



CONNECTIONS

Linking EEO, Diversity and Science

Volume 1, Issue 27

EEO/Diversity Newsletter for NOAA Research

December 2014

EPP 7th Biennial Education & Science Forum, “Developing a Premier Future STEM Workforce to Support Environmental Sustainability”

The NOAA Educational Partnership Program (EPP) 7th Biennial Education and Science Forum took place on the campus of the University of Maryland Eastern Shore (UMES), an 1890 Land Grant Institution located in Princess Anne, MD, Oct. 26-29, 2014.

OAR employees Dr. Marian Westley, GFDL, Dr. Nikola Garber, Sea Grant, Dr. LaToya Myles, ARL/ATDD, Catalina Martinez, Ocean Exploration Program, and Dr. Bob Rabin, NSSL, all participated in the forum as presenters and mentors.

Dr. Myles was a mentor to Jason Caldwell and Darryl Sibble, doctoral candidates from the NOAA Environmental Cooperative Science Center (CSC) at Florida A&M University who presented their research conducted during internships at ARL/ATDD in Oak Ridge, TN. They presented preliminary results from measurement and modeling studies of atmospheric ammonia emissions from Midwestern agricultural ecosystems. Dr. Myles also participated in the Forum by chairing a session entitled, *There’s An App for That: Scholarships, Graduate Programs, and Post-Docs*, where panelists from NOAA and academia shared strategies for preparing winning applications for fellowships and internships. Dr. Myles said, “The Forum created opportunities for NOAA staff to engage and inspire the next generation of science, technology, engineering, and math (STEM) professionals and for CSCs faculty and students to showcase their research.”

Dr. Rabin attended the EPP Forum to become familiar with student research being conducted at all the NOAA CSCs, and to have direct contact with the participating students, CSC scientists, and host university faculty members. Bob was a mentor to Ricky Vargas, a student at NOAA CREST, who presented a poster on his research on freezing rain events. Bob said, “There were high quality presentations in the following themes: Resilient Coastal Communities



Photo: Student participants. Photo credit: Kristen Lycett, graduate student at the University of Maryland Eastern Shore

and Economies, Healthy Oceans, Climate Adaptation and Mitigation, and Weather Ready Nation. In other words, there were student projects which could be of interest to NOAA personnel from any line office.” Dr. Rabin connected with the students and/or CSCs with common interests. “I attended a talk on the demographics of

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Special Emphasis - OAR participates in EPP Biennial Forum

fatalities from tornado outbreaks by Shadya Sanders, Howard University and NOAA Center for Atmospheric Science (NCAS). As a result, we have set up a meeting with her to discuss opportunities for collaboration with NSSL of the Forecasting a Continuum of Environmental Threats (FACETs) project. Since OAR does not currently have a formal association with a CSC, collaboration with NCAS may be most closely aligned with major research themes at NSSL.”

Dr. Rabin was also inspired by a talk given by Dr. Dana Carlis, a research scientist specializing in numerical weather forecast modeling at National Centers for Environmental Protection (NCEP). Dr. Rabin said, “His life experience of growing up as an African American in Tulsa, OK and overcoming many barriers there, and to attend Howard University, receiving a doctorate, and working on leading edge weather model development in NOAA was truly inspiring. Dana is interested in visiting NSSL someday, so this may lead to other collaborations with minority students at NCAS and NCEP.”

Dr. Westley was the session Chair for the *Writing Successful Proposals* workshop; Dr. Garber was on the panel, *Making the Transition from Student to Professional session*, and Catalina Martinez was on the *Question & Answer Session with NOAA Personnel*.

For more information on the EPP program, visit their website at: <http://www.epp.noaa.gov/>

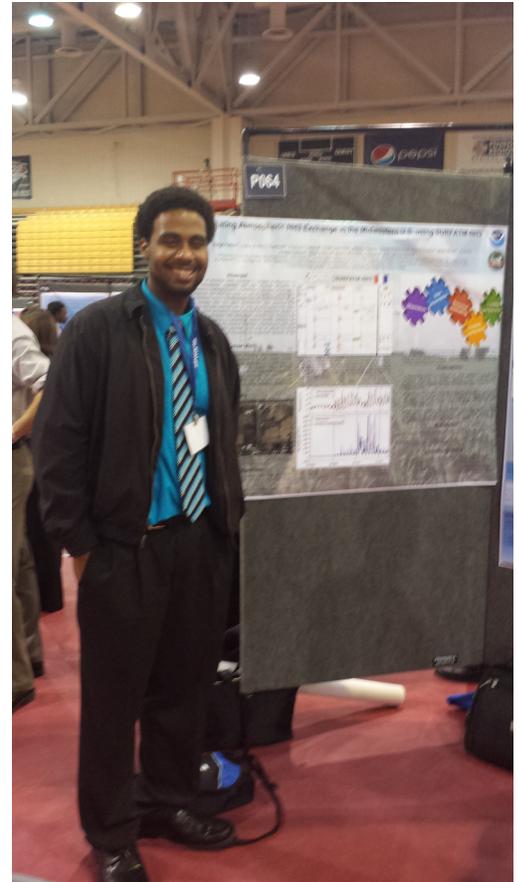
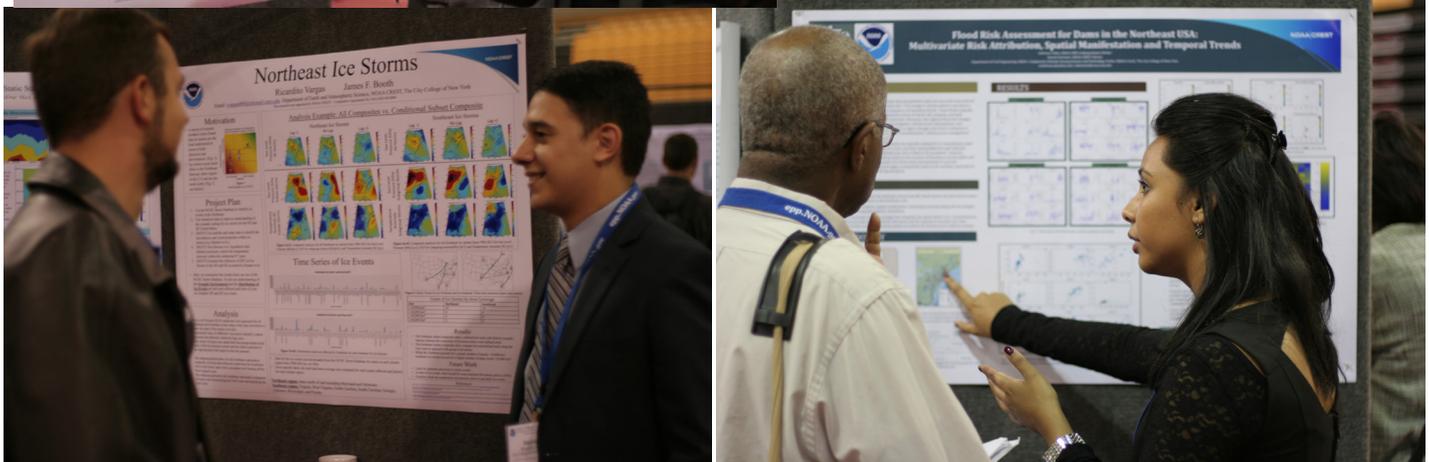


Photo: Darryl Sible, mentored by Dr. Myles, presents his research conducted at ARL/ ATDD.



Photos: Group photo of poster session winners and students presenting their posters at the forum. Photo credit: Kristen Lycett, graduate student at the University of Maryland Eastern Shore.

Special Emphasis - AOML Staff Promote Careers at AISES

STEM Careers – How to Find Your Passion

On Nov. 12-15, 2014, AOML employees, Alejandra Lorenzo and Shirley Murillo, attended the American Indian Science and Engineering Society (AISES) Conference in Orlando, FL. Professionals and students from high school to the post-doctorate level attended the conference.

Alejandra and Shirley gave a presentation on STEM careers in NOAA and shared their stories and career advice. Topics also included NOAA's educational and internship opportunities. After the session, Alejandra and Shirley engaged in a discussion with attendees on how to stand out in a sea of resumes and graduate school applications. They also manned the NOAA exhibitor booth where they fielded many questions on career and educational opportunities.

At AOML, Alejandra is an IT Specialist. She spent 15 years integrating ocean acoustic equipment to in-situ oceanographic monitoring systems. Currently, Alejandra provides system and infrastructure IT support to the AOML scientific community. She has a B.S. in Computer Science and MBA from Florida International University. Shirley is a research meteorologist and conducts research on the wind structure of landfalling hurricanes. Shirley also participates in research flights into hurricanes aboard NOAA's WP-3D aircraft over the Atlantic Basin and Gulf of Mexico. Shirley holds a B.S. in Meteorology from Florida State University and a M.S. from University of Hawaii.

Alejandra and Shirley both enjoyed the opportunity to participate in AISES for the first time in what they considered a very worthy conference. Shirley said she spoke to several students who are eager to join the NOAA workforce. Alejandra said, "I was touched by the need these students have for mentors and also how committed the leadership is to moving the Native American students forward."



Photos: Top, Shirley Murillo, Middle, Alejandra Lorenzo, Bottom, Shirley at the career fair.



EEO/Diversity Across OAR

Boulder Outreach Coordinating Council

The BOCC coordinated the 10th annual 8th Grade Science Days at NOAA Boulder. Annie Reiser, coordinator and Communication Specialist at NOAA's ESRL, wrote an article that you can view at: <http://www.esrl.noaa.gov/news/2014/112114.html>

ARL

Middle-school participants in the Appalachian Regional Commission's Summer Science Academy visited ATDD's wind tunnel to test the model wind turbines they had built. This is an annual affair which has given several classes of students a practical introduction to electrical energy generation and wind power.

NSSL

NSSL employees have been serving as mentors and advisors to women and minority students of various educational levels. Dr. Steve Koch has been serving on the doctoral advisory committee for two minority graduate students at the University of Oklahoma (OU), and two undergraduate students participating in Capstone Projects at OU. Don MacGorman continued to advise an OU School of Meteorology (SOM) student in her Master's degree research. He also supported two undergraduate students, supervising one of the students with their senior Capstone project and Ben's McNair Scholarship project. The two students also participated in a field project in Florida under Don's supervision. Dave Turner is a mentor and adviser to seven graduate and undergraduate students in SOM and a co-advisor to two students at the University of Cologne. Bob Rabin continued to mentor a hydrology student from Salish-Kootenai College and students at the NESDIS CREST Institute at the City College of NY and at McGill University.

ESRL/PSD

Janet Intrieri, Barb DeLuisi, Kathy Bogan, and Lisa Darby presented a water allocation activity for summer camp kids at the Safehouse Progressive Alliance for Nonviolence (SPAN). SPAN serves domestic violence survivors and their children from Boulder and Broomfield counties, including women and minorities. We presented the activity twice in August for two different age-groups. The activity

taught the kids about how water is allocated across the state of Colorado and in the City of Denver. Then the kids became the decision makers and were asked to allocate water for different sectors in the city of Boulder, using stones to represent inches of water fallen, during a normal precipitation year and a drought year. In the drought year they only had half the water that they had in the normal year to allocate, prompting them to think about what sector or sectors might have to go without water during a drought. Lisa is currently serving as the Vice-Chair of the Board of Directors for SPAN.

Leslie M. Hartten served as a research mentor to two female Hispanic high-school students, Valerie Rodriguez Castro and Paola Esteban Perez. Both students did preliminary studies aimed at calibrating the 915-MHz wind profiling radar which the NOAA/Aeronomy Laboratory operated at Manus, Papua New Guinea from 1992-2001.

GLERL

GLERL staff provided community and school outreach presentations on topics such as the *Great Lakes Water Levels; Great Lakes Literacy and Climate Change; Drivers of Water Level Change on Earth's Largest Lake System, Lower Food Web Conditions in Lake Michigan, and NOAA Winds and Waves Forecasting*. They also staffed exhibit booths at the Huron River Day and Coast Guard Festival where they had activities for kids and handouts on GLERL. GLERL was also visible at the Healing our Waters Conference in Grand Rapids, MI, and the University of Michigan Weather Fest.



Photo: Kathe Schwayder testing two visitors on their Great Lakes knowledge at Huron River Day in Ann Arbor, MI

UPCOMING EVENTS – 2015

EEO Special Emphasis Program Events, National Outreach/Recruitment Conferences and EEO/Diversity Related Training Opportunities.

Date	Event/Conference	Location	For More Information:
Jan. 29, 2015	OAR EVENT: The Ute Tribes of Colorado History, Culture, Today Guest Speaker: Ernest House, Jr. (Ute Mountain Ute), Executive Director, Colorado Commission of Indian Affairs Sponsored by OAR EEO Office and Boulder Labs Diversity Council	Boulder, CO	Georgia Madrid, OAR EEO Office 303-497-6732 georgia.madrid@noaa.gov
March 15-17, 2015	American Indian Higher Education Consortium (AIHEC) Spring Student Conference	Albuquerque, NM	www.aihec.org
March 25-29, 2015	National Society of Black Engineers (NSBE) Annual Convention	Anaheim, CA	www.nsbe.org
April 8-10, 2015	Federal Workplace Training and Expo	Washington, DC	www.fedHRconferences.com
May 4-7, 2015	Federal Asian Pacific American Council (FAPAC) Annual Leadership Training Conference	Washington, DC	www.fapac.org
June 2015 Date TBD	Society of American Indian Government Employees (SAIGE) National Training Program	Minneapolis, MN	www.saige.org
July 7-11, 2015	League of United Latin American Citizens (LULAC) National Convention & Exposition	Salt Lake City, UT	www.lulac.org
July 11-14, 2015	National Council of La Raza (NCLR) Annual conference	Kansas City, MO	www.nclr.org
July 13-16, 2015	Federally Employed Women (FEW) National Training Program	New Orleans, LA	www.few.org



NOAA Research EEO/Diversity Program Office

Staff

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.



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



Georgia Madrid
EEO Specialist
303-497-6732

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

KNOW YOUR RIGHTS

EEO COUNSELING:

Federal law prohibits discrimination based on race, color, religion, national origin, sex (including sexual harassment and pregnancy discrimination), age (40 years and over), physical or mental disability, including the provision of reasonable accommodations for qualified applicants and employees with disabilities or genetic information (GINA), gender identity, and retaliation for participating in activities protected by the civil rights statutes. In addition, NOAA prohibits discrimination based on 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

ALTERNATIVE DISPUTE RESOLUTION:

NOAA's Alternative Dispute Resolution (ADR) Program provides mediation and other services and seeks early resolution.

Website: www.wfm.noaa.gov/adr/