



CONNECTIONS

Linking EEO, Diversity and Science

Issue #31

EEO/Diversity Newsletter for NOAA Research

APRIL 2016

OAD EEO Advisory Committee Members Hold Face to Face Meeting

The OAR EEO/Diversity Committee held their face to face meeting in Silver Spring, MD on March 9-10, 2016. The Committee was able to spend some valuable time together and put together a work plan with two main goals: increase the numbers of underrepresented groups in the OAR workforce and create a welcoming, nurturing, and inclusive OAR work environment.

Vice Admiral Manson K. Brown, Assistant Secretary of Commerce for Environmental Observation and Prediction and Deputy Administrator for NOAA was the luncheon keynote speaker on day one. In a very informal setting, VADM Brown gave a heartfelt talk on the importance of diversity and inclusion at NOAA and addressed questions posed by the Committee. He said that he is not a diversity expert, but NOAA is an agency with a mission to protect lives and the environment so that must involve valuing the diversity of people and what they can bring to the Agency. He quoted Malcom Forbes' definition of diversity, "Art of thinking independently together."

For many Committee members, VADM Brown was the highlight of the meeting. Anne Clites, GLERL, said that VADM Brown's vision for leadership was truly inspiring to her, "It was very heartening to know that some of our organization's most senior leaders



EEO Advisory Members: (L to R) Rich Lataitis, Penny Granville, Eric Lockler, Georgia Madrid, Whit Anderson, Bob Rabin, Nicole Mason, Melissa Christianson, Karen Balecha, Angela Nyul Katy Stewart, Ruth Almonte, Anne Clites, Sylvia Scott. Photo Credit: Darlene Floyd.

put such a high value on the impact they have on those they supervise. His 'management by walking around' is very people-oriented. His vision for collaborative diversity and inclusion is to build trust and then see what action is needed. He said we may have made science and intimacy mutually exclusive; we need to put more time into the people science. "People will remember how you made them feel." VADM Brown said that, "leaders have an obligation to help their people be all they can be."

Katy Stewart, ESRL, said that his message on making people feel welcome and valued was what he did at the meeting. "Having someone at that level sit down and make us all feel comfortable and share his story was awesome." She also agreed with VADM Brown that diversity and inclusion is a collaborative effort and leadership must be held accountable from the top down and bottom up.

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OAR EEO Advisory Face to Face Meeting (con't)



Craig McLean formally recognized Bob Rabin and Debe Dailey-Fisher for receiving the EEO Award for Exemplary Service. Photo Credit: Katy Stewart



Katy Stewart introduces VADM Brown. Photo Credit: Georgia Madrid

OAR Assistant Administrator Craig McLean also met with the Committee and discussed NOAA Administrator Kathy Sullivan's diversity and inclusion charge from the SES Summit in September 2015. He asked for input from the Committee on strategies for inclusion and suggested that the Committee create a code of conduct/civility. Other NOAA speakers included Jeremy Andrucyk, Former Director, NOAA Civil Rights Office, and Amber Lempke, Deputy Director, Workforce Management Office.

In the afternoon, the focus was on outreach and recruitment strategies. Sharon Wong, Office of Personnel Management, addressed how diversity and inclusion intersects with EEO and Dr. Vernon Morris, NOAA Center for Atmospheric Science (NCAS) at Howard University, discussed ways for OAR to increase partnerships with NOAA's Cooperative Science Centers. The Committee also heard from representatives from SACNAS, Hispanic Association of Colleges and Universities, and the American Indian Higher Education Consortium. Each spoke about their respective groups and identified ways to engage with their programs. EPA and BIA representatives also shared their Agency programs and best practices for reaching out to the Hispanic and American Indian communities.



Craig McLean, Georgia Madrid, Nicole Mason and VADM Manson Brown. Photo Credit: Katy Stewart

All of the presentations on day one led to the development of the work plan on day two. The Committee worked together as a team and addressed many critical EEO issues. As Katy Stewart said, "The level of trust went up as open candid conversations began to flow. Trust is the foundation of working together in a cohesive manner."

For more information on the EEO Advisory Committee, please go to the EEO website at: <http://eoo.oar.noaa.gov/EEOadvisorycommittee.html>

OAR 2016 EEO/Diversity Award for Exemplary Service

For the first time, OAR employees and an OAR laboratory were recognized for their exemplary work in EEO/Diversity at the OAR Diversity Town Hall on February 26, 2016. The EEO Office will be working with the ESD staff to incorporate the EEO/Diversity Award into the overall awards process. Congratulations to the following:

Laboratory Award: AOML - AOML dedicates time and resources to EEO/Diversity. AOML managers, supervisors, and employees participate in local science fairs, career fairs, community outreach and educational enhancement activities targeting women and minorities, and host cultural awareness observance months and summer internship opportunities for students from diverse backgrounds. The AOML workforce is 29.49% minority, the most diverse research lab at OAR.

Employee Awardees:

Debra Daily-Fisher (ESRL/CSD) - For serving as the Boulder Labs Diversity Council Chairperson and assisting the EEO Office with cultural awareness observance months and outreach and recruitment activities with underrepresented groups, and mentor to youth at CSD.

Howie Friedman (AOML) - For his consistent efforts promoting EEO, Diversity, Education and Outreach activities at AOML, as well as his interaction with the NOAA Office of Education (Hollings, EPP and GradSci programs), and activities related to the South Florida Federal Executive Board.

Leslie Hartten (ESRL/PSD) - For serving as a mentor to many interns from various ethnic backgrounds at NOAA Boulder throughout the years. She has also participated in conferences focusing on women in STEM and was a member of the AMS Board of Women and Minorities.

Sonya Legg (GFDL) - For her work with Young Women's Conferences, and a mentor group leader for Mentoring Physical Oceanography Women to Increase Retention (MPOWIR) and spearheading the CICS/GFDL Diversity Internship program for undergraduate and graduate students.

LaToya Myles (ARL) - For her work with the NOAA Educational Partnership Program (EPP) serving as a presenter and student mentor.

Bob Rabin (NSSL) - For his outreach activities with Tribal Colleges and Universities and the American Indian community in Oklahoma through the DOI South Central Climate Science Center.



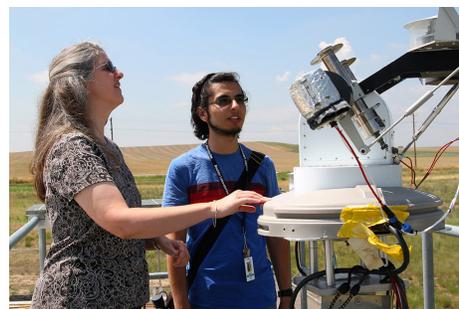
**DEBE DAILEY-FISHER
ESRL/CSD**



SONYA LEGG, GFDL



HOWARD FRIEDMAN, AOML



LESLIE HARTTEN, ESRL/PSD



LA TOYA MYLES, ARL



BOB RABIN, NSSL

Special Emphasis- Haskell Indian Nations University Visit NOAA Boulder

“Indigenuity:” A different approach to solving and adapting to climate change

By Annie Reiser

According to Daniel Wildcat, “some minds are always better than one mind.” That was a key point in his unique presentation on Climate Change Adaptation and Exercises of “Indigenuity” at NOAA Boulder on March 31. Wildcat, a professor at Haskell Indian Nations University in Lawrence, Kansas, didn’t use Power Point, glitzy demonstrations, or props, but rather captivated his audience with the power of storytelling that is so engrained in his culture. With humor and the ability to connect with a room full of attentive listeners, Wildcat shared his perspectives on a better approach to solving and adapting to climate change.



Professor Daniel Wildcat explaining to a captive audience the meaning of his term “indigenuity.” Photo: Will von Dauster, NOAA.

Wildcat—an accomplished author, educator, and Yuchi member of the Muscogee Nation of Oklahoma—eagerly accepted the invitation to kick off the Cultural Diversity and Tribal Relations Series offered by the NOAA OAR EEO/ Diversity Program Office and the Boulder Labs Diversity Council. The series focuses on the traditional and cultural knowledge of American Indians, Native Hawaiians, and Hispanics.

Braving a late spring snow storm, Wildcat, a few faculty members, and eight upper-class Haskell students traveled from Kansas to Boulder in a university van to initiate an exchange between NOAA and Haskell—one that the program’s organizers wish to expand.

During the group’s two-day visit, NOAA scientists, post docs, and staff presented on topics ranging from drought and climate, fire/smoke impacts on air quality and public health, and renewable energy. Haskell students learned about climate and weather data from demonstrations and about the many resources NOAA offers them to further their studies, including various NOAA educational opportunities like the Hollings Scholarship, Educational Partnership Program (EPP) Undergraduate Scholarship Program, and internships.

In return, the Haskell students shared their research with NOAA scientists in an open panel discussion. They embody Professor Wildcat’s message that the ingenuity of indigenous peoples—something Wildcat has coined “indigenuity” —and science go hand-in-hand



Haskell Indian Nations University delegation in Plant Theater after a presentation on Science On a Sphere. Photo: Georgia Madrid, NOAA

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Haskell Indian Nations University visit NOAA Boulder

when developing solutions to some of our planet’s most pressing problems. These student “eco-Ambassadors” are restoring local wetlands, reducing food waste, building sustainable housing, recycling, and landscaping, on the Haskell University site.

“We have a lot to benefit from by honoring the tribal view that we are not in control, none of us know it all, and that as human beings, we are a product of a long-standing relationship between people and place,” Wildcat told the group. He believes that because our modern age fosters the mutual barrier between nature and culture (e.g., we build dams to control rivers), we have forgotten our ancestry. Wildcat encourages his students to incorporate their incredibly diverse cultures and tribal identities into their projects because these emerged from a symbiotic relationship with, not in opposition to, nature.

At Haskell University, the student body represents no fewer than 567 different recognized tribes. The visiting students were proud of the fact that in their small group, nearly each of them represented a different tribe from various U.S. states, and each brings a valuable perspective from their ancestry.

Wildcat encouraged the audience to tap into their own roots, move outside the conceptual boxes that they live in, and re-situate technology in a different environmental framework while we all “bring our ‘minds’ together, roll up our sleeves and get to work!”

If you missed Dan Wildcat’s presentation, you can get access to the recording of it by contacting Georgia.Madrid@noaa.gov.

The next event in the Cultural Diversity and Tribal Relations Series offered by the NOAA OAR EEO/Diversity Program Office and the Boulder Labs Diversity Council is for **Asian Pacific American Heritage Month – Screening of Ahupua’a film followed by panel discussion from the Kumulau Foundation, June 2 (11 am - 12 noon), Multipurpose Room.** Watch for details closer to the event.



Haskell student tries out the touch screen SOS Explorer. Photo Credit: Will Von Dauster

Haskell students listen to John Roberts FireEX presentation. Photo Credit: Will Von Dauster

EEO/Diversity Across OAR

National Severe Storms Laboratory (NSSL)

Bob Rabin attended the American Indian Science and Engineering Society (AISES) National Conference in Phoenix, AZ in November. The AISES conference is a three-day event focusing on educational, professional and workforce development. Attendees include American Indian high school and college students, educators, professionals, tribal nations and tribal enterprises, universities, corporations, and government agencies. Bob was a science judge for the oral and poster undergraduate competitions. He also helped staff the NOAA/OAR booth at the career fair.



Bob Rabin, Georgia Madrid and Susan Lynds at the AISES conference.



Bob Rabin judging the poster sessions. Photo Credit: Georgia Madrid

Earth System Research Laboratory/Chemical Sciences Division (ESRL/CSD)

By Libby Samuelson



Raul Alvarez engages with a group of eighth graders. Photo: Credit: Libby Samuelson

Raul Alvarez, Aditya Choukulkar, Debe Dailey-Fisher, Birgit Hassler, Abby Koss, and Libby Samuelson participated in the Denver Public Schools 8th Grade Career Day. High schools, colleges, and industries all came together to expose the students to different career tracks. Students stopped by the NOAA booth, where both the scientific and STEM



Eric Hackathorn teaches an eighth grader how to use Science on a Sphere Explorer® Photo Credit: Libby Samuelson

communities were represented.

It was a great opportunity for the next generation to learn about the types of scientific jobs available and what it is like to be a scientist. Engaged students asked questions about the day-to-day life of a scientist and what education is needed to become one. Students viewed field missions

on large-format TV screens to help them visualize the many opportunities available to them working at NOAA (scientist, engineer, mathematician, meteorologist, IT specialist, and many others). Eric Hackathorn, Global Systems Division, also attended and brought a touch screen *Science on a Sphere Explorer*[®]. This was a big hit! Eighth graders were drawn to the touch screen and how interactive all of the data sets are. Overall, the event went very well; perhaps we'll see some of those students working at NOAA someday!

Great Lakes Environmental Research Laboratory (GLERL)



GLERL Molecular Ecologist Tim Davis explains HABS to a group of students from Wayne State University.

Approximately 22 students from Wayne State University visited GLERL for a presentation on Harmful Algal Blooms (HABS), led by Sonia Joseph-Joshi and Tim Davis. After the presentations, the group was guided on a tour of the lab, in which they were given the opportunity to interact with the scientists through small demonstrations and Q&A. The students are part of GLERL visiting scientist and professor, Donna Kashian's class. The students took home water level and other various info sheets, 3-D Bathymetry maps and posters, and stickers.

Pacific Marine Environmental Laboratory (PMEL)

Andra Bobbitt, PMEL/CIMRS scientist participated in the Yaquina View Elementary Science Fair in Newport, OR. The event recruits scientists from Hatfield Marine Science Center to serve as volunteer science mentors. They spend an hour each week to assist students with a science project selected by the teachers. After 10 weeks, the students presented their work in a school wide science fair that was held on January 21, 2016. The Science Fair focused on

grades K-12. Hispanic students represent 30% of the student population at Yaquina View and 64.7% of the students are economically disadvantaged, based on free/reduced lunch eligibility.

OAR Wide Town Hall Featuring Diversity and Inclusion

An OAR Wide Town Hall was held on February 26, in the NOAA Silver Spring Auditorium and via webinar. Guest speakers included VADM Manson K. Brown, NOAA's Deputy Administrator for NOAA and Ko Barrett, Senior Advisor to OAR's Assistant Administrator. Craig McLean provided enterprise-wide news and updates, took questions and feedback, and together with Nicole Mason, OAR's Equal Employment Opportunity Manager, presented awards to OAR employees who performed outstanding work furthering Diversity and Inclusion organizationally. (see page 3 for awardees).



VADM Manson Brown at the OAR Diversity and Inclusion Townhall. Photo Credit: Mike Walker.



Craig McLean, Nicole Mason, Ko Barrett and VADM Manson Brown. Photo Credit: Mike Walker.

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/