



# CONNECTIONS

*Linking EEO, Diversity and Science*

Volume 1, Issue 19

EEO/Diversity Newsletter for NOAA Research

December 2012

## OAR Observes National Disability Awareness and American Indian/Alaska Native Heritage Months



Upon its establishment in 2001, the Dept. of Labor/Office of Disability Employment Policy (ODEP) assumed responsibility for NDEAM. Please visit their website at [dol.gov/odep](http://dol.gov/odep) for information.

In observance of National Disability Employment Awareness Month (NDEAM), the Department of Commerce Boulder Labs Diversity Council sponsored brown bag sessions during the week of October 15-19, 2012. The sessions included a DVD showing and discussion of the film, *Nick – Biography of a Determined Man*, a presentation by Ron Uchida, Alzheimer’s Association of Colorado, titled *The Basics: Memory Loss, Dementia & Alzheimer’s*, and a workshop on *Vision and Hearing Technologies*.

The workshop on vision and hearing technologies was presented by Beth Gustin, Beyond Vision Manager and Ian Engle, Executive Director, Center for People with Disabilities. Ian discussed the Center for Independent Living that has been in existence since 1977. The Center has a unique approach in that they bring resources to a person with a goal to live more independently, rather than being told what to do or being placed in a nursing home. Ian said the concept of Independent Living came out of the Civil Rights Movement, because people with disabilities should not be discriminated against and should be included in society. The Center provides referrals, peer support, independent living and systems advocacy. Beth Gustin discussed the *Beyond Vision* program that assists individuals who are blind or visually impaired to

live independently. She said the program is for individuals age 55 and older. The staff provides individual visits to a home to help with lighting suggestions, how to rearrange furniture, and so on. They also have peer support groups so that members can share similar circumstances and issues such as transportation options, etc. For more information, visit their website at [www.cpwd.org](http://www.cpwd.org).

### Resources:

A handout titled, *Disability Etiquette - Tips On Interacting with People with Disabilities* by the United Spinal Association was provided to the EEO Office. If you would like to review the material you can stop by the EEO Office in Boulder or download the publication at [www.unitedspinal.org/publications](http://www.unitedspinal.org/publications).

The Office of Personnel Management has created a series of quick training videos on a range of subjects to help you achieve your mission and recruitment, hiring and diversity goals. Please visit website at: <http://golearn.gov/HiringReform/index>. Courses include: Hiring People with Disabilities Made Simple, Applying for Jobs using Schedule A, Category Rating, Introduction to Hiring Reform, Veterans Appointing Authorities, Military Spouse Employment, Manager Involvement and RIF Avoidance.

*(See page 2 - American Indian Heritage Observance)*

## Inside this Issue

	Page
American Indian Heritage and Veterans Information	2
EEO/Diversity Across OAR	3-4
Becky Rios, EEO Staff Member Retiring	5
Know Your Rights	6

## Special Emphasis Events

### American Indian/Alaska Native Heritage Month presentation: Sand Creek Massacre: The History, Recent Developments, and the Future



Karen Wilde. Photo Credit: Will Von Dauster, NOAA.

Karen Wilde, Cultural Liaison, National Park Service was the keynote speaker at this year's American Indian/Alaska Native Heritage month program in Boulder on November 9, 2012. Karen's presentation was based on the horrific event that took place in Colorado on November 29, 1864.

Karen gave heartbreaking historical facts starting with Colonel John M. Chivington who led approximately 700 U.S. volunteer soldiers to a village of about 500 Cheyenne and Arapaho people camped along the banks of Big Sandy Creek in southeastern Colorado. Although the Cheyenne and Arapaho, under Chief Black Kettle and Left Hand, believed they were under the protection of the U.S. Army, Chivington's troops attacked and killed about 200 Cheyenne and Arapaho people, mainly women, children and the elderly. Ultimately, the massacre was condemned by two federal investigations and a military commission.

She then gave information on the Sand Creek Massacre National Historic Site Establishment Act that was authorized on November 7, 2000, almost 136 years after the event. The National Park Service (NPS) park unit was dedicated on April 7, 2007. She said the park sits on sacred grounds to honor those killed and where family can honor their ancestors. Karen showed a DVD of the park dedication that included many interviews with descendants of the Cheyenne and Arapaho chiefs. Karen also mentioned

current events such as the annual Spiritual Healing Run and the development of the Research and Learning Center.

The program was very educational and informative and increased awareness about the history of American Indians in the State of Colorado. Many attendees said they learned a lot from the program and planned to visit the historical site. For more information on the historical site, please visit their website at [www.nps.gov/sand](http://www.nps.gov/sand).

### Veterans Information:

#### Where to Find Disabled Veterans to Hire

- Your state employment office (One Stop Career Centers)
- Your Department of Veteran Affairs regional office's Vocational Rehabilitation and Employment (VR&E) Service office
- Veteran Services Organizations (e.g. Disabled American Veterans and Military Order of the Purple Heart – both have call center training/ placement programs)
- AbilityOne Program (for non-profit agencies that sell products/services to US Government)
- VetJobs.US (run by American Legion – Federal jobs)
- Army Wounded Warrior Program
- Marine For Life
- Air Force Wounded Warrior
- Military Transition Centers (200+ worldwide)
- Job Opportunities for Disabled American Veterans (JOFDVA)
- Hire Heroes USA
- Operation Warfighter Program (internship program for government employers in National Capital Region)
- Creating Opportunities by Recognizing Abilities (CORA)

#### The one-stop resource for Federal veteran employment information

U.S. Office of Personnel Management's Government-wide Veterans Employment Website

Feds Hire Vets - [www.fedshirevets.gov](http://www.fedshirevets.gov)

### National Sea Grant Program

Congresswoman Donna Edwards invited NOAA to participate in her 4<sup>th</sup> Annual College and Career Fair. Elizabeth Ban, a staff member of the National Sea Grant Program, graciously jumped at the opportunity to be a panelist to share OAR's science with the students in Prince George's County, Maryland. The Fair was geared towards junior high and high school students. With the push for more emphasis on



**STEM Panelists with Moderator (Esther Christian): Michelle Thaller - NASA, Bonnie Batres - Pepco Holdings, Esther Christian - CareWen, Piers Sellers- NASA, Ngina McLean - Jet Propulsion Lab and Elizabeth Ban - NOAA**

STEM subjects, this was an awesome opportunity for NOAA to showcase the careers and opportunities for students to pursue in the future.

Elizabeth certainly was well suited for the task. In addition to working for OAR, she has worked with NOS and NMFS. She was also a field agent in the US Virgin Islands. More importantly, she has taught classes at George Mason University for scientists on how to communicate science to informal audiences. The OAR EEO office greatly anticipates the return on investment to NOAA in the near future.

### ESRL/NOAA Boulder Outreach Coordinating Council (BOCC)

On October 10, 2012, BOCC coordinated the participation of several NOAA Boulder research

scientists, engineers, and support personnel to staff the NOAA booth at the Denver Public Schools (DPS) Eighth grade Career Day event held in Denver, CO. They talked to about 200 students interested in NOAA science and who are pursuing careers in STEM (Science, Technology, Engineering and Mathematics). Debe Dailey-Fisher who coordinated the participation said the event attracted 4,000 DPS students which made for an energetic day. According to DPS enrollment, 76% of the students are minorities, with Hispanics representing the majority at 58%.

### ESRL/CSD

Debe Dailey-Fisher, was recognized by the Governor's Office and the Colorado Workforce Development Council for her work with student intern Mackenzie Metcalf. The reception was held at the Governor's Mansion on September 6, 2012, in Denver.



**Ann Thorne, MacKenzie Metcalf and Debe Dailey-Fisher.**

Debe was recognized with a plaque for helping young people to succeed. She worked with Mackenzie Metcalf on organizational behavior, how to conduct meetings, and how to measure outcomes and success.

Mackenzie's goal is to work in administration with an organization that cares about the stewardship of the environment. She was awarded a plaque for completing her summer internship at NOAA, and received a 4-year scholarship from the Greenhouse

## EEO/Diversity Across OAR

Scholars program which provides financial support to high performing under-resourced college students. For further information on the program please visit their website at [www.greenhousescholars.org](http://www.greenhousescholars.org).



AOML student interns and their mentors at symposium.

### AOML

AOML hosted its second annual Student Intern Symposium on July 28<sup>th</sup>, 2012. The symposium provided the students the opportunity to make a presentation before a scientific audience, share research results, and discuss their summer experiences.

Dave Enfield mentored EPP summer intern Alexandra Ramos from the University of Puerto Rico/Mayaguez. She studied the effects of the Atlantic warm pool on hurricane intensity by calculating the thickness of the near-surface layer of warm water, gridded over the tropical North Atlantic and showed how the storms are most intense when they track over regions of greater thickness from hurricane tracking histories. Dave said, "I cherished the



EPP Student Alexandra Ramos.

opportunity to influence the careers of these students and I enjoyed interacting with them." The graphical results of what Alexandra did helps when Dave is giving presentations.

### PMEL

Lauren Koellermeier, Cynthia Peacock and John Bullister participated in the NOAA Science Camp on July 9, 2012. They held an ocean acidification demonstration with the students. This taught the students about pH, and how carbon dioxide changes pH in salt water versus fresh water. They also showed them moorings and all the associated equipment and a water circulation demonstration. Overall, 120 middle school students participated. PMEL staff said the students were very enthusiastic and engaged and it was an excellent way to teach the students about pH and ocean acidification.

Lauren and Valencia McNair also helped staff the One NOAA booth at the SACNAS Devoted to Advancing Hispanics, Chicanos and Native Americans in Science 2012 National conference in Seattle, WA, October 11-14. The theme was *Creating a Healthy World through Science, Diversity & Technology*. The conference featured keynote speakers, sessions and symposia, awards, undergraduate poster presentations, graduate oral presentations, and many other activities. Valencia said it was very interesting and well attended and many of the attendees were seeking careers in science. Over 3,500 attended the conference.



From the Staff of the EEO/Diversity Program Office

# BECKY RIOS

*HAVE A HAPPY RETIREMENT AND THANK YOU FOR ALL YOUR SUPPORT TO THE OAR EEO OFFICE THROUGHOUT THE YEARS!*



## 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](mailto:georgia.madrid@noaa.gov).

### **ABOUT US**

**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, Special Emphasis programs and *Connections* newsletter.

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

#### **Website:**

[www.eeo.oar.noaa.gov](http://www.eeo.oar.noaa.gov)

### **Staff**



Nicole Mason  
EEO/Diversity Program  
Manager  
301-734-1279



Georgia Madrid  
EEO Specialist  
303-497-6732



Becky Rios  
Admin Mgmt Assistant  
303-497-6439

### **KNOW YOUR RIGHTS**

#### **EEO COUNSELING:**

Federal law prohibits discrimination because of race, color, religion, national origin, sex, age (40 years and over), physical or mental disability, genetic information, and retaliation for participating in activities protected by the civil rights statutes. In addition, NOAA prohibits discrimination because of sexual orientation.

Employees, NOAA Corps Officers, or applicants for employment with NOAA who believe that they have been discriminated or retaliated against may contact an EEO Counselor. The Counselor will attempt to resolve the matter and furnish information about filing a complaint of discrimination. To preserve your rights under the law, you must contact an EEO Counselor within 45 CALENDAR DAYS of the date of alleged discrimination.

To initiate EEO Counseling or for more information, contact:

**Civil Rights Office, NOAA**

**VOICE (301) 713-0500**

**TDD (301) 713-0982**

**1-800-452-6728**

**Website: [www.eeo.noaa.gov](http://www.eeo.noaa.gov)**

#### **ALTERNATIVE DISPUTE RESOLUTION:**

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](http://www.adr.noaa.gov)