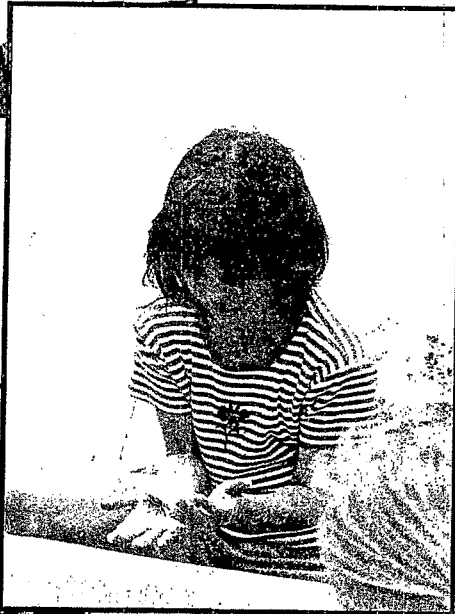
# WISE SPONSORED ACTIVITIES

*Professional Certification Programs for Engineers  
Training Needs Assessment  
Security over the Holidays  
Science Olympiad*



*Job Swaps  
Mentoring Programs  
Rotational Assignments  
Girl Scout Programs  
Speakers Bureau*

*Women's History Month Activities  
Brown Bag Lunch Seminars  
Take Apart a Toaster Day  
Take Your Daughter to Work*



*Earth Day Activities  
Women's Conference  
Job Fairs  
Book Clubs*

## wise communication links

The National Council has established various means to communicate with its members, WISE initiatives, program activities and accomplishments:

- ✦ **WISE Conference Call** - The National Chair holds an hour long conference call for the local Chairs once each quarter.
- ✦ **WISE Quarterly Report** - It is transmitted electronically to each chapter; the Quarterly Reports are a compilation of the minutes from WISE conference calls, news from the local chairs, and program information from the National Chair.
- ✦ **WISE Annual Status Report** - This is prepared by the National Chair and distributed to WISE members and EPA management; the Annual Status Report provides a summary of WISE goals and accomplishments.
- ✦ **Meeting of National WISE** - The meeting is held annually to coincide with the WISE Training Conference. It provides an opportunity for chapter representatives to get acquainted and learn more about other chapters. It allows for discussion of issues of concern to women scientists and engineers; provides a forum for guest speakers; and stimulates an exchange of ideas with the National FWP Manager and the Director of the Office of Civil Rights. It is also the time when the Council develops the annual workplan.

## NATIONAL WISE AWARDS

The National WISE Council presents awards each year to an outstanding WISE Chapter, WISE Member, and WISE Mentor. These awards, along with the National WISE Leadership Award, are presented to WISE members or non-members within EPA in recognition of their contributions to the WISE program and goals. In addition to these awards, National WISE assists the Agency in soliciting nominations for the Federal Engineer of the Year Award, the Federal Environmental Engineer Award and the Women in Science and Engineering (W $\&$ SE) Awards for Lifetime Achievement, Scientific Achievement, and Engineering Achievement.



## WISE ORGANIZATIONAL SUPPORT

- ✦ **Organization Committee** - The committee provides assistance/guidance to Headquarters, Regions, and Laboratories to facilitate continued support of the WISE mission; develops an organizational structure and process by which the WISE Council can communicate WISE goals and accomplishments to senior management; serves as an administrative link to other organizations having similar mission.
- ✦ **Marketing Committee** - This group promotes WISE as a valuable resource to EPA management and strives to advance and increase the visibility of WISE within the Agency and in the public sector.
- ✦ **Communication Committee** - This committee provides frequent and complete communication strategy for the WISE Council.
- ✦ **Education and Outreach Committee** - They provide assistance/guidance to Headquarters, Regions and Laboratories to encourage young women to enter the fields of science and engineering.
- ✦ **Nurturing Quality Science** - Technical staff work to increase quality science through encouragement of technical training for staff, expanded opportunities for technical input and staff recognition for quality science.
- ✦ **Nurturing Quality Science - Reinvention workgroup** - The workgroup promotes the quality of science in reinvention activities and documents the career movement of women scientists and engineers.





TO OBTAIN ADDITIONAL INFORMATION ON  
**EPA WOMEN IN SCIENCE AND ENGINEERING**

CONTACT

THE NATIONAL FWP MANAGER IN  
THE OFFICE OF CIVIL RIGHTS  
(202) 260-7780  
OR YOUR LOCAL EEO  
PROGRAM COORDINATOR.