



File Code: 5100/6100/1700

Date:

Route To:

Subject: Workforce Diversity Project Proposals – FY 2008-2010
Selected and non-selected Proposals

To: Regional Forester, Region 6

The Regional Representatives Team and the Core Team of the National Fire and Aviation Management Workforce Diversity committee recently forwarded their recommendations for funding on the FY 2008-2010 diversity proposals. I have reviewed the recommended priorities for the \$650,000 annually allocated by Fire and Aviation in the Washington Office.

The following diversity project proposals from Region 6 have been approved for funding in the FY 2008-2010 round of funding:

Gifford Pinchot/Mt. Hood Type 2 Initial Attack Crew	\$100,000
Umatilla National Forest Fire/Fuels Career Orientation Camp	\$65,000

The allocation is contained in the budget advice to be distributed to the Region over the next few months. You should expect to receive the FY 2008 allocation by October 1, 2007. Continued funding for each of the following 2 years for these projects will be contingent on information contained in an annual accountability report required at the end of each year. Information for what is expected in the annual reports will be distributed to the Project Managers by October 1 of each year by Sharon Allen-Brick, Washington Office F&AM Liaison to the Committee.

I ask that Project Managers meet and develop a 3-year “Design for Success” implementation plan detailing each year’s activities to assure success of the projects. Members of the Core Team are available to assist with the development of a “Design for Success” and their contact numbers can be found on the website:

<http://www.fs.fed.us/fire/diversity/index.html>

Projects which were considered, but not recommended for funding are as follows:

- Mt. Baker-Snoqualmie National Forest Type 2 Initial Attack Crew
- Willamette National Forest Workforce Planning Assessment Tools
- Ochoco National Forest Youth Project Crew (selected as an alternate for funding)
- Regional Office Workforce Diversity Management Position
- Wallowa-Whitman National Forest Recruitment/Hiring Position
- Colville National Forest 10-person crew



There were numerous outstanding crewmember proposals submitted by the Regions during this round of funding. There were a total of 6 crewmember proposals and unfortunately with the limited National funds we have available, not all could be selected. The Mt. Baker-Snoqualmie (MBS) and Colville National Forests Crewmember proposals were not among those selected.

As a tiebreaker within the category of crewmember proposals, I selected proposals that establish new crews that were located in areas where greater diversity exists (particularly with underrepresented groups) and opportunities to reach diversity are plentiful. In addition, relationships with minority organizations have already been established in these 2 new proposals that should facilitate the potential for larger numbers of diverse applicants into available positions in a shorter period of time. I felt establishing 2 new crews would provide additional entry level positions, increasing our pipelines for diversity into the F&AM workforce. The Colville crew was not located in an area where underrepresented diversity is abundant and did not identify established relationships with underrepresented minority organizations. The MBS is a re-occurring proposal and is therefore an established crew.

Specific to the Mt. Baker-Snoqualmie (MBS) crew: While the MBS crew proposal was not selected, the MBS Type 2 IA success model from the last round of funding provided the foundation of which my tiebreaker decisions for crew proposals have been made. Over the past 3 years, the MBS crew established the standards for what I hope our crews of the future will model themselves after. It is recommended the region continue supporting the MBS crew and encourage them to broaden their placement of individual crew members outside the Region. The MBS should be proud of their work in workforce diversity management and its success in meeting its primary objectives for this proposal the past three years. I commend the work of Gerald Williams and Anthony Engel and thank them for their outstanding efforts.

The Willamette National Forest and Regional Office proposals were innovative concepts; however, available funding from the Washington Office limited the number of projects that could be funded. Due to the limited funding, “scope and sustainability” was used for these types of projects as a tiebreaker. Those projects whose scope included more than one region in its proposal implementation were selected over the R-6 two proposals. These R-6 proposals were well thought out, planned for and included critical elements of workforce diversity management; I would encourage the Region to review these projects for potential funding with the Region 6 allocated dollars.

The Wallowa-Whitman (WW)/Umatilla NF project is similar to a project which has been funded for numerous years and therefore was considered a “re-occurring” project. The Wallowa-Whitman proposal was a good project however selected projects in this particular category were those with a broader scope than that of the WW/Umatilla proposal. Proposals planning to establish *national* outreach and recruitment actions and incorporate those actions throughout several regions were selected.

Specific to the Ochoco Youth Project Crew: Youth projects were selected via tiebreakers for reasons similar to those mentioned above. New projects were selected over re-occurring projects in an effort to increase the number of qualified entry level applicants for future permanent jobs. While the Ochoco Youth Project crew is one for which several committee members have a great passion for as well as trust in the abilities of the Project Coordinator Lynn Roby; the Ochoco Youth Project crew is an established project (re-occurring) and is limited by its scope to 2 forests. It is understood the project is young in its implementation and has not had the opportunity to grow into a region-wide effort and therefore the region is encouraged to support this proposal and allow it to continue to grow, potentially benefiting F&AM at a regional level. This proposal was selected as an alternate proposal should additional funding become available at a later date.

I am pleased with the results of the work Region 6 accomplished in bringing forth such quality proposals. I encourage continued work within the Region on the proposals not selected at this time. They are all great ideas and should result in improved workforce diversity within your Regional programs. Again, thank you.

/s/

Tom Harbour
Director, Fire and Aviation Management

Attachment

Cc: Ken Snell, Fire Director, Region 6
LuAnn Grover, Region 6 Regional Representative
Mike Matarrese, Project Manager
William Aney, Project Manager
Anthony Engel, Project Manager
Scott Fitzwilliams, Project Manager
Rob Batten, Project Manager
Noel Livingston, Project Manager
Kent Contreras, Project Manager
Lynn Roby, Project Manager
Mary Albertson, Region 6 Civil Rights Director
Robin Udey
Florence Navarro
Jan Everett
Sharon Allen-Brick
Hope Williams