



CONNECTIONS

Linking EEO, Diversity and Science

Volume 1, Issue 1

May 2008

EEO/Diversity Office Newsletter for NOAA Research

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Note from the EEO/Diversity Program Manager

It is with great pleasure and enthusiasm that I welcome you to the inaugural issue of *CONNECTIONS*, a newsletter focused on educating, empowering and exposing you to Equal Employment Opportunity (EEO) and Diversity matters that affect us all as Federal Government employees.

In future issues, we will feature information on the Federal Complaints Process, Alternative Dispute Resolution, Managing Conflict, EEO Counseling and so much more!

In addition to the EEO rules and regulations, the newsletter will highlight the accomplishments of those who are working diligently to bring EEO/Diversity to OAR.

Since this newsletter is a work in progress, I want to hear from you with ideas and suggestions on what matters most to you. My staff and I will make every effort to address your needs and concerns.

We are available to assist you with workplace issues and direct you to the appropriate office, in the event we are unable to resolve your particular issue. Please do not hesitate to contact us at 301-734-1279 or 303-497-6732 or 303-497-6439.

We do look forward to working with you.

Respectfully,
Nicole Mason



NOAA's Women's History Month Conference



Nicole Mason, Mistress of Ceremonies

NOAA Research and NESDIS were major sponsors of this year's Women's History Month Training conference that took place on April 1-2, 2008, in Silver Spring, MD. Over 250 employees from all the NOAA line offices attended the event. Attendees participated in a diverse range of workshops such as KSA and Resume Writing Skills, Hostile Work Environment, and Generational Differences.

The conference started with welcoming remarks from Mary Glackin, Deputy Under Secretary for Oceans and Atmosphere, Vicky Nadolski, Deputy Assistant Administrator, NWS and Craig McLean, OAR Deputy Assistant Administrator. He said NOAA has a strong history of women leaders at all levels and asked attendees to not only look at going higher in their career but further.



Craig McLean gives a OAR Welcome

The conference also featured dynamic keynote speakers. They were all inspirational and shared their life experiences to help women grow in their career and personal life path. The conference also provided many networking opportunities for the attendees.

The morning keynote was by Valorie Burton, author, speaker and certified Life Coach with Inspire, Inc. She started her talk by asking the question, "What is the best thing that happened to you this week?" She stated that there is always something to be grateful for and provided the attendees with ways to fulfill their purpose. These included: Picture your potential; Use failures and mistakes as a learning tool rather than excuses; Raise the bar; Put things into perspective; Open your mind to new options; Serve; and Eliminate your distractions.



Valorie Burton, morning keynote

Professor Jackie Middleton, International Training Consortium, Inc. was the luncheon keynote speaker. She talked about understanding your gifts. She said that we need to be better and not bitter. She talked about the five A's to success which included: Attitude – respect, dignity – give service with gifts, talents and abilities; Associates – who do you associate with?; Abilities – no one is more talented or intelligent, some people just don't use their gifts or know their passion; Appearance – dress for success; and Action – what is your plan to get there and examine your own gifts?

She also talked about the 6 C's: Communication – constructive not critical; Creative; Curiosity; Common Sense; Competence and Character – can people trust you? She said in our career journey, we should not be complacent. It's what you want and how you measure success and the way you treat others. If you are mean, you are not happy. She said to build bridges and not to burn them.



Rhonda Trent, FEW National President

On the following day, highlights included luncheon keynote by Rhonda Trent, National President, Federally Employed Women (FEW). She said she started at a GS-3 and participated in an upward mobility program and never took no for an answer when she needed training. She said women need to take advantage of training opportunities including supervisory training whether or not they are in a supervisory position. She said that education, and a formal mentor are a plus to help with a woman's career path. (con't page 3)

NOAA's Women's History Month Conference (continued)

She also talked about the lack of diversity in the SES ranks. She said of the 6,421 SESers in the Federal Government, only 28.9% are women and 15.9% are minorities. She said numbers don't lie and that she was going to participate in a House Oversight and Government Reform Federal Workforce Subcommittee working to increase the hiring of women and minorities in SES positions.

The closing keynote speaker was Lynn Scarlett, Deputy Secretary, Dept. of Interior. Ms. Scarlett talked about conservation and the workplace. She said that the 21st century trends are shaping communities and talked about the importance of partnerships and collaborations because there are no boundaries. She said weeds don't stop growing on Federal Lands.

Overall, the conference was very well organized and informative. When asked what she learned from the conference, Debby Kay,

OAR employee responded, "Networking!". She said she learned a lot from the women that she met because they shared their experiences on how to get ahead in their careers. She also said that Mary Glackin, Deputy Under Secretary for Oceans and Atmosphere, was her favorite speaker because she is sensitive to the needs of women trying to make it.



Workshop presenters and attendees.

EEO TOPIC: Moving from Conflict to Collaboration

By Dr. Andre Leyva, 2007 International Training Consortium, Inc. from Managing Conflict training at OAR Headquarters in Silver Spring, MD on 4/29/08

Keys to Constructive Conflict Resolution

Trust, cooperation and mutual respect are the keys to most constructive forms of conflict resolution. Trust is even more important than communication skills! Trust flourishes in a low anxiety environment where people are able to regulate and express their emotions in an adaptive manner.

Dr. Leyva's Philosophy

- No Peace between us until there is peace within us.
- The best way to foster positive conflict resolution is to take personal responsibility for our own anxious and defensive reactions, in order to develop a genuine openness towards others.

Five Ways to Resolve Conflict

Avoidance: Unassertive and Uncooperative (often passive aggressive)

Appeasement: Cooperative but Unassertive (often resentment or depression)

Aggression: Assertive but Uncooperative (often bullying; sometimes rage)

Simple Compromise: Assertive and Cooperative, but superficial Solutions

Collaboration: Assertive and Cooperative, plus "Reflective Solutions" that seek to meet the needs and concerns of all involved

Planning for Seven Generations Conference



Tribal Representatives: Albert White Hat, Billy Frank and James Rattling Leaf



Several NOAA Research employees participated in the *Planning for Seven Generations: Traditional and Scientific Approaches to Climate Change* symposium held in Boulder, CO in March 19-21, 2008. The symposium brought together scientists, Native American representatives, and members of the public. It was sponsored by the University Corporation for Atmospheric Research and National Center for Atmospheric Research (UCAR/NCAR) and the American Indian and Alaska Native Climate Change Working Group.

The goal of the conference was to share knowledge and link working relationships between the indigenous and scientific communities. All the presenters agreed that there is a need for collaboration. There are reservations in every region of the US and Native cultures are based on their regional climate. All Tribes understand the changes in the land and earth and have adapted to these changes for thousands of years, but the challenge today is different. They are bound by their reservation and they see the impacts on their homelands. They stressed the need for tools that can help them adapt. They also talked about the need for scientists to understand Native American culture and world view and not dismiss it as mythological.

Billy Frank, Nisqually Tribal member and Fishing Rights Activist, talked about the impact of climate change on his reservation in Western Washington. He said like the buffalo on the plains, the salmon are disappearing. He said tribes need to be involved in the scientific discussions. He noted that tribes cannot move out of their reservations. "We're on watersheds, we're on prairies. We're on mountains. We know everything that's there." He emphasized that tribes need information and truth on what is happening on their lands from the western scientists to complement their own indigenous knowledge.

NCAR Senior Scientist, Dr. Elisabeth Holland, lead author and reviewer for the third and newly released fourth IPCC assessment reports, gave an overview of the Our Changing Climate (2007) report. She stated that warming is "unequivocal" and that the science and evidence for the conclusions were all strong for leaders to stand by the results. She said that listening to the American Indian perspectives enlightened her and she wants to continue to build a bridge between her scientific community and indigenous knowledge.

James Rattling Leaf, who has worked with NOAA Research (See Sinte Gleska project, page 6), said that there is a need to build and nurture Native youth in the field of science and to provide those opportunities at their homelands. He stressed working with Tribal Colleges is one step to increasing awareness of climate change issues to students and a way to get the word out to Native American communities.

FOR MORE INFORMATION:

UCAR/NCAR Conference:

www.cbp.ucar.edu/tribalconf.home.html

American Indian and Alaska Native Climate Change Working Group:

www.haskell.edu/haskell/aiancwg/Working%20Group%20Site.html

UPCOMING CONFERENCE OF INTEREST:

Native View—Tribal College Forum VII

August 12-14, 2008

Haskell Indian Nations University

Lawrence, KS

james.rattlingleaf@sdsmt.edu

TRIBAL COLLEGES:

www.aihec.org

EEO/Diversity Across the OAR Labs and Programs

ARL—FRD (Idaho Falls, ID)— Exercises To Simulate Disability

To recognize and value the contributions of people with disabilities, FRD employees participated on October 17, 2007 in exercises to simulate a disability. Brad Reese simulated using a wheel chair and walker. Kirk Clawson used the sling to simulate having trouble with fine motor skills and Jason Rich wore vision impaired glasses.

“The day was very challenging, but the experience gave us a great appreciation to the many people living/working with disabilities. Awareness is where understanding begins.”

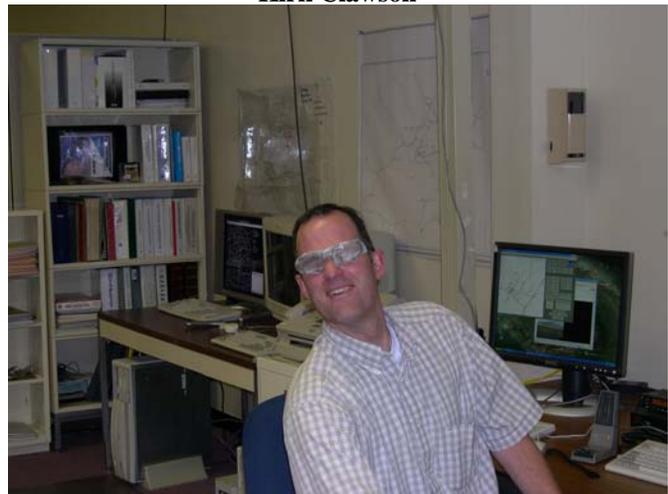
Kirk Clawson



Kirk Clawson



Brad Reese



Jason Rich



DISABILITY RESOURCES:

OPM: www.opm.gov/disability

One Stop Website: www.disabilityinfo.gov

Accommodations:

Computer/Electronics Accommodations

Program—www.tricare.mil/cap/

EEO/Diversity Across the OAR Labs and Programs

AOML—Hialeah Students Attend Close -Up conference



Students from Hialeah High School in Miami, FL participated in the Close-Up Foundation conference in Washington, DC in January. Close-Up is a week long civics education program that provides students a first hand look at government in action. Ana Soto, Close-Up sponsor at Hialeah said the students enhanced their education by working in cooperative learning groups with other high school students from all over the United States. They also discussed how our government works and current issues happening in our nation today. They also met their local representative, Lincoln Díaz-Balart. Support was provided by the EEO Office and Alejandra Lorenzo, AOML Computer Specialist and Hialeah alumni, who coordinated the efforts. AOML has built a partnership with Hialeah and works with the school on various science projects and places student volunteers at AOML. Hialeah is part of the Miami-Dade County Public Schools which

is the second-largest minority public school system in the country with 60% of its students of Hispanic origin. The OAR EEO office has sponsored this program for over 8 years.

ESRL—GMD Working with Tribal College

Sinte Gleska University [SGU], located in Mission, South Dakota, was the recipient of a NOAA grant to provide local weather information to the Rosebud Sioux Indian Tribe. This program has funded the installation of two automated weather stations and the training of several students from the university to manage the program. All of the data is being sent back to NOAA via the Citizens Weather Observing Program [CWOP]. The first station, which went operational in 2005, is located in Antelope South Dakota at the SGU Technology building and has been maintained by the university as a training tool. It is currently being maintained by Erin Black Feather. The second station, located on a bluff overlooking Rosebud, South Dakota, has been operational since 2006. It was installed in cooperation with the Bureau of Indian Affairs Rosebud Fire Department [BIA Fire]. There are plans to install two more stations in the near future.



Brandon Watson (SGU), Bert Shields and Dana Cook (BIA Fire) and Michael O'Neill (NOAA) working on the installation of the Rosebud automated weather station.

EEO/DIVERSITY RELATED CONFERENCES AND TRAINING OPPORTUNITIES FOR EMPLOYEES

<i>Date</i>	<i>Event/Conference</i>	<i>Location</i>	<i>Contact</i>
June 2-6, 2008	SAIGE (Society of American Indian Government Employees) National Training Conference	Traverse City, MI	www.saige.org
June 24-26, 2008	8 th National Tribal Conference on Environmental Management (NTCEM)	Billings, MT	Karla at 406-252-2550
June 24-26, 2008	2008 NOAA Office of Atmospheric Research CFO Management Conference	Kansas City, MO	Annie.Thomson@noaa.gov
June 24-26, 2008	FAPAC (Federal Asian Pacific American Council) National Leadership Training Conference	Brooklyn, NY	www.fapac.org
July 7-12, 2008	LULAC (League of United Latin American Citizens) National Training Conference and Convention	Washington, DC	www.lulac.org
July 14-18, 2008	FEW (Federally Employed Women) National Training conference	Anaheim, CA	www.few.org
July 24, 2008	AISES-Government Relations Council -Partnering With Federal Agencies Meeting	Washington, DC	Carl Etsitty at etsitty.carl@epa.gov
August 3-7, 2008	23 rd Annual FDR (Federal Dispute Resolution) Conference	Orlando, FL	www.fdrconferences.org
August 11-15, 2008	BIG (Blacks In Government) Annual National Training Conference	New Orleans, LA	www.bignet.org
August 12-14, 2008	Native View –Tribal College Forum VII – Honoring Our Water Nations	Lawrence, KS	James Rattling Leaf (605) 685-4015
August 18-21, 2008	EEOC – 11 th Anniversary EXCEL (Examining Conflicts in Employment Law) Conference	Chicago, IL	www.eeoc.gov
September 7-13, 2008	2008 National HBCU (Historically Black Colleges and Universities) Week Conference	Washington, DC	reshone.moore@ed.gov .
October 9-12, 2008	SACNAS (Society for the Advancement of Chicanos and Native Americans in Science) <i>International Polar Year: Global Change in Our Communities</i>	Salt Lake City, UT	www.sacnas.org
October 11-13, 2008	HACU (Hispanic Association of Colleges & Universities) 22 nd Annual Conference	Denver, CO	www.hacu.net
October 30-November 1, 2008	AISES (American Indian Science & Engineering Society) National Conference	Anaheim, CA	www.aises.org

EEO OFFICE STAFF



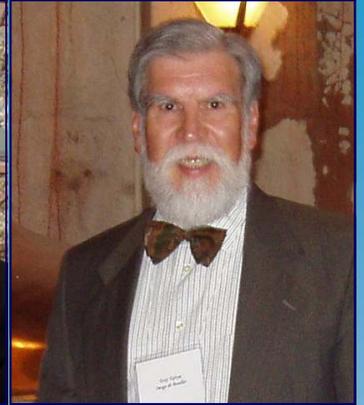
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WE WANT TO HEAR FROM YOU

If you have any ideas, suggestions or stories to share for the newsletter, please email georgia.madrid@noaa.gov.

WEBSITE:

[HTTP://eoo.oar.noaa.gov](http://eoo.oar.noaa.gov)