



# CONNECTIONS

Linking EEO, Diversity and Science

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EEO/Diversity Newsletter for NOAA Research

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## 2015 Oak Ridge FEW Program: All Hands In: Innovate & Collaborate

By Dr. LaToya Myles, Physical Scientist, ARL

Through the support of the OAR EEO Office, I participated in the 2015 Oak Ridge Women’s Workshop and FEW Southeast Regional Training Program, “All Hands In: Innovate & Collaborate.”

The training component, held on March 12, included keynote addresses by the Deputy Secretary of the U.S. Department of Energy and the CFO of the Tennessee Titans. Both speakers shared their perspectives as women in male-dominated fields.

The morning panel session featured five speakers who discussed the challenges of career advancement for women, ranging from work-life balance to performance plans. I found the most value in this panel discussion because it featured a variety of women, from different agencies at early, mid, and late career who represented a number of ethnic backgrounds.



Women panel discussing career challenges.



LaToya (third from left) participating in a group team building exercise. The participants were divided into teams and directed to work together to fit all team members into the hula hoop.

In the afternoon, I attended two workshops, *Teamwork: The Importance of Building Effective Teams* and *Mom Trauma, Dealing with Daily Drama*. I appreciated the opportunity to “review, refine, reflect, and improve” on my skill set in light of these activities. A major takeaway from the conference was that there will always be unexpected challenges and some bends in the road that were not on the career map. How an employee handles these situations can turn them from challenges into opportunities.

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# Special Emphasis - Ute Indian Tribes of Colorado Presentation

## Colorado Commission of Indian Affairs (CCIA) Executive Director Speaks at NOAA

By Mary K. Bowannie, Zuni/Cochiti, freelance journalist and Boulder Native American Community member

Ernest House, Jr. Executive Director of the [CCIA](#), and a citizen of the Ute Mountain Ute tribe, spoke about the history of tribes in Colorado at NOAA in Boulder on January 29, 2015. NOAA employees, other Federal agency employees, and area Native American community members packed the David Skaggs Research Center for the talk, which was sponsored by the Boulder Labs Diversity Council and the NOAA OAR/EEO Office.



Ernest House, Jr. Photo by Albert Romero.

House began his talk with a brief overview of how the CCIA works closely with Colorado Governor Hickenlooper's administration as [Lt. Governor Garcia serves as the chair of the CCIA](#). Colorado is the only state where the Lt. Governor serves on such a commission.

House recapped how eight years ago the commission outreached to tribal, federal, state and local agencies to discuss how to work better together. House emphasized that tribal issues are not "partisan" issues as [federally recognized tribes](#) have a government to government relationship with the United States. He gave examples of health care, public safety, disaster response and the maintenance of state roads as issues impacting Colorado tribes. He detailed the jurisdictional challenges encountered between agencies when addressing issues and solutions.

Colorado's two tribes are the [Ute Mountain Ute Tribe](#), located in the southwestern part of the state of Colorado, near the Four Corners. The [Southern Ute Indian Tribe](#) is in the southern part of Colorado, just east of Durango. Colorado also has historic ties to other tribes as well.

House recounted with pride how the forty-five tribes historic to Colorado, along with the Ute Mountain Utes, the Southern Utes, and federal and state agencies worked many years to get the [Colorado NAGPRA Protocol](#) state law (24-80-1301ff) enacted in November 2011.

If a 'Culturally Unidentifiable" Native American human remains are found in Colorado there are procedures in place if the remains do not fall under the [Native American Graves Protection and Repatriation Act](#) or NAGPRA, which is a federal law (43 C.F.R 10.11). [Colorado and Iowa](#) are only a few of the states which have adopted NAGPRA state protocols.

House recalled growing up on the Ute Mountain Ute reservation, and he said that often people do not know who the Ute's really are. He talked about how the Ute Mountain Utes are connected to the Southern Utes.

House spoke about the importance of the Sand Creek 150th Anniversary and Commemoration Ceremony held at the Colorado State Capitol on December 3, 2014. He cited [Colorado Governor Hickenlooper's apology](#) to the descendants of the [Sand Creek Massacre](#) a starting point in an ongoing conversation in state tribal relations.

House ended his talk by encouraging the audience to spend time in tribal communities and get to know the people in order to break down barriers and strengthen and build partnerships for the future.

## Special Emphasis - Haboobs, Hurricanes, and Heat

By Annie Reiser, ESRL Director's Office

Other than a funny name, do you know what a haboob is? The Girl Scouts and Boy Scouts of the Phoenix area do. They learned about the science behind weather and tips to stay safe during extreme weather events when they attended the Weather Ready Nation Scout Program, hosted by the American Meteorological Society (AMS) at the Phoenix Convention Center on January 4. Participating Scouts (ages 11–17) had the opportunity to earn the new Weather-Ready Nation Patch, as well as their respective Weather Merit Badges, in full.



Meteorologists from the National Weather Service (NWS), along with local media, atmospheric science researchers, emergency managers, and communicators taught workshop participants that haboobs are sudden monstrous dust storms that reduce visibility to nearly zero, delay flights, and leave thousands without electricity.

Last summer's storm that descended on Phoenix created a thick wall of dust measuring between 8-10,000 ft in height and stretching across about 50 miles. The local Phoenix Scouts know that dust storms like these are a common summertime site in their area and that every year they kill people who are caught unprepared. One goal of the Weather Ready Nation Scout Program is to teach the youth how to react and stay safe when these haboobs and other severe weather hit.

“So what do you do if you’re driving in a car and a dust storm of that size suddenly whips up?” asked instructors Erin Saffel from Arizona State University and Elliot Shiben from Virginia Tech, who volunteered to lead the “Weather Hazards and Safety” table. They presented the Scouts with a hands-on activity that gave them choices of what to do when faced with hazardous weather events, such as a haboob, a tornado, a thunderstorm, a hurricane, and extreme heat. In the case of a haboob, the correct answer is: “pull over to the side of the road and stop your car, keeping windows rolled up.” This keeps your air source breathable and helps to avoid pile-up accidents that occur when visibility drops suddenly.



The small learning groups were tasked to match slips with safety actions to the appropriate hazardous weather scenario on a magnetic white board. Lively discussion followed on what the Scouts and instructors personally experienced, as they learned from each other about how best to stay safe. ESRL's Annie Reiser led the groups through a similar hands-on exercise that focused on the difference between weather watches and warnings and how to react when the NWS issues them.

Volunteers taught how to interpret symbols on a weather map, prepare emergency kit items, and determine ways families/communities can be prepared in the event of a weather emergency at their stations: What is Weather?; The Atmosphere in Motion; Clouds and the Water Cycle; Weather and Industry; Elements of Emergency Management; Emergency Kit; and Helping Others Be Weather-Ready.

The WRN Scout Program in Phoenix built on the success of the inaugural program held in Atlanta, Georgia, at last year's 94th AMS Annual Meeting and was again a big hit. Its success this year means the continuation of another similar program next year in New Orleans at the 96th AMS Annual Meeting.

# EEO/Diversity Across OAR

## AOML – Celebrates Cultural Events

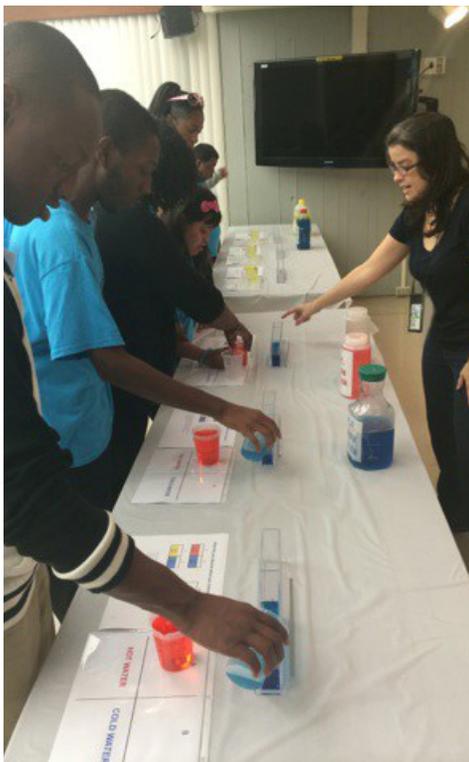
### National Disability Awareness Month

On November 13th, 2014, AOML hosted its first ever disability awareness event.

Maintaining the U.S. Department of Labor’s 2014 disability slogan, “Expect, Employ, Empower,” nearly a dozen AOML staff participated in hosting 13 students and five teachers from the Transition Academy Program, which is housed at Miami Central Senior High School.

The AOML volunteers provided demonstrations that included an experiment on ocean salinity, presentations on cutting edge equipment used to collect oceanographic/meteorological data from the ocean and also included enactments of common facilities maintenance activities routinely performed in a laboratory.

The transition academy program aids in transitioning disabled young adults into the work force to promote independent living. The AOML program lasted approximately four hours and included lunch for the students and faculty.



Researcher Rennellys Perez guided students in a demonstration to learn about the effects of temperature and salt content on the density of water.

### Black History Month



Dr. Roslyn Artis

Roslyn Clark Artis, (J.D., Ed.D. )the first female president of Florida Memorial University, a Historically Black College & University (HBCU) located in Miami Gardens, FL, visited AOML on February 20th as the laboratory’s guest and featured speaker for Black History Month.

Dr. Artis spoke to an attentive audience of AOML and South Eastern Fisheries Center (SEFC) staff about nationwide disparities in employment opportunities and how salary disparities continue to limit economic progress for many minorities. She also shared her personal perspective on the pivotal role education plays in creating opportunities for socio-economic advancement and for furthering prosperity for all Americans. The title of her inspiring presentation was “Wake Up.”

**Evan Forde**, AOML Oceanographer, was invited to give several speeches in Florida during Black History Month. In the photo below, Evan is receiving an acknowledgement plaque from the North Miami Chamber of Commerce after his Black History Month Commemoration keynote speech entitled, *I am Living the Dream*.



### NSSL - Employee Participates In Shifting Seasons Summit

Bob Rabin attended the “Shifting Seasons Summit” hosted by the College of the Menominee Nation, a Tribal College and University. The purpose of the meeting was to share knowledge and resources to benefit tribal and non-tribal entities related to climate and environment.



Bob Rabin participating in a breakout session at the Shifting Seasons Summit.

The meeting was an opportunity to inform tribal decision makers, land resource managers, and scientists about NSSL and NOAA-wide resources on severe weather detection, monitoring atmospheric conditions, and so on. Bob spoke to faculty members about possible outreach opportunities with the College of the Menominee Nation.

He also attended a training course in Norman, OK on climate change adaptation for tribes conducted by FEMA and the Institute for Tribal Environmental Professionals (ITEP).

### GLERL

Lab tours and presentations were given to a Limnology class from Eastern Michigan University. Approximately 25 students attended three presentations by GLERL scientists.

The first presentation focused on Great Lakes issues and GLERL research in general. The two additional in-depth

presentations focused on GLERL’s food chain modeling research with quagga mussels and Asian carp. Students received various handout materials including posters, stickers, and factsheets.



Students from Eastern Michigan University visit GLERL.

### OAR EEO OFFICE - AIYLI Partnership

The OAR EEO Office participated in the 12<sup>th</sup> Annual Boulder Valley School District (BVSD) American Indian Youth Leadership Institute (AIYLI) at the University of Colorado at Boulder on February 20, 2015. The theme of the conference was “Finding Our Voice.” Over 50 students attended the conference and participated in workshops designed to share their life experiences with their peers in a safe place. Workshops included *Safe Space – It’s your Voice and Our Community* and *Xpress Yourself!! Hip Hop, Poetry, and Spoken Word*.



AIYLI student leaders. Photo by Cita Gover.

## 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  
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#### **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)

#### **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](http://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/](http://www.wfm.noaa.gov/adr/)