



CONNECTIONS

Linking EEO, Diversity and Science

Issue #30

EEO/Diversity Newsletter for NOAA Research

November 2015

“My Disability is One Part of Who I Am”

National Disability Employment Awareness Month is observed in October. *My Disability is One Part of Who I Am* was the theme for 2015. In this newsletter, we feature National Severe Storms Laboratory (NSSL) research meteorologist, Vincent T. “Bim” Wood

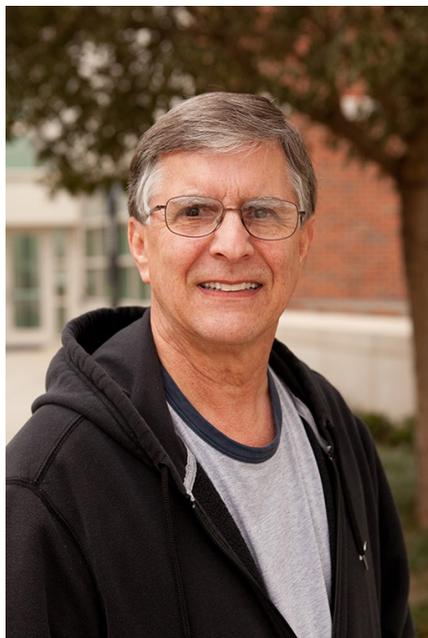


Photo: Vincent Wood

During first year of infancy, I lost my sensorineural hearing loss due to ototoxic medication which was prescribed to treat serious infections. After completing an auditory-oral education, I went to attend public schools and colleges with students having normal hearing.

Since I was a small kid, I have been fascinated with severe weather

including tornadoes and hurricanes. I joined NSSL in 1976. My research interests include the job of : (a) improving severe thunderstorms and tornado warnings through advanced understandings of mesocyclonic storms and their attendant tornadoes, (b) conducting applied research through use of weather radar simulations, (c) transferring research technology into federal government weather operations, (d) assisting other members in their performances of applications-related tasks, (e) presenting research findings at weather conferences, seminars, and workshops, and (f) writing refereed and non-refereed publications.

Everybody is affected by one of the most common emergencies, a severe weather event. I wondered how deaf and some hard-of-hearing people received emergency weather alerts when they were unable to hear tornado sirens or audio weather alerts on radio or television, and lacked weather radios specially designed for deaf and hard-of-hearing people. Most of the time, they obtained the weather warnings through word of mouth. Individuals with hearing loss asked their hearing families, neighbors, coworkers and friends to be their source of weather emergency information.

In late 1970s into 1980s, I worked with several people at NSSL during tornado spring programs. I recalled that I saw a meteorologist using an alphanumeric pager. I approached

and asked him what he was using this pager for. He said that he received emergency weather alerts. Activated by vibration/audio, the pager displayed text of the local weather watches and warnings along with real-time notification. Bingo! I came up with this original idea and pursued experimenting with the pager during the next few tornado spring programs. I concluded that the pager played an important role in getting weather information to the deaf and hard-of-hearing, because they did not have equal access to hazardous weather information that hearing people obtained via audio only.

I believe that substantial progress has been made in the last decade to increase the amount of weather emergency information accessible to people with hearing loss.

Read more about Vincent’s work with NSSL at:

<http://www.nssl.noaa.gov/education/okwarn/>

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November is National Native American Heritage Month

National Congress of American Indians (NCAI)

NCAI held its 72nd annual convention in San Diego, CA, Oct. 19-23, 2015. Attendees included Tribal leaders, federal officials, youth and American Indian members. A wide range of topics impacting Indian Country were discussed including economic development, land and natural resources, health, education, employment, and sacred sites. There was a session on *Protecting Indian Water Rights under Drought Conditions* that focused on Tribes in Northern California and the litigation efforts in Southern California to protect tribal rights to ground water under the Winters Doctrine. OAR, Census, and Dept. of Commerce Office of Native American Affairs employees attended the NCAI.



Photo: L to R: Akenabah Begay (Census), Cisco Minthorn (DOC) and Georgia Madrid (NOAA/OAR)

OAR and Bureau of Indian Affairs (BIA) Meet to Enhance Opportunities for American Indian Students

Program leaders of the BIA Water Resources Technician Training (WRTT) program met with OAR employees (Georgia Madrid, EEO/Diversity, Ann Thorne, ESRL Student Coordinator, and Bob Rabin, NSSL by phone) on Nov. 2, 2015, to discuss ways to collaborate in the placement of WRTT student participants at NOAA; and to develop a NOAA Track as part of the training program.

The WRTT program is an intensive four-week block of instruction at the University of Arizona. The coursework exposes American Indian students to subjects such as

basic surface and ground water hydrology; irrigation; cleanup of hazardous water and emergency response; and drought.

A WRTT student was recruited to work with the NOAA NIDIS program in Boulder, CO. The BIA wants to continue these placement efforts at NOAA to increase students knowledge of water related sciences and careers.

Please email georgia.madrid@noaa.gov if you are interested in participating in this program.



Photo: L to R: Archie Barnes, BIA, Georgia Madrid, OAR, Ann Thorne, ESRL, Tina Mokhtarzadeh, BIA and Frank Holiday, BIA at DSRC in Boulder. Photo Credit: Katy Stewart.



Photo: WRTT participants, instructors, and mentors, including Bob Rabin, NSSL (front row, far right).

Tribe's Eye Exhibit

The first stop of the Cooperative Institute for Research in Environmental Sciences (CIRES) **Tribe's Eye Traveling Exhibit** will be at the American Indian Science and Engineering Society (AISES) conference in Phoenix, AZ, Nov. 19-22, 2015. The OAR EEO Office provided funding support for the exhibit to go on the road. *Tribe's Eye: Photographing Change on the Navajo Reservation* engaged Navajo students from Diné College and the Southwest Conservation Corps' Ancestral Lands program to document regional climate, environmental, and land-use change issues on the Navajo Nation using photography.

The Dept. of Commerce, Bureau of Indian Affairs, National Severe Storms Laboratory, and NOAA-Boulder will also host the exhibit. The project was coordinated by CIRES, which is a partnership of NOAA and the University of Colorado Boulder.

NOAA TRIBAL RELATIONS

Did you know that NOAA has procedures for government- to- government consultation with federally recognized tribes and Alaska Native corporations?

The Training Module for the **NOAA Tribal Consultation Handbook** is now available on the Commerce Learning Center. It is intended to provide information on why, how, and when to consult.

If you have information to share on your Tribal engagement activities, and/or want to learn more about the NOAA program, please email georgia.madrid@noaa.gov. She is OAR's representative to the NOAA Tribal Team.

NOAA Tribal Relations: <http://www.legislative.noaa.gov/tribalrelations.html>

National Special Emphasis Organizations

There are seven national organizations that promote the recruitment, hiring, retention, development and advancement of women, minorities and people with disabilities in the Federal Government. They are all part of the National Coalition for Equity of Public Service (NCEPS). They host annual training programs for government employees and offer programs for youth.

The organizations include:

- Federal Asian Pacific American Council (FAPAC) - www.fapac.org.
- Society of American Indian Government Employees (SAIGE) - www.saige.org
- Blacks in Government (BIG)- www.bignet.org
- Federally Employed Women (FEW) – www.few.org
- National IMAGE, Inc. (Hispanic) - www.national-image.org
- Federal Employees with Disabilities - www.fedsfirst.com
- FEDQ -A National Employee Resource Group For LGBT+ and ALLIES in the government - www.fedq.org



Photo: Students at the National Image Inc Youth program.



Photo: Students at the BIG Youth program.

EEO/Diversity Across OAR

Air Resources Laboratory (ARL)

Each year, the Appalachian Regional Commission and Oak Ridge Associated Universities (ORAU) sponsor a summer science camp in Oak Ridge, Tennessee. Middle-school students from Mississippi to New York participate. An important component of the program is wind-generated electricity.



Photo: A student is adjusting her model wind generator preparation for the test.

A highlight of the activity is a visit to the ARL Atmospheric Turbulence and Diffusion Division's (ATDD) wind tunnel to test the model wind generators they have built using a small commercial generator hub and blades of their



Photo: Summer science camp participants with their model wind generators after the test

own design and construction. With assistance from ATDD employees Ron Dobosy, Randy White, and Dave Senn, the test in the wind tunnel's outflow often results in flying blades, so an instructor inside a protective cage holds the model during the test while the student records the voltage drop across a 1000-ohm load resistor for each wind-speed setting.

Knowing the voltage and resistance, the students can compute the generated power in watts. There is usually a clear range of power generated among the different designs and some designs perform better at low wind speed and some at high speed. We explain that the preferred design in real life depends on the expected ambient wind.

Atlantic Oceanographic and Meteorological Laboratory (AOML)

Limited English Proficiency (LEP) Accomplishments



Photo: ESL students at Hialeah High School.

For the past five years, employees from AOML's diverse international community have been participating in the South Florida Federal Executive Board (FEB) Humanitarian Innovative Philanthropic (HIP) committee program in conjunction with Hialeah High School (HHS) and Miami High School (MHS), to assist students that are in the English as a Second Language (ESL) program understand the importance of speaking English. The FEB ESL program was initiated by an AOML employee who saw the need to teach English, so that the students could apply for summer internship positions.

Both HHS and MHS have a very high percentage of ESL students. Some of the students were having a hard time seeing the benefits of speaking English. In April 2010, HIP sent a group of four Federal employees to HHS to test out the possibility of making it a school-year long FEB program. One Coast Guard member from Uganda and three AOML members (Brazil, Korea, and Cuba) visited HHS and addressed the students. Each person shared their experiences with learning English after arriving in the US.



Photo: Mercedes Feliciano speaks to ESL students at Hialeah High School. Photo Credit: Leny Rodon DOL.

The response received from the teachers and administrators in 2010 was very positive. In the five years that the program has been in existence, 15 federal agencies have provided speakers from five continents and over 600 students have benefited from federal employees sharing their stories with new Americans.

For the last six years, Stan Goldenberg has created a handout *What Will This Hurricane Season Be Like?* The handout is distributed at the annual Miami-Dade County Fair. The handout contains general hurricane information and valuable links in Spanish. NOAA also has several other handouts at the fair in Spanish and English. The NOAA booth is visited by 10's of 1,000's of people each year.

Earth System Research Laboratory/Physical Sciences Division (ESRL/PSD)

Leslie Hartten continued to serve as the Research Mentor for SOARS protégé, Rosa Vargas. In addition, Leslie attended a training seminar for Promoting Geoscience Research, Education, and Success (PROGRESS) Front Range Geoscience mentors on Sept. 29, 2015. PROGRESS is a five year mentoring program to support

undergraduate women's interests, persistence, and achievement in Science, Technology, Engineering, and Math (STEM) generally and in the geosciences specifically; it focuses on mentoring first and second-year female undergraduate students from three schools in the Front Range and in the Carolinas.

ESRL/Chemical Sciences Division (ESRL/CSD)

CSD researchers Angela Small (Hollings Scholar) and Bin Yuan (CSD/CIRES) were winners of the Boulder Laboratories Postdoctoral Poster

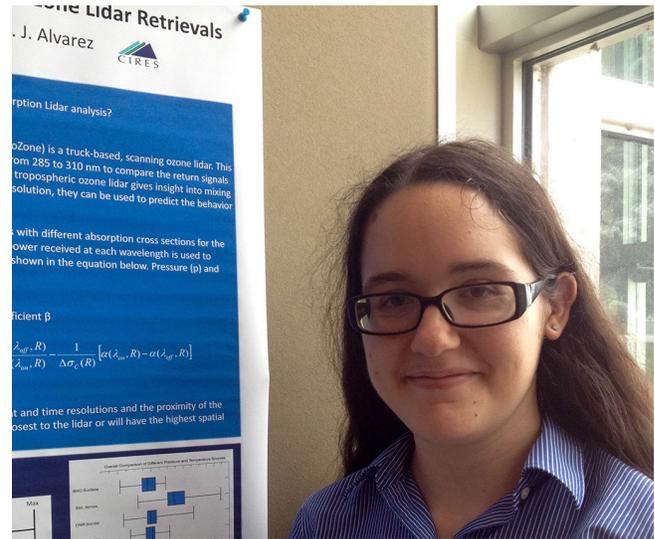


Photo: Angela Small, winner, "Best Presentation by an Undergraduate Student" Photo credit: Jeanne Waters

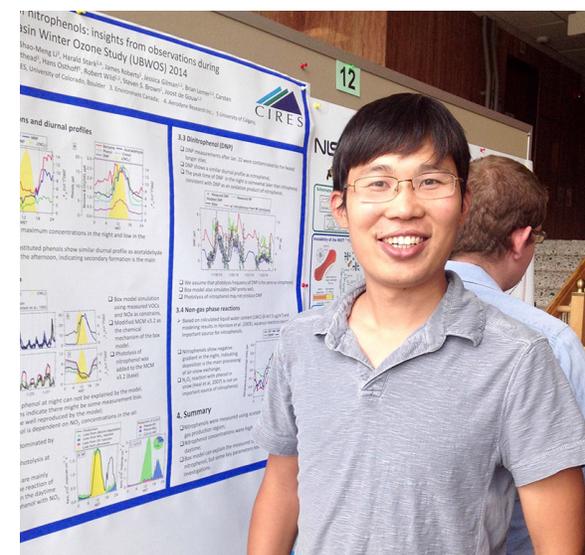


Photo: Bin Yuan, winner, "Outstanding Presentation" Photo credit: Jeanne Waters

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EEO/Diversity Across OAR

Symposium. Angela was the winner of the “Best Presentation by an Undergraduate Student” for her poster, *Effects of atmospheric pressure and temperature on ozone lidar retrievals* (including a 2-slide oral poster introduction). Bin Yuan was the winner of the “Outstanding Presentation” for his poster, *Secondary Formation of Nitrophenols: Insights from Observations during the Uintah Basin Winter Ozone Study (UBWOS) 2014*.

CSD presented a third of the posters (7 of 21). The winning presentations are selected by senior scientists who review the poster sessions and note outstanding quality in both preparation and oral presentation of a poster.

Pacific Marine Environmental Laboratory (PMEL)

PMEL Scientists Lead Activities at NOAA Science Camp

Fifteen PMEL staff and affiliates participated in the 2015 NOAA Science Camp held July 6-17, 2015. The camp engaged 133 middle and high school students in NOAA research activities. This year, NOAA and the University of Washington/ JISAO (a cooperative institute of PMEL) provided 19 full and partial scholarships to support attendance from underrepresented and underserved communities.



Photo: A camper examining plankton from a sample of lake water.

PMEL scientists led activities that taught principles of oceanography and demonstrated techniques used to make oceanographic measurements. Principles covered included general ocean circulation, surface and deep currents, deep water formation, tides, and the use of chemical tracers to measure circulation.

Activities at the dock included taking water samples, examining the diversity of organisms in the water, measuring dissolved oxygen content of the water, as well as temperature and turbidity. In addition to sampling activities, campers learned about engineering and exploration in the

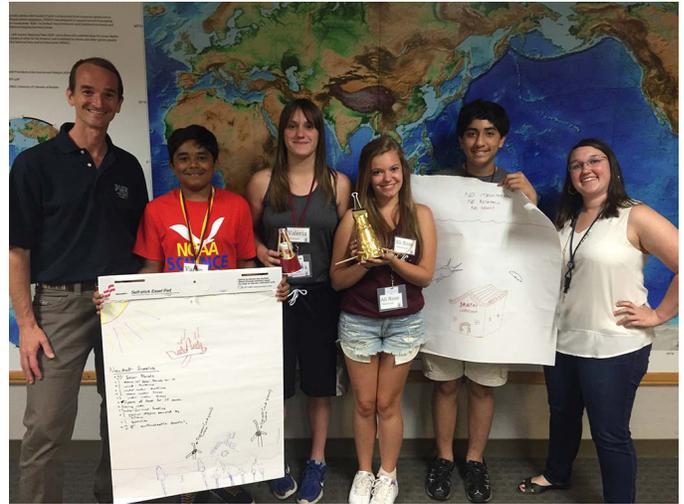


Photo: PMEL scientist (Jessica Cross, right) and PMEL engineer (Christian Meinig, left) led an activity on designing technology for remote exploration and observation in the Arctic.

Arctic. Campers used that knowledge to design vehicles for exploration in harsh remote environments using everyday objects.

Learn More about the NOAA Science Camp at: <https://wsg.washington.edu/students-teachers/k-12-activities/noaa-science-camp/>

PMEL and Partners - Ocean Acidification Course

Simone Alin and Data Greeley worked with Sea-Grant Contractor Meg Chadsey, the Bainbridge Island-based Puget Sound Restoration Fund; the Bainbridge Island School District (BISD); and Washington Sea Grant to implement an Ocean Acidification course and field work in Bainbridge Island high school Environmental Science classrooms. During the summer, the field work component was launched. Seawater chemistry monitoring equipment (Seabird CTD and Durafet probes) was deployed in Puget Sound for a two week trial in August and September 2015. The field work was a pilot, conducted with Seattle-based students on summer break. The project will expand to BISD students during the 2015/2016 academic year. PMEL plans to involve high school students from the Suquamish Tribe’s Chief Kitsap Academy in the future.

Geophysical Fluid Dynamics Laboratory (GFDL)

Diversity Internship Program in the Works

A Cooperative Institute for Climate Science (CICS) Diversity Internship Program is being developed as a collaborative effort between CICS and GFDL. Spearheaded by Sonya Legg, the program is intended to address the lack of under-represented minorities within GFDL's respective fields and institutions. The proposed program would fund two internships per year for both graduate and undergraduate students. Interns would be paid a stipend equal to that paid to Princeton students as well as costs of transportation to and from their home institution to Princeton. The motivation for the internship program comes from the historically low numbers of under-represented minority students in the AOS graduate and postdoctoral applicant pools.

GFDL is forming a diversity internship committee to solicit volunteers to host interns from among the GFDL scientists. Each prospective host would contribute a single paragraph description of a potential research project suitable for an 8-10 week internship, and project title, for inclusion on the CICS webpage. Following advertisement of the internship, the committee would review applications, match prospective hosts and applicants, and make recommendations to the CICS leadership for the selection of the interns. The committee structure will be three GFDL federal employees with a yearly rotation of one new member on and one current member off (similar to CUAB's model).

OAR Headquarters

SACNAS – Advancing Chicanos/Hispanics and Native Americans in Science

The 2015 SACNAS National Conference *Interdisciplinary Collaboration: The Role of Diversity in STEM Innovation* was held in National Harbor, MD, Oct. 29-31, 15. Over 3,000 attendees participated in the three day conference full of scientific research presentations, professional development sessions, networking opportunities, exhibits, culture, and community. SACNAS is considered one of the largest annual gatherings of minority scientists in the country. OAR employees John Cortinas, Director of the Office of Weather & Air Quality, and Catalina

Martinez, Regional Program Manager, NOAA Office of Ocean Exploration and Research attended the conference. Catalina was a part of a panel titled, *Equity through Inclusion: Increasing the Potential for Minority Success in Majority Settings*.

Federally Employed Women (FEW)



Photo: FEW leadership, including OAR EEO Manager, Nicole Mason, front row, 4th from right.

Women in Leadership Seminar

Seas and Skies Chapter of FEW

The leadership series provides a forum for networking, informal mentoring, and sharing of career advice and knowledge. Each quarter, the series will introduce participants to a wide variety of leadership styles, practices and models and provide members with opportunities to learn from women leaders who have insight into what it takes to be a successful leader.

The special guest for November was Crystal Davis, Founder and President, The Lean Coach, Inc. Her topic was titled, *It's a WOMAN's World: Leadership is Intentional*. Her talk focused on three objectives: critical steps women must take to be intentional in designing their career; why developing leadership skills is a must; and how to break through barriers and overcome obstacles

For more information on the program, please contact Nicole Mason at 301-734-1279.

NOAA Research EEO/Diversity Program Office

CONNECTIONS NEWSLETTER

Connections is published quarterly by the OAR EEO Office. The purpose is to share accomplishments and to link Diversity, EEO and Science within all of OAR laboratories and programs.

If you have any newsletter ideas, suggestions and stories, please email to Georgia Madrid
georgia.madrid@noaa.gov.

ABOUT US

VISION OF EEO OFFICE: To assist the Agency in creating a diverse workforce that is inclusive and free of discriminatory and retaliatory actions.

EEO MISSION: To bring awareness to employees, applicants for employment and management about EEO through the following:

Empowerment: Consultation services to employees, managers and applicants for employment.

Exposure: Recruitment and outreach activities for short and long-term recruitment.

Education: Federal EEO Mandated training, Special Emphasis programs and *Connections* newsletter.

Evaluation: Monitor employment statistics to prepare reports for NOAA, DOC, EEOC and OPM.

Website:

www.eeo.oar.noaa.gov

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KNOW YOUR RIGHTS

EEO COUNSELING:

Federal law prohibits discrimination based on race, color, religion, national origin, sex (including sexual harassment and pregnancy discrimination), age (40 years and over), physical or mental disability, including the provision of reasonable accommodations for qualified applicants and employees with disabilities or genetic information (GINA), gender identity, and retaliation for participating in activities protected by the civil rights statutes. In addition, NOAA prohibits discrimination based on sexual orientation.

Employees, NOAA Corps Officers, or applicants for employment with NOAA who believe that they have been discriminated or retaliated against may contact an EEO Counselor. The Counselor will attempt to resolve the matter and furnish information about filing a complaint of discrimination. To preserve your rights under the law, you must contact an EEO Counselor within 45 CALENDAR DAYS of the date of alleged discrimination.

To initiate EEO Counseling or for more information, contact:

Civil Rights Office, NOAA

VOICE (301) 713-0500

TDD (301) 713-0982

1-800-452-6728

Website: www.eeo.noaa.gov

ALTERNATIVE DISPUTE RESOLUTION:

NOAA's Alternative Dispute Resolution (ADR) Program provides mediation and other services and seeks early resolution.

Website: www.wfm.noaa.gov/adr/