



CONNECTIONS

Linking EEO, Diversity and Science

Volume 1, Issue 6

EEO/Diversity Newsletter for NOAA Research

Aug/Sept. 2009

Change Happens: 2009 OAR Management Conference

OAR's Fifth Annual Management Conference was held at GLERL in Ann Arbor, MI from June 23 to 26, 2009.

Dr. Spinrad addressed the attendees with a talk on anticipating change. He said that the next five years will bring enormous changes to OAR's work environment and that connectivity between all labs, programs and line offices must be a priority.

Acting GLERL Director, Dr. Marie Colton, gave an overview of GLERL research and said that the success of science at OAR is also due to participation from the administrative and financial management arenas. A tour of GLERL was provided and scientists gave

informative talks on NOAA's Great Lakes Google Earth, observation buoys, harmful algal bloom research and quagga and zebra mussel research.

The conference provided attendees the opportunity to break out into groups and discuss key problems in OAR and come up with action items to address the problems. They included such topics as Communications, Budget Execution Process, Recruitment and Rewarding Excellence.

On the last day, Dr. Walt Childress gave a presentation titled, "Spanning the Gaps", a look at intergeneration gaps in the workplace. He spoke about 20th century pioneers to baby boomers to generation Y to Terror Conscious. He described each of their characteristics, work ethic and their motivators

and gave **The Answer** in addressing generational differences:

Tolerance: Create an environment of openness and optimism

Humor: Lighten Up. Have Fun. Play, eat and drink together more

Expression/Engagement: Talk about the differences. Confront, confirm and challenge perceptions and misconceptions

Appreciation: Learn to value the differences

New Approaches: Try something different – it won't hurt long

Shared Values: Find the common ground. Practice common beliefs

Wisdom: Be smart, savvy and sensitive

Encompassment: Include and integrate differences

Risk: Change yourself first



Rewarding Excellence Working Group: Left to right - Vince Garcia, Ken Duque, Judy Gray, Barbara Shifflett, Georgia Madrid, Eric Locklear, Sabrina Taylor, Mark Koehn, Pam Weber, Dale Perry, Sandra Salyers, Sharon Brener, Barry Reichenbaugh, kneeling- Kola Garber, Dianne Burgess

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Dust and Sand on Navajoland

A talk by Dr. Margaret Hiza Redsteer on *Dust and Sand on Navajoland* was presented on July 16, 2009, in Boulder, CO. Dr. Hiza is currently a Research Scientist in the USGS, Earth Surface Processes Team. As Project Chief of the "Navajo Land Use Planning Project" at the Flagstaff Science Center in Arizona, she works on the Navajo Nation, conducting geologic mapping, studying climate change impacts and land use history. She is also a member of the Science Advisory Committee for the USGS Global Change Research



Dr. Margaret Redsteer at NOAA Research.

program. Her specific expertise is in sand dune mobility and the mobility of surface sediment resulting from changes in climate and land use.

Dr. Redsteer is a member of the Crow Tribe and outside of her USGS work, she is involved in the American Indian/Alaska Native Climate Change working group, and works to aid Little Big Horn Tribal College instructors and reservation high school teachers in Montana in understanding local climate change impacts and developing a climate change curriculum.

She is a strong believer in encouraging American Indian students to go into the science field. She said that it is easier to engage American Indian students if they understand the relevance of science to their own lives. "If students can learn how to measure and collect data from a place that is important to their family or community; if they can examine the water quality of effluent from a mining claim that is on reservation lands; if they can learn the climate history of their community, and how it is changing; if they can become involved in a project that will provide safe drinking water; if they can learn about the land in their

back yard, and why the spring their family visits flows where it does, when it does; then it has relevance."

She said that Little Big Horn College has been working to adapt this strategy, and it has helped build a strong tribal college research curriculum, with a lot of students participating.

Dr. Redsteer has a B.S. in Geology with extended Hydrogeology emphasis from NAU, where she graduated Cum Laude 1989; an M.S. from Montana State University, 1993, on Sedimentary Processes in Volcanic Systems, funded by an NSF fellowship; and Ph.D. from Oregon State University, on Trace Element and Isotope Geochemistry in Volcanic Systems, 1999.

Mira Arriba (Look Up!) NOAA at National Outdoors Day

EEO and Outreach staffed the NOAA booth at the *Celebra la Ciencia* cultural connections hub at National Outdoors Day in Denver, CO in June 2009. NOAA weather materials on clouds and weather safety, both in English and Spanish were handed out. Visitors to the NOAA booth were encouraged to look up at the sky and be more aware of the clouds affecting weather. According to Carol Knight, ESRL Outreach, there was a lot of interest in the NOAA booth due to the current weather pattern and severe storms occurring in Colorado.

Celebra la Ciencia is an organization working to encourage Hispanic children and families to become involved in science and health programs. A Colorado coalition is currently being developed and includes representatives from science and children's museums, zoos, aquariums, radio stations and Federal agencies including NOAA EEO and Outreach in Boulder.



Carol Knight, Byron Louis and Mike O'Neill at National Outdoors Day booth.

A Diverse Group of Summer Interns Learn What it Takes to Work for OAR

Over 35 student interns from various programs such as Hollings Scholars, MSI/EPP and STEP were placed at OAR labs during the summer. They were mentored by scientists on various research projects. It was a good way to expose students to NOAA Research and encourage careers. Here are a few of the students and the labs that they worked with.

Angelica Betancourt-Negron - ARL



Angelica is a senior, double majoring in Physics and Geography, at the University of Puerto Rico. Through the MSI/EPP program, she worked with Dr. Dian Seidel, and analyzed a global radiosonde dataset to develop a climatology of the stable planetary

boundary layer. Her work contributes to a comprehensive boundary layer climatology project at ARL. Angelica is looking forward to returning to NOAA next summer and to pursuing graduate studies in Atmospheric Science after completing her undergraduate degree.

Alexandra Feldman – ESRL/GSD



Alexandra's duties involved working with Alex Mendoza developing an Asset Tracking and Administrative Management System (ATAMS) User's Guide. The goal of the User's Guide is for the content to be user-controlled. "My work began with learning about the world of open-source programming, web applications, and Ruby on Rails.

This gave me the opportunity to explore the newer aspects of computer science and web technology that is not taught in classic university classes." She said that working for NOAA has been a great experience. "If I do get a career with the government, I would love to work on network security and cryptography."

Hong Leong – ESRL/GMD

"Working with NOAA has not only been a great opportunity that has been offered to a high school student like me, but it also has been a great experience working with the mentors and people that guided me through my first job experience. Not many high school students

get the chance to experience what it is like to work in a



professional workplace where they are able to learn and communicate with experts in their fields. Throughout my three months working in GMD, I have learned a great deal of knowledge about black carbon, Excel and computer functions, aethalometers, analyzing data, and many more which I can

barely recall of the top of my head. However, I believe that the most valuable thing I have taken along with me is the insights and skills that I have assimilated from my stay here. I am certain that my time at NOAA will serve as both an important milestone and an unforgettable experience in my life."

Ashley Burtner – GLERL



Ashley is currently completing her MS at the School of Natural Resources and Environment at the University of Michigan. At GLERL, she sampled various tributaries in the Saginaw Bay watershed for nutrients, helped with experiments to determine nutrient processing by dreissenid mussels and

completed laboratory measurements of nutrients and other water quality parameters. "My fellowship included a variety of tasks which have built on my existing skills as well as introducing me to new methods and techniques. I also collaborated with many researchers within GLERL which gave me a better understanding of the diversity of work that is going on here." Ashley's immediate future includes continuing her work at GLERL. "I will be working on the Saginaw Bay Multiple Stressors Project for several months and would be very interested in a career with NOAA or another government agency in the future."

Jamie Shutta, GFDL

Jamie is a Marine Sciences major from the University of South Carolina. Through the NOAA Hollings Scholars Program and under the guidance of Oceanographers

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Diverse Group of Student Interns Continued from page 3

REWARDING EXCELLENCE



Sonya Legg and Robert Hallberg, she carried out a series of numerical simulations of ocean mixing, designed to assist in the development of parameterizations for GFDL's ocean climate models. Jamie said she learned a lot at GFDL and how research is conducted

in a National lab. "I was given the opportunity to pursue a research project tailored to my interests, attend seminars to broaden my knowledge of the field, and work with some of NOAA's top scientists. This experience has aided my decision to attend graduate school upon completion of my undergraduate degree, and I hope to obtain a research position in a similar setting to GFDL in the future."

Nitish Thatte – GFDL



Nitish is a sophomore at Rutgers University's School of Engineering. He joined GFDL's Climate Change Variability and Prediction group this summer to help develop videos, graphics, and podcasts. Working with Keith Dixon and other

GFDL researchers, Nitish enthusiastically took on tasks ranging from audio recording to video editing to adding captions to developing 3-D graphics - all intended to aid in communicating about the substance and importance of our research to lay audiences. Much of Nitish's work can be found on our web site: <http://www.gfdl.noaa.gov/e-media-produced-by-gfdl-ccvp>.

GFDL Intern Geeta Persad Earns Distinction Among Hollings Scholars



Congratulations to Hollings Scholar Geeta Persad, who was awarded 1st Place Prize for Most Outstanding Oral Presentation at the Hollings Scholars conference in Silver Spring during the last week of July. Geeta's research project was

the subject of her presentation, "Investigating the Climate Impacts of Absorbing Aerosols in a GFDL Global Climate Model." Under Dr. Yi Ming's guidance at GFDL, she is investigating the physical processes behind absorbing aerosol atmospheric perturbations, to determine whether the atmospheric response is driven by processes that are robust across models or by those that are model specific. She will be returning to Stanford University as a senior this year, majoring in Geophysics.

Evan Forde Wins Federal Employee of the Year Award for Community Service

Evan Forde, AOML Oceanographer, received the South Florida Federal Executive Board's (FEB) Federal Employee of the Year Award in the Community Service Category. In his nomination, it was noted that, "Evan lives a life dedicated to making his community a better place to live. His record of substantial and continuing service to the community, especially the youth and needy is a quintessential example of how a dedicated Federal employee gives something back to his community."



Evan was recently honored by the City of North Miami, Florida who proclaimed February 10th 2009, as Evan B. Forde appreciation day.

Special Emphasis Programs/Training

Denver Federal Executive Board (DFEB)/Federal Women's Program (FWP)

Over 200 participants attended the DFEB/FWP Professional Development Seminar on May 21, 2009, in Lakewood, CO. The workshops included Networking, Increasing Your Personal Effectiveness, Mind the Gap-Talent Management for the 21st Century, and Speak Strong, Smart and Sweet: How to Use the Three Sources of Power to Master Tough Conversations. Keynote speaker Meryl Runion, President and CEO, Speak Strong, Inc. stressed the need to be strong, savvy, and saintly as professionals. Meryl presented PowerPhrases to Speak Strong, and displayed ways to find the perfect words to say what you mean, and mean what you say, without being mean when you say it.

Society of American Indian Government Employees, 'Many Nations' for 'One Spirit'

More than 400 federal employees, job recruiters and future American Indian leaders attended the Sixth Annual SAIGE Training Conference, June 1 - 5, in San Diego, CA.

The conference included three full days of workshops on Indian Country Issues, EEO and Human Resources, Culture and Diversity, Personal and Professional Development, Health and Wellness, and the Environment. Youth and veteran tracks were also offered. Speaker highlights



Students at SAIGE conference in San Diego, CA.

included National Congress of American Indians Chairman Joe Garcia.

OAR EEO provided funding support for the youth track where 25 students from Tribal Colleges and major universities participated in workshops on how to gain employment in the Federal government, resume writing,

interviewing techniques as well as participate in hands-on activities related to science, technology and engineering. A panel on The Value of Tribal Liaisons was also coordinated by OAR and included Dr. Gary Sims, Policy Specialist-Tribal Relations for the National Marine Fisheries Service. He gave insights on working with Tribes in the Northwest coast and the important role of Tribal Liaisons in meeting Federal Trust Responsibility and government to government relationships.

Federally Employed Women, "Keys to Success"

The 40th National Training Program was held in Orlando, FL, July 20-24, 2009, and included over 1500 attendees. The conference included numerous training opportunities ranging from EEO, Public Speaking and computer training. It also included speeches by speakers such as Susan Miller, an international speaker and workplace motivation speaker, who gave a talk titled, "How to Get and Stay in the Positive Zone."

NOAA Civil Rights Director, Jerry Beat, addressed the FEW audience at the Compliance Luncheon. He spoke about the importance of the Management Directive (MD-715) and discussed how FEW can have an impact on these reports. "If you want to know how your agency's "scorecard" in respect to the employment of women, consult the agency's annual MD-715 Report. Knowledge is power!" He also said that it is important that the EEO Community and FEW chapters communicate frequently and often about



Jerry Beat, NOAA Civil Rights Director, addresses FEW attendees.

their activities and practices, especially as mentoring and developmental opportunities play a key part in the advancement of women into leadership/executive roles.

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WEBSITE

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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.

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 divisions. If you have any newsletter ideas, suggestions and stories, please send to:

Georgia Madrid - georgia.madrid@noaa.gov.

KNOW YOUR RIGHTS

WHERE TO GO FOR HELP:

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 the 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.eeo.noaa.gov

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.

Website: www.adr.noaa.gov

