



CONNECTIONS

Linking EEO, Diversity and Science

Volume 1, Issue 4

EEO/Diversity Office Newsletter for NOAA Research

February/March 2009

Profiles: African American Scientists Promoting NOAA Science



Evan B. Forde teaches inquisitive OCEANS students how to use a hydrometer to measure the density of sea water.

Evan B. Forde, AOML Oceanographer, received a Congressional Commendation in August 2008 from Florida Congresswoman Corrine Brown (3rd Congressional District) for his many years of commitment and contributions to science education in the United States.

The commendation recognizes Forde as “one of our nation’s leading African-American scientists and explorers.” Evan received the commendation in Jacksonville, FL, where he is involved in activities designed to improve school curricula related to science education and heighten student interest in oceanography, mathematics, and other earth sciences.

The City of North Miami, Florida also issued a proclamation naming Tuesday, February 10, 2009, Evan B. Forde Appreciation Day. The proclamation

cited Forde’s work to enhance education throughout the community, including creating and teaching a course called Oceanographic Curriculum Empowering Achievement in Natural Sciences (OCEANS) to Middle School youth in South Florida.

The proclamation also enumerates some of the “pioneering” aspects of Evan’s career as one of a small number of African American oceanographers in the United States.

Evan has degrees in Geology and Marine Geology and Geophysics (B.A. & M.A.) from Columbia University in New York City. He is a recognized authority on the formation, evolution and sedimentary processes of U.S. east coast submarine canyons.

As the first African American scientist to participate in research dives aboard

a submersible, he has completed successful submersible dive expeditions in several submarine canyons utilizing ALVIN, the JOHNSON SEA LINK and NEKTON GAMMA.

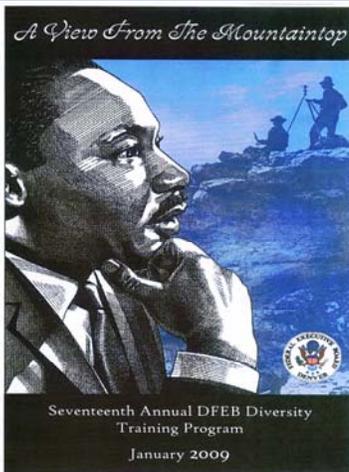
Forde has conducted research in a number of oceanographic and meteorological disciplines and his current research includes using satellite sensors to observe and analyze atmospheric conditions related to hurricane formation and intensification.

Forde, a 35 year NOAA veteran, was also recently featured in the December issue of Black Enterprise magazine.

African American scientists Profiles — continued on page 5: LaToya Myles

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CULTURAL AWARENESS OBSERVANCES AND TRAINING



Seventeenth Annual DFEB Martin Luther King Diversity Training Program 2009

The EEO staff attended the MLK training on January 21, 2009, in Denver, CO. Over 300 individuals from Federal agencies throughout the Denver/Boulder metro area participated. The program included workshops from Johnny Campbell, who gave a talk on

“Becoming the Agent of Change in Business and Life” and Phadrea Ponds who gave a talk titled, “OUCH! That Stereotype Hurts.” Phadrea presented tips on how to respond to uncomfortable situations and how to work toward communicating in bias-free ways. She said that one person speaking up could inspire others to do so. The program ended with a performance by Holiness of Praise, a youth group, who did a skit and dance based on Martin Luther King, Jr’s “I Have a Dream” speech.

OAR OBSERVES BLACK HISTORY MONTH



Grace Stiles as Madam C.J. Walker as a maid.
Photo by Will von Dauster.

A reenactment of the life of Madam C.J. Walker was presented at the Black History Month program in Boulder, CO. The presenter was Grace Stiles, founding Director of the Stiles African Heritage Center, Inc, in Denver, CO.

Madam C.J. Walker, formerly Sarah Breedlove, was a daughter of former slaves, who revolutionized the hair care and cosmetics indus-

try for African American women early in the 20th century. She is considered to be the first African American woman millionaire.

Ms. Stiles, reenacted the life of Ms. Walker, starting with her life as a maid in the South, to the dreams she had about developing a formula for black women’s hair, to her trip to Africa to develop the formula and her role as a business woman in promoting these products, including her mail order operation in Denver, CO. It ended with her life at her mansion, the Villa Lewaro, in Hudson, NY.

There were over 70 people in attendance, which included many community members. The guests responded that the program was very informative and increased their awareness of Black inventors.

The presenter herself is an unsung hero. On November 22, 2008, she was honored by the Mayor of Denver as one of Denver’s 150 People Who Care. She received this award because she rescued two dilapidated Victorian frame buildings in the five points neighborhood, with the dream of opening a center on African American heritage. She also received the Dana Crawford award in historic preservation from Colorado Preservation Inc., for her significant contributions in saving Colorado’s built heritage.

Ms. Stiles holds a Masters Degree in Educational Administration and has served as project developer, instructor, counselor, facilitator and administrator. She began the Stiles African Heritage Center in 1998, an outgrowth of African American History in Wheels in 1992.



Grace Stiles as Madam C. J. Walker, first African American woman millionaire.

The program was sponsored by the OAR EEO Office in conjunction with the local Blacks in Government Boulder Chapter, the Boulder Labs Diversity Council and Systems Research Group (SRG).

OUTREACH: EEO Office Collaborates with Youth Leadership Institutes in Boulder

Boulder Valley School District—Youth Leadership Institutes

For the past six years, the OAR EEO Office has co-sponsored the Boulder Valley School District, Institutional Equity Youth Leadership Institutes (YLI). The YLIs consist of five student leadership conferences for high school students within the African American, American Indian, Asian American, Latino and LGBTQ (Lesbian, Gay, Bi-sexual Transgender and Questioning) communities.

One of the goals of the YLIs is to inspire youth to realize their educational and professional potential through individual and group interactions with business, community, educational and political leaders. The EEO staff participates in the planning committees as well as serve as exhibitors during the conference. Future activities include promoting science as part of their agenda and including our own scientists to participate and to tour our labs.

This year all the Institutes were held at the University of Colorado at Boulder. The African Heritage Youth Leadership theme was “We are the Ones We’ve Been Waiting For” and was held on January 14, 2009. About 60 students attended and participated in four workshops: *African-American History through Dance, Hair Presentation, College - Its The Real Deal*, and *Males and Females - Why Can’t We All Just Get Along?* The workshops encouraged students to tell their own stories of cultural identity through creative expression, and allow youth to



African Youth Leadership students.

learn about the real joys and challenges of college life facilitated by a panel of five college students.

The American Indian Youth Leadership Institute was

held on January 16, 2009, and the theme was *Contemporary Youth – Traditional Values*. The focus was on tribal sovereignty and how it pertained to modern day youth. There were over 60 students from Boulder as well as Indian Education programs from the Denver metro area. One of the highlights was the visit to the CU Henderson Museum to view the exhibit: *SILAVUT: Inuit Voices in a Changing World*, which provided information on the Inuit and the affects of climate change on their communities as well as the preservation of their oral histories.



American Indian student Youth Leadership students.



Asian Youth Leadership student.

The Asian Youth Conference was held in November and its events included workshops such as, Karate’s historical and cultural roots; Asians in the Media, which featured a producer who talked about stereotyping, and what can be done to eliminate it, as well as Expressing Yourself with Calligraphy.

André Lanier, Executive Director, Institutional Equity and Multicultural Education, said that it is obvious to him that the conferences are an important part of the students’ lives and he expressed his gratitude to all the sponsors and the planning committee members.

OUTREACH: Celebra la Ciencia (Celebrating Science) and SAIGE

Celebra La Ciencia—Front Range Coalition

Celebra la Ciencia (CLC) is a national non-profit organization working to encourage Hispanic children and families to become involved in science and health programs through the use of media and immediate engagement in hands-on learning.

Georgia Madrid, EEO Specialist, attended the Front Range Strategic Planning Session on February 19 at the Colorado Division of Wildlife. There were over 20 representatives from corporations, Federal agencies and organizations working together to develop strategies and possible projects to reach out to the broader Latino community. They would like to specifically target Kindergarten to middle school students.

All participants agreed that Colorado is at the forefront of science research, hence, the visit by President Barack Obama signing the stimulus bill in Colorado, and much needs to be done.

Bob Russell, Director of CLC, said the statistics are alarming in that there is a shortage of Latinos in STEM (Science, Technology, Engineering and Math) fields. He said that statistics show that the Hispanic community will represent about 25 percent of the U.S. population, yet only 2% are in the STEM fields. He said this is a national crisis because these fields are vital to our economy and our security and Latinos need to be provided the option to pursue these careers.

Learn more about CLC at: ww.selfreliancefoundation.org and www.celebralaciencia.org.



Participants at the Celebra la Ciencia Front Range Strategic Planning meeting.

Georgia Madrid, OAR EEO Specialist, Elected to Serve on the Board of SAIGE (Society of American Indian Government Employees)

Lori Windle, SAIGE Vice Chair and founding member said, "Having worked with Georgia for so many years, I am confident in her abilities and professionalism, and feel that she will make an excellent addition to the board and it will be good for NOAA."

SAIGE is a national non-profit organization working to promote the recruitment, hiring, retention, development and advancement of American Indians and Alaskan Natives in the Government workforce.

An official installation of the board will be held at the SAIGE national conference in San Diego, CA during the award and recognition night ceremonies on June 3, 2009.

Georgia is an enrolled member of the Taos Pueblo Tribe and is also Navajo. She has been involved in the American Indian community and has been recognized with numerous awards for her efforts.

She received the AISES (American Indian Science and Engineering Society) Community Service Award in 2002 for her service as the Government Relations Council Chair; Boulder County Community Action Program Government Award in 2004; and the NOAA Administrator's Award in 2004.

She holds a Bachelor of Science degree in Journalism from the University of Colorado at Boulder.



Georgia (3rd from left, second row) and members of the BVSD/ American Indian Youth Leadership Planning committee.

EEO/Diversity Across the OAR Labs and Programs

Profiles: Dr. LaToya Myles, ARL Scientist Promoting NOAA Science



Dr. LaToya Myles is a physical scientist with the Air Resources Laboratory's Atmospheric Turbulence & Diffusion Division (ATDD).

She is the first EPP Graduate Sciences Program fellow to receive a doctorate.

Her research with NOAA explores the environmental effects of atmospheric pollutants. She routinely conducts field experiments to better understand the connections between air quality and ecosystem health.

LaToya is a staunch supporter of scientific research at Minority Serving Institutions (MSIs). As an alumna of two Historically Black Colleges & Universities (Alcorn State University and Florida A&M University), she mentors undergraduate students and serves in various capacities that advocate scholarship and research.

She will be a mentor for students placed at ATDD through the NOAA Office of Education—EPP and Hollings Scholarship 2009 summer internship program.

She also promotes science education through classroom presentations at primary schools in her community. She recently gave an oral presentation during the technical session of the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE) regional meeting in Atlanta, GA in November 2008.

LaToya believes that NOAA is a leader in environmental stewardship and, as such, can benefit from the research and technical skills of a diverse scientific workforce with innovative ideas and a zest for public service.

She serves as Vice Chairperson of the Advisory Board of SEM (Science, Engineering and Mathematics) Link, Inc, an Atlanta-based non-profit organization that promotes student achievement and career exploration in math and science. The SEM Link and Founder/Executive Director Tokiwa Smith were recently awarded a Science Café grant from WGBH and NOVA Science NOW.

Science Cafés are live events that feature brief, plain-language presentations by scientists followed by inclusive conversations with the audience, most of whom have no science background.

Dr. Myles also participated in the first Earth Science Women's Network (ESWN) Career Workshop in December in San Francisco, CA. The workshop entitled, "Building Leadership Skills for Success in Scientific Organizations" included sessions on leadership competencies and development of personal leadership styles. Approximately 40 professional women representing Federal agencies, academia and research organizations, both national and international, engaged in interactive exercises to enhance their leadership skills.

African American Conferences 2009

- March 25-29, 2009: National Society of Black Engineers, Las Vegas, NV. www.national.nsbe.org.
- April 1-4, 2009: NAFEO (National Association for Equal Opportunity in Higher Education) 35th National Conference on Blacks in Higher Education, Atlanta, GA. www.nafeo.org
- August 24-28, 2009: Blacks in Government Annual National Training conference, Baltimore, MD www.bignet.org

African American Organizations:

- National Organization for Professional Advancement of Black Chemists and Chemical Engineers www.nobcche.org
- National Society of Black Physicists (NSBP) www.nsbp.org.
- Historically Black Colleges and Universities: www.ed.gov

African American Magazine

- Black Enterprise Magazine: www.blackenterprise.com/magazine

Learn about BLACK SCIENTISTS

<http://www.infoplease.com/spot/bhmscientists1.html>

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 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.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.

Website: www.adr.noaa.gov

OAD Announces mandatory EEO/Diversity Training for all OAR Federal Employees

Dr. Spinrad issued a memo on February 12 for all OAR employees that EEO/Diversity training will be conducted this year. The first training was held in Silver Spring, MD on February 24-26, 2009.

Nicole Mason, OAR EEO Manager, will be contacting each laboratory director to schedule training in the field.

If you have questions or require additional information, please call Nicole at 301-734-1279.

NOAA Research EEO/Diversity Program Office



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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.

We're on the Web!

<http://eoo.oar.noaa.gov>

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 via email at georgia.madrid@noaa.gov.

Past issues are also posted on our website.