

# USDA's Workforce Increasingly Diverse

WASHINGTON, D.C. — The USDA's workforce has grown more diverse during the Clinton-Gore Administration, Agriculture Secretary Dan Glickman said recently.

Women now occupy more than 42 percent of USDA's permanent positions, and 21 percent of USDA's employees are

minorities, the highest percentage in history.

USDA's increasingly diverse workforce is particularly noteworthy since it comes during a period of significant downsizing. USDA's total permanent workforce has decreased from 98,908 in fiscal year 1993 to 85,920 in fiscal year 2000, a reduction of

nearly 14 percent.

"Abraham Lincoln called USDA 'the people's department,' and our workforce now better reflects all the people that we serve," said Glickman. "While our work is not done, we have made great progress in turning around the department's civil rights record and

ensuring that all our employees and customers are treated fairly, with dignity and respect."

From 1993 to 2000, African American permanent employment at USDA increased from 9.4 to 10.8 percent. Hispanic representation increased from 4.1 percent to 5.4 percent. Asian Americans and Pacific Islanders grew from 1.7 to 2.3 percent of USDA's permanent workforce. Native American representation increased from 2.4 to 2.5 percent. There was also an increase in women among USDA's permanent workforce — from 41.1 to 42.3 percent.

The hiring of 2,582 women and minorities out of 4074 total permanent hires in fiscal year 2000 indicates continued growth in diversity among the USDA workforce. Women comprised 52.6 percent of new permanent hires, African Americans 16.2 percent, Hispanics 6.4 percent, Asian Americans and Pacific Islanders 2.3 percent, and Native Americans/Alaskan Na-

tives 2.1 percent.

Glickman said USDA has been particularly successful in increasing the representation of minorities and women in senior-level positions (GS-14 and above). Since 1993, the number of non-white USDA employees in these positions increased by 56 percent (580 to 904), while the number of women also increased by 56 percent (907 to 1415).

Glickman said targeted outreach and other employment initiatives have helped significantly increase minority hiring. He also announced that he has established five new employee advisory councils and an overall diversity council to advise him on issues affecting African Americans, Asian Americans and Pacific Islanders, Native Americans, women, and gay and lesbian USDA employees. The new councils join those already established for Hispanics and people with disabilities.

## Landowners Desire Know-How To Design Streamside Forests

UNIVERSITY PARK (Centre Co.) — As part of a multistate effort to protect water quality, Pennsylvania Governor Tom Ridge has committed to planting 900 miles of "riparian forest" in Pennsylvania by the year 2010.

Landowners are willing to create riparian areas on their properties, as long as they have a say in the design, said a researcher in Penn State's School of Forest Resources.

"Many landowners are concerned that — if they accept government cost-share programs and other incentives to plant buffers — someone will come onto their land and tell them what to do," said James Finley, associate professor of forest resources. "They feel responsible for taking care of streams, but they want to be able to choose a design that suits their needs."

Riparian forests are strips of forest along streams that serve as natural filters. Among other benefits, they prevent sediments, fertilizers, and other pollutants from farms and lawns from washing into streams. The trees also help to shade the water, keeping it cool and oxygenated for trout and other aquatic life.

Finley and doctoral student Dan Dutcher surveyed more than 800 streamside landowners

— including farmers, forest landowners, and urban dwellers — to learn their motivations, interest, and issues relating to establishing or maintaining riparian forests.

The landowners were concerned about aesthetics foremost. They also were concerned that falling branches might damage farm equipment and that wooded areas might attract snakes.

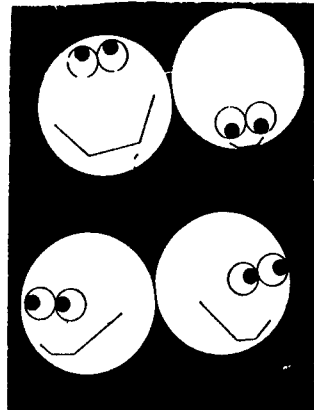
"Some people didn't even realize they had a stream on their property," Finley said. "First-order streams, high in the watershed, often just look like trickles coming out of the ground."

The researchers also learned that many landowners don't understand what stream improvement means and desire some education. Subsequently, graduate student Kari Umphrey held focus groups with landowners in the Standing Stone and Shaver's Creek watersheds in Huntingdon County to learn more about their needs. She then drafted a curriculum that teaches people about riparian forests.

Finley plans to test the curriculum, then offer it through Penn State Cooperative Extension, conservation districts, and the Pennsylvania Bureau of Forestry.



**A LESSON WELL LEARNED... LANCASTER FARMING'S CLASSIFIED ADS GET RESULTS!**



**DON'T LOOK ANY FURTHER! YOU'LL FIND IT IN LANCASTER FARMING'S CLASSIFIEDS**

### BUY, SELL, TRADE OR RENT THROUGH THE CLASSIFIED ADS

PHONE: 717-626-1164 or 717-394-3047  
FAX 717-733-6055

Mon., Tues., Wed., Fri. 8 AM to 5 PM; Thurs. 7 AM to 5 PM

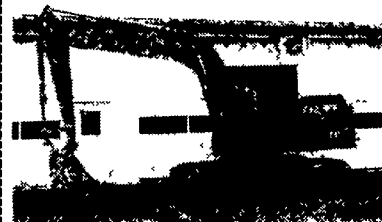
#### 1A CONSTRUCTION EQUIPMENT



94 Case 9020 Excavator, 35,000 Lbs . . . . . \$35,000  
89 JD 590D. . . . . \$32,500



Cat 312, 5000 Hrs . . . . . \$35,000



1990 Cat E110B, New Paint, 5700 Hrs . . . . . \$22,500

96 Samsung SE 130 LC-2, Plumbed for Hammer . . . . . \$29,500

**FREE Mechanical Thumb with Purchase Of Excavator In The Month of December**

1998 Gehl 6635 SXT Skid Loader, 697Hrs, 2 Spd . . . . . \$14,900

98 JCB Robot 165 Series 3 Skid Steer Loader, 100 Hrs . . . . . \$12,900

NH LX 565, 1 To Choose From, 1,000 Hrs . . . . . \$9,800

Case 1740 Skid Steer . . . . . \$3,900

GMC Lube Truck, 7 Tanks & Reels w/Air Compressor . . . . . \$13,500

Concrete Crusher For 50,000 Lbs Excavator . . . . . \$4,500

89 JD 644E Rubber Tire Loader, 8000 Hrs . . . . . \$42,000

Coleman Light Tower, Kubota Dsl \$116.84/Mo. or \$3,500

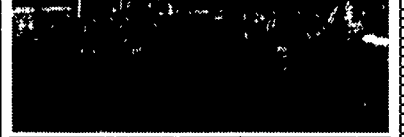
Stone SR2500 Tandem Roller . . . . . \$2,500



95 Liebherr 621C, 5900 Hrs, Excel U/C . . . . . \$39,000



89 JCB 1400B, Cab, 4x4 \$17,500



New General Purpose Bucket Available at Same Price

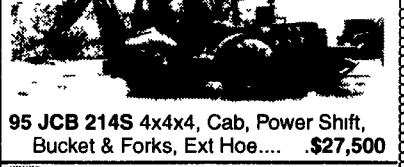
88 Cat 953 Crawler Loader, Cab, 4-in-1 Bucket, Nice . . . . . \$42,000

87 Cat 953, Cab, 4-in-1 Bucket, 90% U.C. . . . . \$34,000

79 JD 755, Rebuilt Hydros. . . . . \$21,000

79 Cat 955L 13X, 70% UC . . . . . \$26,000

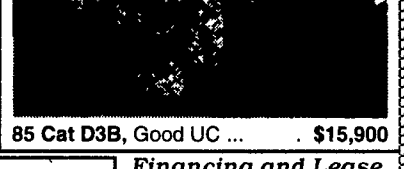
81 Cat 955L 13X, New SALT, UC. . . . . \$29,000



95 JCB 214S 4x4x4, Cab, Power Shift, Bucket & Forks, Ext Hoe . . . . . \$27,500



95 JCB 214, Cab, 4x4, Ext Hoe, 2700 Hrs . . . . . \$28,000



85 Cat D3B, Good UC . . . . . \$15,900

## Vegetable Production Workshops Set

ITHACA, N.Y. — Find out how to manage soil, weeds, insects, and disease at the organic vegetable production all-day workshops Feb. 27, March 6, and March 13 at Cornell University's New York State Agricultural Experiment Station in Geneva, N.Y.

The first workshop, Feb. 27, will focus on soil and nutrient management, with specific attention to tillage and soil quality, testing and interpretation, soil life, and fertility management.

The March 6 workshop will focus on weed management, with specific attention to weed biology, cultivation tools and strategies, and ecological approaches to weed control.

The March 13 workshop will examine insect and disease management, with specific attention to crop resistance, beneficial mi-

croorganisms, and managing habitats to maintain beneficial insects.

Workshops will be taught by Cornell researchers, Cornell Cooperative extension field staff, and organic growers.

The workshops are sponsored by Cornell's New York State Integrated Pest Management program, the Northeast Sustainable Agriculture Research and Education program, the Northeast Organic Farm Association — New York, and New York Certified Organic, Inc.

Before Feb. 16, registration is \$15 per day per person. Registrations for all three days that are postmarked by Feb. 16 are \$40. After that date registration will be \$20 per day, and there will be no discount for registering all three days.

For more information and registration, call Cornell's Integrated Pest Management Program at (800) 635-8356.

**BUY, SELL, TRADE OR RENT THROUGH THE CLASSIFIED ADS IN Lancaster Farming**

PHONE 717-626-1164 OR 717-394-3047

**Reinholds, PA 717/336-7375**

**Weaco Equipment**  
Ask for Jay Weaver

Rentals Available Day, Week, or Month  
Above payments are with approved credit for 60 months no penalty for early payoff 0% Down 2 Payments Due Immediately Trades welcome

Purchasing and Lease Financing Available No Sunday Calls