



CONNECTIONS

Linking EEO, Diversity and Science

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EEO/Diversity Newsletter for NOAA Research

December 2010

OAR POWERS UP AT AMERICAN INDIAN SCIENCE & ENGINEERING SOCIETY (AISES) CONFERENCE

AISES held its annual National Conference on November 11-13 in Albuquerque, N.M. There were over 1800 participants in attendance. The theme was *Power Up!* The highlights of the three day conference included an opening ceremony that featured Dr. Mae C. Jemison, former astronaut and entrepreneur; a career fair; pre-college and undergraduate poster and oral sessions; and over 30 workshops.

OAR was recognized by AISES for its sponsorship of the pre-college poster sessions. The high school students that participated were from throughout the nation. Project topics included: Lessons from the Past: Surviving Climate Change - Heat Transfer in Ancient Native American Buildings and Water Density. AISES professionals in the Science, Technology, Engineering and Math (STEM) fields served as judges.

The OAR EEO Office also participated in the Government Relations Council (GRC) meeting and the career fair. At the GRC meeting, Dept. of Energy (DOE); Bureau of Land Management (BLM) and National Park Service (NPS) representatives gave information on their partnership with AISES to recruit American Indians into their workforce. Steve Grey, DOE, spoke about its American Indian Research &

Education Initiative (AIREI) with AISES and American Indian Higher Education Consortium (AIHEC). The goal is to promote energy related science needs on tribal lands and encourage professors at Tribal Colleges to gain



L to R: Charly Wells, NWS, Natalie Huff, NMFS, Queen Spriggs, NMFS, Brandon Locklear, NWS & Georgia Madrid, OAR at AISES Career Fair. Photo Credit: Jason Edwards.

knowledge in these fields and teach to their students. The Tribal College must also partner with a mainstream institution. Steve said that AISES has a critical mass of native professionals and agencies need to take advantage and come up with innovative ways where students can work for the government but also work for their own communities. The NPS spoke about their yearly recruiting event that they host in different regions and parks close to Native American populations.

The workshops at AISES included:

Fractals: The Intimate Beauty of Science, Math and Nature which explored how the complex patterns of nature are formed and how we can derive inspiration from nature's processes to design and engineer new devices; *Power Up Corporate/Tribal Relationships* looked at IBM & Raytheon's partnership with the Pascua Yaqui Tribe to increase K-12 STEM exposure; and *Wildly Empowering: Pathways and Careers in Fisheries, Wildlife and Conservation* discussed how these professions could be of interest to Native Americans and educational and professional pathways to succeed in these disciplines.

To learn more about AISES, please visit their website at www.aises.org.

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Special Emphasis

Los Niños y Las Niñas – Engaging Hispanics in Science, Technology, Engineering & Math (STEM)

Marina La Grave, Executive Director for CLACE (Latin American Center for Arts, Science and Education) and co-leader for BASEC (Boulder Area STEM Education Coalition), was the guest speaker at the Hispanic Heritage Month observance in Boulder, CO on October 13, 2010. She provided information on the Hispanic culture, Hispanic contributions to science and the importance of diversity in science and the need to engage young Hispanics in STEM fields.

Marina grew up in Venezuela, USA and France; and since childhood developed an avid interest in languages, cultures



Marina La Grave, guest speaker at Hispanic Heritage Month function on October 13, 2010 in Boulder, CO. Photo Credit: Will Von Dauster.

and diversity. She has a Bachelor of Arts degree in Music/Classical Guitar and a Specialization in Foreign Language and is a certified Legal Science and Education Interpreter/Translator in four languages, English, Spanish, French and Portuguese. She was formerly the Chief Spanish translator for the National Center for Atmospheric Research (NCAR) education website, *Windows to the Universe*.

Why the need to engage Hispanics in science? Marina mentioned the following in her talk:

- The Hispanic population from 2010 to 2050 will increase 20% to 46.9%
- Latino students score lower on math and science achievement tests than national averages, enroll

at disproportionately lower levels, and are underrepresented in undergraduate and graduate science and engineering programs.

- Latino families are under-represented among those who visit science centers and other similar institutions.
- Latino students are under-enrolled in after-school programs.
- Developing the Hispanic STEM Workforce needs to look no further than to cut the attrition rate of Hispanics in undergraduate STEM fields in half within 10 years.
- Engage K-12 students with science and math - If we want *niños* and *niñas* students to DO science and math, then we must have *niños* and *niñas* students DO science and math.
- Support systemic and partnership approaches that initiate apprenticeships and internships with STEM workforce.
- Students must see the immediate connection of school to work and learn the skill sets needed for STEM work.
- Today, most Hispanic parents and their children believe that a college degree is necessary for obtaining stable and meaningful work.
- The increasing importance of a college degree even for entry-level jobs can help the scientific community convey the value of higher education for Hispanics to overcome socioeconomic barriers.

Special Emphasis Programs (SEP) are an integral part of the OAR EEO Office. SEP promote equal opportunity in the hiring, advancement, training, and treatment of women, minorities, and individuals with disabilities.

What are Observance months? Under Public Law, Congress calls upon the President of the United States to issue annual proclamations designating certain months as national observances. The special emphasis observances are designed to educate and recognize contributions and achievements of all Americans and reflect the groups of people historically oppressed in the U.S. and those underrepresented in the workforce. They include:

February - National Black History Month; March – National Women’s History Month; May– National Asian American and Pacific Islander Heritage Month; June – National Gay and Lesbian Pride Month; Sept. 15-Oct. 15- National Hispanic Heritage Month; October - National Disability Employment Awareness Month; November - National Native American Heritage Month

AOML - Volunteering with the English Speakers of Other Languages Program

Alejandra Lorenzo, IT Specialist at AOML, is the driving force of the South Florida Federal Executive Board (FEB) sponsored outreach program for the English Speakers of Other Languages (ESOL) classes, at Hialeah High School (HHS) in Miami. The program was established to discuss the importance of learning and becoming fluent in English in order to succeed and obtain jobs in any field. Alejandra got involved with ESOL through her volunteer work with HHS Educational Excellence Student Activities Committee (EESAC) for over 10 yrs. She said that teachers at HHS noted that their students were avoiding speaking English because they did not see a need for it because they lived in a community where Spanish was the spoken language.



L to R: Yeun-Ho Daneshzadeh, S. Korea, Alejandra Lorenzo, Cuba and Thiago Quirino, Brazil, speakers participating in ESOL program.

Alejandra suggested to the school that the FEB bring in speakers who had experienced the same immigration and assimilation issues and who moved forward in their careers by learning English. As a member of the FEB Humanitarian, Innovation and Philanthropic (HIP) committee, she began recruiting speakers from the Federal community. The speakers selected all faced various challenges when arriving to the U.S. as a child or teen and they get to share their story. She said it is not about the agency or the career, it's the story about how they got where they are that matters. So far, the students have heard from speakers from Uganda, South Korea, Cuba, Puerto Rico, Haiti, and South America. Presentations are held once a month, except December. There are nine classrooms of about 35 ESOL students.

Alejandra said the benefits are enormous and the teachers have indicated that the students are learning a lot and paying attention. Miami Sr. High, another school with a high number of ESOL students, would like the FEB to start a program at their school. Alejandra said it also benefits AOML. "As NOAA's representative, we are serving the community in a newer way. We are known for our hurricane forecast, now we are being recognized for supporting education at a minority school." She said the students at HHS also get to interact with individuals who have experienced the same linguistic and cultural issues that they are facing and whom have succeeded. "They share their stories, answer questions, and open doors of possibilities. The teachers like what we are doing and are requesting that we schedule our visits to align with the class that has not been presented to, yet."

OAR Management Conference

The OAR Management conference, "An Opportunity for Growth...The Next Steps" was held in Miami, FL on November 8 – 10, 2010. One of the featured speakers was D.J. Vanas who spoke at the Monday luncheon. November is American Indian Heritage Month and D.J. is a member of the Odawa Nation.



D.J. Vanas, motivational keynote speaker at the OAR Management Conference. Photo Credit: Native Discovery.

He is a motivational speaker and founder of Native Discovery Inc. D.J.'s talk was titled, "Ride the Lighting", where he spoke about strategies and ideas on change. He provided tips on how to keep roles and responsibilities in balance, recognize and manage stress, and not allow it to get the best of you. One

suggestion he gave was to take the first five minutes of the day, get grounded, centered and cleared. For motivation, he suggested to put something in your path daily and challenge yourself. D.J.'s words of wisdom were motivating and left the audience energized. For more information on D.J. Vanas, please visit his website at www.nativediscovery.com.

EEO/Diversity Across the Labs

ARL

ARL hosted two students from the NOAA Smith-Five College Internship program. Elizabeth Jung, a senior at Smith College, double majoring in mathematics and economics, worked with Dr. Dian Seidel on a project to determine, "Can we detect climate trends in the tropical cold-point tropopause?" Mark Cohen and Winston Luke mentored intern Shakib Ahmed, a student at the University of Massachusetts, Amherst. He learned about atmospheric mercury modeling and measurements, and contributed to ARL's work in those areas.

PSD

Leslie Hartten was a Significant Opportunities in Atmospheric Research & Science (SOARS) research mentor during the summer for Aaron Piña, a student from Texas A&M University. Aaron's work involved trying to estimate the depth of the marine boundary layer (MBL) over the East Pacific using data collected by a shipboard 915-MHz wind profiling radar and an algorithm that's good at finding the depth of the convective boundary layer (CBL) over land. He helped inventory and locate some of PSD's East Pacific shipboard data; picked one cruise to focus on; did a lot of quality-control work; and then ran the data through a modified version and he analyzed the results.



Leslie Hartten and Aaron Piña at NOAA's BAO (Boulder Atmospheric Observatory) site looking at some of the types of instruments that were on the ship, to learn more about how they work and how they're operated. Photo Credit: Carlye Calvin

GLERL

Two student's from Detroit's Ecotek team that participated in the 2010 National Ocean Science Bowl (NOSB) visited GLERL for a job shadow/hands on research experience. The two students, Antoine Crews and Keith Young, worked with

Soloman David and Joann Cavaletto in the experimental biology lab. Ecotek attracts academically-gifted middle and high school students from the Detroit area to their program. The program prepares the students for college careers in the science and health fields. In addition, the club collaborates with Michigan universities to expose kids to college level research.

On October 28, 2010, the GLERL EEO Committee sponsored a Diversity Potluck lunch. GLERL staff and other NOAA partners brought a dish reflecting their ethnic background, like ginger chicken from China, onion pie from Germany, beet salad from Russia, and kheer (traditional rice pudding) from India. There was a family favorites section featuring 'Mom's toffee bars' and 'Grandma's banana pudding' for all to share. The event featured wonderful food and great conversation and was a success.



L to R: Cathy Darnell, Lauren Eaton, Kerrin Mabrey, Anne Clites, Greg Lang, Sonia Joseph Joshi . Photo credit: Mary Baumgartner

No FEAR Act Mandatory Training Friendly Reminder

The Dept. of Commerce (DOC) issued a broadcast email on October 25, 2010, to all DOC employees regarding the mandatory NO FEAR Act training requirements.

The assigned month for NOAA - OAR employees to take the training: December 1-31, 2010: NOAA: <https://doc.learn.com/NOAA>

Please refer to the broadcast email for more details.

CALENDAR OF EVENTS – 2011
*EEO Special Emphasis Program Events, National Outreach/Recruitment Conferences
 and EEO/Diversity Related Training Opportunities.*

Date	Event/Conference	Location	For More Information:
1/20/2011	Colorado FEB - 9 th ANNUAL MLK UNITY TRAINING - <i>The Color of Fear: Unlearning Racism in the Workplace</i>	Denver, CO	www.colorado.feb.gov
3/23-27, 2011	National Society of Black Engineers (NSBE) 37 th Annual Convention	St. Louis, MO	www.nsbe.org
4/11-12, 2011	National Image, Inc. Training Conference	Orlando, FL	www.nationalimageinc.org
4/16-19, 2011	American Indian Higher Education Consortium (AIHEC) Student Conference	Bismarck, ND	www.aihec.org
5/9-13, 2011	Federal Asian Pacific American Council (FAPAC) 25 th Annual Leadership Training Conference	Bellevue, WA	www.fapac.org
6/12-17, 2010	Society of American Indian Government Employees (SAIGE) National Training Conference	Tulsa, OK	www.saige.org
6/27-7/2, 2011	League of United Latin American Citizens (LULAC) National Convention & Exposition	Cincinnati, OH	www.lulac.org
7/17-22, 2011	Federally Employed Women (FEW) National Training Program	Philadelphia, PA	www.few.org
7/23-26, 2011	National Council of LaRaza (NCLR) Annual conference	Washington, DC	www.nclr.org
8/8-11, 2011	26 th Annual FDR (Federal Dispute Resolution) Conference	Palm Desert, CA	www.fdrconferences.org
8/30-9/2, 2011	National Organization for Mexican American Rights (NOMAR) 14 th Annual Training Conference & Business Meeting	Las Vegas, NV	www.nomarinc.org
10/5-8, 2011	Society for Mexican American Engineers and Scientists (MAES) Annual Symposium and Career Fair	Oakland, CA	www.maes-natl.org
10/27-30, 2011	Society for the Advancement of Chicanos & Native Americans (SACNAS) National Conference	San Jose, CA	www.sacnas.org
11/10-12, 2011	American Indian Science & Engineering Society (AISES) National Conference	Minneapolis, MN	www.aises.org

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.

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ABOUT US

The EEO Office provides services to OAR employees, managers and applicants for employment.

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.

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

WEBSITE:

www.eeo.oar.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, national origin, religion, sex, age (over 40), disability, sexual orientation, genetic information, 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) Office provides mediation and other services and seeks early resolution.

Voice: 206-526-6171
Fax: 206-527-6928.
Website: www.adr.noaa.gov

