



CONNECTIONS

Linking EEO, Diversity and Science

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EEO/Diversity Office Newsletter for NOAA Research

A Message from Dr. Spinrad

Dear Colleagues,

In addition to conducting and supporting preeminent research, we enhance our value to society by having a workforce that mirrors the public we service. This is one reason why our EEO (Equal Employment Opportunity) and Diversity program is so important to OAR. EEO is a Federal mandate that insures everyone – from all backgrounds – has an equal chance of getting a foot in the door. In times when we are limited in the numbers of people we hire -- this becomes especially critical if we are to build a diverse workforce.

EEO does not stop once people are hired. Throughout OAR, this means we provide all of our employees with fair opportunity for growth, advancement, and recognition.

During Fiscal Year 2009, all OAR employees will once again take mandatory EEO training. This is your opportunity to refresh your knowledge and ask questions about EEO laws and regulations. Like everything we do, I want EEO practices to be transparent in our workplace.

Our EEO team is available to answer your questions. Should you need assistance or want to learn more about EEO and Diversity within NOAA Research, contact Nicole Mason, at 301-734-1279.

Richard Spinrad

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EEO Topic: The Business Case for Addressing Hispanic Employment Issues

Overall, minority groups are better represented in the Federal Workforce (FW) than in the Civilian Labor Force (CLF) with one exception -- Hispanics. Despite a trend of increasing Hispanic representation in the FW, Hispanics remain underrepresented compared to the CLF. Hispanics represent 7.8 percent of the Federal workforce compared to 13.3 percent of the CLF.

Source: OPM FEORP (Federal Equal Opportunity Recruitment Program) FY 2007 Executive Summary .

Based on the OPM report, why should the Federal Government devote time to the recruitment and hiring of Hispanics?

- ◆ Hispanics are the largest & fastest growing US minority group – 2nd largest portion of Civilian Labor Force;
- ◆ Hispanics are projected to be ¼ of the population by 2050 or sooner;
- ◆ Adherence to Congressional, Legislation & Presidential Mandates: EO13230 and EO12171;
- ◆ Maximizes brand identity as a good “Corporate Neighbor” and “Employer of Choice.”;
- ◆ Improves Hispanic community

Relations;

- ◆ Improves corporate culture;
- ◆ Higher retention of Hispanic employees;
- ◆ Improves quality of decision-making at all organizational levels;
- ◆ Increases productivity by having diverse perspectives on problems;
- ◆ Improves effectiveness;
- ◆ Decreases complaints, litigation, and associated costs;
- ◆ Enables & enhances partnerships with Hispanic business, advocacy, civic, educational & media communities.

Taken from *Effective Strategies: Transforming Barriers into Opportunities* by Milton Belardo & Jeffrey Vargas. Website: www.nationalcouncilhepm.net

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EEO Topic: The “Business Case” (con’t from page 1)

At NOAA Research, the percentages of Hispanic men and Hispanic women are significantly less than their representation in the National CLF (2000 Census EEO Data). As of 4th Q 07, of the 791 permanent employees, 32 or 4.04 are Hispanic. Hispanic Men represent 1.9% compared to 6.2% in CLF; Hispanic women represent 2.1% compared to 4.5% in CLF.

NOAA Research will continue to build employment partnerships with Hispanic organizations and promote our science to Hispanic communities. In October, NOAA Research will be a sponsor of the student poster sessions at the ***SACNAS (Society for the Advancement of Chicanos and Native Americans)** conference in Salt Lake City, UT and staff an exhibit booth to promote NOAA Research careers. The theme for the SACNAS Conference is *International Polar Year: Global Change in Our Communities*.

UPCOMING HISPANIC CONFERENCES:

Sept 3-5—NOMAR (National Organization for Mexican American Rights) in San Diego, CA – www.nomar.org

Oct 1—1st Annual Hispanic Federal Career Summit in Washington, DC -www.federalhispanicsummit.org

***Oct 9-12**—SACNAS in Salt Lake City, UT – www.sacnas.org

Oct 11-13—HACU (Hispanic Association of Colleges & Universities) in Denver, CO—www.hacu.org

Nov 11-16—SHPE (Society of Hispanic Professional Engineers) in Phoenix, AZ—www.shpe.org.

Please call the EEO office for more information on how your lab can participate and assist in these outreach efforts.

EEO Office—Making Inroads—Where We Have Been

Seventh Annual Asian Pacific American Federal Career Advancement Summit

The summit was developed in 2002 to address the shortage of Asian Pacific Americans in SES and management positions in the Federal Government. This year’s conference on May 15, 2008 provided training workshops such as Time Management; Emotional Intelligence; Strategies for effective leadership and EEO: A Key to High Organizational Performance and Harmony. Website: www.apasummit.gov.

Society of American Indian Government Employees (SAIGE) held its fifth annual training conference in



NOAA SAIGE Members—Cliff Church (Salish & Kootenai), NMFS; Georgia Madrid (Taos Pueblo), OAR and Jesse James (Oglala Sioux), NWS.

Traverse City, MI, home of the Grand Traverse Band of Chippewa Indians on June 2-5, 2008. The theme was *Blessed by Tradition: Honoring Our Ancestors Through Government Service*. Workshops included topics on Tribal Sovereignty; Working Effectively with Tribal Govern-

ments and leadership skills. NOAA Research was a sponsor of the youth track and a workshop on NOAA’s Oceans and Health Initiative was presented by Dr. Tracy Collier, NMFS and Sonia Joseph, Center of Excellence

for Great Lakes and Human Health. SAIGE Website: www.saige.org.

2008 OAR Management Conference

The EEO Manager gave a presentation on why everyone must play a part in EEO. She gave a statistical overview of the Federal employees in OAR. A wide ranging question and answer period followed with the approximately 100 participants. Dr. Spinrad and Craig McLean added their views in the discussion and reiterated their support of the EEO/Diversity Program. If you would like a copy of the GPA report, please call Georgia Madrid at 303-497-6732.

League of United Latin American Citizens (LULAC) held



LULAC National President Rosa Rosales, addresses audience at opening of exhibit and career fair. Photo courtesy of Luis Briones

its 79th annual national convention in Washington, DC on July 7 -12, 2008. The theme was *America’s Latino Community Center Stage*. The OAR EEO Office participated in the Federal Training Institute, which included a Hispanic summit to discuss strategies to increase the representation of Latinos in the Federal Government; work-

shops, job fair and three day youth conference. Presidential candidates John McCain and Barack Obama provided presentations and the Secretary of Commerce, Carlos Gutierrez, was a keynote speaker on one day. www.lulac.org.

EEO/Diversity Across the OAR Labs and Programs

Building Leadership Skills for Success in Scientific Organizations



Arlene Fiore, GFDL employee, is a board member for ESWN (Earth Science Women's Network). She would like to encourage women in the sciences to participate in the *Building Leadership Skills for Success in Scientific Organizations* workshops on December 13-14,

2008 in San Francisco, CA. The workshops are sponsored by ESWN with generous support from NOAA.

OVERVIEW

The workshop is designed to help women build leadership skills that will contribute to their success and advancement in scientific organizations. Professional facilitators will lead participants in exploring the components of solid leadership through lecture, experiential learning, interactive dialogue, and a panel discussion with successful senior scientists. The workshop will be held the weekend prior to the 2008 American Geophysical

Union Fall Meeting in San Francisco, CA, to promote participation in this major scientific meeting.

ELIGIBILITY

Approximately 30 participants will be selected to participate via an application process. Women eligible to attend the workshop should hold a Ph.D. or equivalent and have a permanent position in a scientific organization (e.g., assistant or associate professor, GS11-GS14, or equivalent early/mid career position in industry, not-for-profit, or other scientific or science policy organization). Underrepresented groups in science are strongly encouraged to apply.

TO APPLY

Application details and further information on the workshop is available at www.joss.ucar.edu/joss_psg/meetings/Meetings_2008/eswn_workshop

For More Information on ESWN:
<http://www.sage.wisc.edu/eswn>

ESRL Cultivates Young Scientists by Katy Human and Ann Thorne



Vanessa Malone checks out the pilot's perspective in a Gulfstream V outfitted for Atmospheric science.

Vanessa Malone, a senior at the University of the Virgin Islands, a Historically Black College, spent the summer doing research at NOAA's Earth System Research Laboratory in Boulder. Malone studied pollutants in air samples. She was mentored by Jim Elkins of ESRL's Global Monitoring Division.

"I'm a nerd for life. That's my niche, so my goals were met," Malone said, smiling. She may share a passion for science with her NOAA mentors, but Malone and ESRL's other twenty-one summer students stood out in other ways. The majority of the workforce at NOAA and other Federal agencies is getting older and is eligible for retirement, according to Federal statistics.

"We need to bring new, talented young people into the workforce," said Steve Koch, director of ESRL's Global Sciences Division and technical monitor for a new NOAA educational program called ISET, the [Interdisciplinary Scientific Environmental Technology Cooperative Science Center](#). "Science is well served by the energy and fresh ideas provided by a diverse workforce that includes a significant number of young people" Koch said.

ESRL is committed to improving the numbers. This summer, Ann Thorne was promoted to the job of Student Coordinator and announced the re-establishment of a student internship program called PHASE (Practical Hands-On Application to Science Education). The summer program culminated in a student seminar series, where students from a diversity of programs practiced talks they later gave at NOAA headquarters in Silver Spring.

- These are excerpts from a story that will appear in the inaugural October newsletter of NOAA's Earth System Research Laboratory, www.esrl.noaa.gov
- For more information on the ESRL intern program, call Ann Thorne at 303-497-4600.

NOAA Research EEO/Diversity Program Office

ABOUT US

The EEO Office provides services to NOAA Research employees and to applicants for employment. We are the local point of contact for EEO and Diversity issues. We coordinate EEO program activities and provide EEO training.

The EEO office functions are as follows:

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.

EVALUATION

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

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We're on the Web!
<http://eeo.oar.noaa.gov>

For Newsletter ideas, suggestions and stories, please email georgia.madrid@noaa.gov.



Nicole Mason



Georgia Madrid



Becky Rios

Know Your Rights

WHERE TO GO FOR HELP:

Informal EEO Complaints Processing (EEO Counseling)

If you believe you have been subject to discrimination on the basis of your race, color, religion, sex, age (over 40), disability, sexual orientation or retaliation for participating in activities protected by the civil rights statutes, you must contact an [EEO Counselor](#) within 45 calendar days of alleged discrimination to preserve your rights under the law.

Please contact the **NOAA Civil Rights Office** to initiate EEO counseling:

Voice: 301-713-0500
Toll Free: 1-800-452-6728
TDD: 301-713-0982

FAX: 301-713-0983

Website: www.ofa.noaa.gov/~civilr/disccomp.htm

Mediation

NOAA Alternative Dispute Resolution (ADR)

The NOAA ADR Office provides mediation and other services and seeks early resolution.

Voice: 206-526-6171

Fax: 206-527-6928.

Please contact the NOAA Research EEO/Diversity Office if you have general questions regarding the EEO Complaint process and/or need assistance on EEO and Diversity issues. Please visit our website to learn more about the EEO program and resources. Your laboratory/division website and intranet should also have a link to our website.