

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 8

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.

I would like to commend Region 8 on an outstanding job of project proposal development. It is clearly visible in the review of your proposals the Region has integrated Civil Rights and Human Capital Management into the Fire and Aviation Diversity Program and you are significantly ahead of many regions in the application of a holistic approach to Workforce Diversity management, maintaining a focus on under representation.

The following diversity project proposals have been funded for the FY 2008-2010 round of funding:

Development of 1890 College Students for F&AM Positions	\$75,000
Schenck Job Corps Center Type 2 Initial Attack Crew Development	\$100,000
Veteran's Pipeline to Jobs in F&AM	\$40,000
Ozark St. Francis NF Development of Crew Leadership in the Oklahoma Tribes	\$100,000

The allocation is contained in the budget advice to be distributed to the Regions over the next few months. You should expect to receive the FY 2008 allocation by October 1, 2007. Continued funding of the project will be contingent on information contained in the annual accountability report. Information on what is expected in the annual reports will be distributed to the Project Managers by October 1 by Sharon Allen-Brick, Washington Office F&AM Liaison to the Committee.

I ask that the Project Managers develop a 3-year "Design for Success" implementation plan, detailing each year's activities to assure success of the project. 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, included:
El Yunque National Forest, Building Capacity in the Caribbean

Although the El Yunque proposal was a great proposal and could easily be developed into a success model for a 3-year training and development plan for resources, there simply were not enough available National funds to fund all projects. I encourage the Region to support the proposal with Regional funds if at all possible.

I am pleased with the results of the work Region 8 accomplished in bringing forth such quality proposals and supportable recommendations. Again, thank you.

/s/

Tom Harbour
Director, Fire and Aviation Management

Cc: Janet Anderson, Fire Director, Region 8
Ted Willis, Region 8 Regional Representative to the Diversity Committee
Debra Harrell, Region 8 Civil Rights Director
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