



# CONNECTIONS

*Linking EEO, Diversity and Science*

Issue #36

EEO/Diversity Newsletter for NOAA Research

FEBRUARY 2018

## AGU SESSION - BUILDING GEOSCIENCE PATHWAYS

**By Craig McLean, OAR AA**

Recently at the American Geophysical Union Fall Meeting, I had the pleasure of attending a session co-chaired by OAR's own DaNa Carlis, and was even more pleased to see how well-attended this session was. I commend DaNa and his fellow organizers for creating an opportunity to address effective methods and strategies to enhance diversity and gender parity in the geosciences. The relevance of what we do here at NOAA impacts everyone across the nation, and I look forward to a future workforce that truly reflects the diversity of the communities that we serve. I am confident that this AGU session was one of many discussions on the road to making that future a reality.

I particularly enjoyed the talk in this session by Bill Thomas, Suzanne van Cooten and Dan Wildcat

focused on building geoscience pathways for American Indian and Alaska Native students. Many of you have heard me speak before on the value a historical perspective can bring to an organization or subject--- the better we understand the past the better we can predict the future. Remarkable early records of climate and weather lie in the oral history, artwork, and details held by indigenous communities through Traditional Ecological Knowledge (TEK). Tribal college students have a truly unique perspective to blend TEK with our current scientific understanding and develop more practical solutions to planning for the future. It is now up to us to act on the discussion started by Bill and his colleagues and help bolster the next generation of Native American, Alaska Native and other underrepresented groups, and fold their perspectives into the future of NOAA and the geosciences. We're all in this together.

## Denver Public Schools (DPS) Indian Education Program Students Visit NOAA Boulder



Photo: DPS students begin their tour of NOAA Boulder with Isacc Arseneau (far left) and Julie Singewald, GMD (far right). Photo Credit: Georgia Madrid

Native American students from DPS high schools, East, George Washington and Lincoln spent their "no school" day learning about NOAA science. Julie Singewald, ESRL/Global Monitoring Division (GMD) and Isaac Arseneau, Hollings Scholar, led the tour for the students.

Darrick Silversmith, Native American Support Coordinator, said the students enjoyed their visit and shared what they learned from the tour. Darrick works with the students on college and career preparation as well as community engagement. He was thankful for the opportunity to learn about STEM careers at NOAA.

# CULTURAL OBSERVANCE - National African-American History Month

## AFRICAN AMERICANS IN TIMES OF WAR

NOAA hosted its 2018 National African-American History Month Program on February 13, 2018 at the NOAA Science Center and via webinar. The 2018 theme “African Americans in Times of War” commemorates the centennial of the end of the First World War in 1918, and explores the complex meanings and implications of this international struggle and its aftermath.

Nicole Mason, OAR EEO Manager introduced the Keynote Speaker, Dr. Edna Greene Medford, professor and former chairperson of the Department of History at Howard University.

For the last 30 years, Dr. Medford has taught both undergraduate and graduate courses in African American and United States history.

Dr. Medford focused her talk on “The American Revolution and Black Freedom,” but stressed that African Americans have served in every single war despite being denied the same rights and privileges as others .

The program also featured opening remarks by Russell Callendar, NOS AA, Andrelyn C. Moore President, NOAA Chapter Blacks In Government (BIG), and Kenneth Bailey, NOAA Civil Rights Office (CRO) Director. Jena Kent, NOS, served as the mistress of ceremonies.

For a recording of the event, please contact Salim C. Abddeen, NOAA CRO at [salim.abddeen@noaa.gov](mailto:salim.abddeen@noaa.gov).



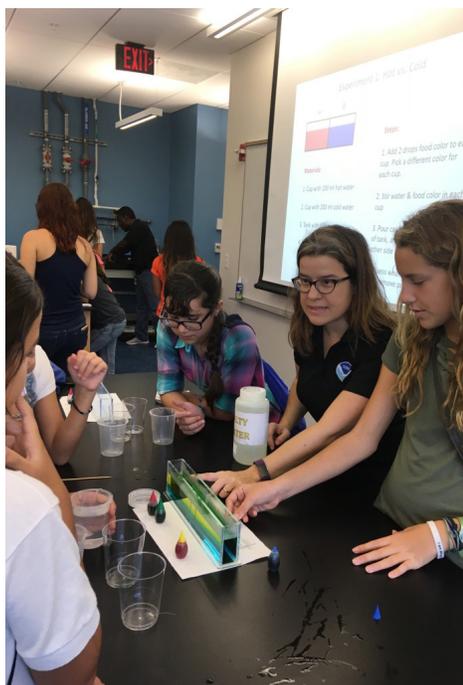
Photo (L to R): Salim Abddeen, African American History Month Special Emphasis Program Manager, NOAA Civil Rights Office, Jena Kent, NOS, Mistress of Ceremonies, William Russell Callendar, Ph.D AA, NOS, Edna Greene Medford, Ph.D Keynote Speaker, Andrelyn (Angie) Moore, President, NOAA Chapter of BIG and Kenneth Bailey, Director NOAA Civil Rights Office. Photo Credit: Nicole Mason



Photo Russell Callendar, Ph.D AA, NOS, delivers the opening remarks at the NOAA African American History Month program. Photo Credit: Nicole Mason

## Reaching Out to Future Female Scientists

Renellys Perez, AOML Oceanographer, participated in the 2017 Exploring Marine Science Day at the University of Miami/ Rosenstiel School of Marine and Atmospheric Science (UM/RSMAS). The event was held on Saturday, November 18, 2017. It featured a day of hands on experiences in the world of marine science for approximately fifty 6th and 7th grade female students. The event is sponsored by the UM/RSMAS, the American Association for University Women (AAUW) and the Consortium for Advanced Research on Transport of Hydrocarbon in the Environment (CARTHE). Female faculty members, scientists, and graduate students led the marine science demonstrations which provided the opportunity



for the middle school students to interact with female role models throughout the day. Renellys led the “Density’s Child” demonstration where the students looked at how the temperature and salt content of seawater affect density. She also helped out with the surface drifter demo.

## Women Science Organizations:

### Mentoring Physical Oceanography Women to Increase Retention (MPOWIR)

Sonya Legg, GFDL, was an organizer of the MPOWIR Pattullo conference held in October at the Airlie Center in Warrenton, VA. The conference is named for June Pattullo, the first woman to receive a Ph.D. in physical oceanography. The conference brought together 25 junior women oceanographers and 12 senior physical oceanographers for professional development and mentoring. Antonietta Capotondi, ESRL, Qianqian Liu GLERL postdoc and Sandy Lucas, CPO also participated. In December, Sonya hosted a webinar, *Expanding research connections, project management, and growing a collaborative network,* for early career scientists. Read More in the [CIS/AOS Newsletter](#) page 5. For more information on MPOWIR visit their website at: [www.mpowir.org](http://www.mpowir.org).

### Association for Women in Science

Pam Heinselman, NSSL, was an invited panel member for the Association for Women in Science-Oklahoma affiliate group (AWIS-OK) meeting held in November, “Thinking Beyond Your Graduate Degree.” The panel members shared their perspectives on joining the STEM workforce. Learn more about AWIS at [www.awis.org](http://www.awis.org).



Photos (Top and Bottom): Renellys Perez, AOML Oceanographer, leads the “Density’s Child” science demonstration on the stratification of warm/cold and fresh/salty water.

## EEO/DIVERSITY ACROSS OAR

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### Air Resources Laboratory (ARL) - Oak Ridge, TN

At the AGU Fall meeting, Dr. LaToya Myles, Lead Air Quality Scientist, ARL/ATDD, was an invited panelist for a live webcast session on “Creating Inclusive and Diverse Field and Lab Environments within the Geosciences” and an invited discussion leader for a workshop on “Strategies for Attracting and Advancing a Diverse Geoscience Workforce.” The full video of the two hour session is available on YouTube: <https://www.youtube.com/watch?v=zrDPT2VWLb8>. LaToya’s introduction and brief remarks start at 45:18. The Q&A with all the panelists starts at 1:11:28.

### Atlantic Oceanographic and Meteorological Laboratory (AOML) - Miami, FL

**Alejandra Lorenzo** was a guest speaker at G. Holmes Braddock Senior High School on October 31, 2017. The student population at the school is 94% Hispanic. She spoke to students about careers in STEM and the value of researching various fields. Alejandra emphasized the importance of summer internships to learn and explore their career paths as well as to build their resume and increase their opportunities for scholarships. She provided information on the NOAA scholarship opportunities but also encouraged the students to seek out internships locally. She shared examples and discussed why having a good education is so important and how it impacts every student’s future. Alejandra spoke to about 120 students and STEM faculty.



Photo: Alejandra Lorenzo, AOML IT Specialist, speaks to a captivated audience at G. Holmes Braddock Senior High School.

### Earth System Research Laboratory (ESRL) - Boulder, CO

Raul Alvarez, Chemical Sciences Division (CSD), Sergio Pezoa, Physical Science Division (PSD) and a few other ESRL scientists and engineers participated in the Denver Public Schools (DPS) 8<sup>th</sup> Grade Career Fair held on November 7, 2017 at the National Western Complex in Denver. The student enrollment at DPS is 73 percent minority with Hispanics representing 55 percent. The Career Fair is a day-long high-energy event attended by over 4,000 students, 180 businesses and organizations, 20 post-secondary institutions, and about 30 DPS high schools. The Fair helps students explore and plan their future, and serves as a transitional link between Individual Career and Academic Plans activities started in 6<sup>th</sup> grade to the more structured guidance curriculum students will fulfill in high school. ESRL employees staffed a NOAA table and met with hundreds of students interested in science and research. They utilized a NOAA virtual earth display and gave PowerPoint presentations to attract students’ attention and foster questions and interaction. The information and hands-on activities were geared to help students decide on specific high school courses they could take toward their potential careers, improving their understanding of how those courses might help with a chosen career path. Students were also encouraged to consider potential volunteer opportunities and to focus on the unique skills they might bring toward a career or volunteer goal. <http://dps8thgradecareerfair.dpsk12.org/>

Karen Rosenlof, CSD, served as a panelist in a two-hour session at the AGU Fall conference, geared to early-career scientists on “Opportunities Beyond Academia.” She was part of a panel of scientists with experience outside of academia who shared their “lessons learned” and answered questions about how to find and apply for those often-elusive jobs in policy, federal research labs, state agencies, NGOs, industry, and private enterprise

### Great Lakes Environmental Research Laboratory (GLERL) - Ann Arbor, MI

#### NAVAJO MATH CIRCLES *A film by George Csicsery*



Photo: In honor of Native American Heritage Month, GLERL held a lunch-time showing of *Navajo Math Circles*, a PBS documentary on 11/29/17. The fifteen employees who attended shared that it was an excellent film. The Navajo Math Circles project uses applications of math in Navajo culture to provide tools to improve math literacy.

On October 24, Michigan State University held a *Science Café* for a variety of State of Michigan extension agents. The event was a sub-component of a two-day event sponsored by Michigan Sea Grant, which provides a unique opportunity for all MSU Extension employees from across the state to gather in one location to share ideas, enhance partnerships and participate in professional development offerings.

This year’s conference focused on two core competencies: Diversity and

Multiculturalism and External Linkages. NOAA attendees included: Margaret Lansing, GLERL, Felix Martinez, NOS/NCCOS and Kristin Schrader, Great Lakes Observing System (GLOS).

### National Severe Storms Laboratory (NSSL) - Norman, OK

On November 16, various activities at the National Weather Center, including those of NOAA were showcased at the Quapaw Tribe STEM Fair. The SMART radar, a joint NSSL and University of Oklahoma research radar, was one of the highlights. In addition, hands-on science demonstrations were offered, including a ping-pong ball and hair dryer with PVC pipes to discuss air and updrafts. Patrick Hyland, Coordinator of External Relations, National Weather Center said that it was their second year participating in the STEM Fair, and they plan to participate again in 2018.

Krista Pierce, Quapaw Tribe Higher Education Department Director said that the goal of the fair is to offer students the opportunity to experience the value of STEM, and participate in hands-on activities and demonstrations, as well as learn about college degrees in STEM. The fair is open to middle and high school students located in schools in the Four State Area (Oklahoma, Arkansas, Kansas and Missouri) which includes many tribal and low income students. This year there were over 200 participants. The plans for next year is to include businesses, corporations and Federal agencies so that students are aware of where to work if they pursue a degree in STEM. She said the SMART radar was very popular and the students learned that the Atmospheric sciences is another field of study and career opportunity.



Photo: Students in front of the SMART radar at the Quapaw STEM Fair.

## EEO/Diversity Across OAR

### Pacific Marine Environmental Laboratory (PMEL) - Seattle, WA

**October 18, 2017** – PMEL and NOAA Fisheries Alaska Fisheries Science Center partnered with Teresa Hodges from AK TEACH to conduct a virtual Q&A session about the recent Sairdrone mission with 67 students in rural Alaska ranging from the 4<sup>th</sup> – 12<sup>th</sup> grade. Schools in attendance were from the Lower Kuskokwim School District, Kodiak Island Borough School District and Alaska Gateway School District. Scientists and engineers talked about the jobs the drone did, how the Sairdrone is managed, how the information will be used, career information, and more.

Dr. Jessica Cross, one of the PIs with PMEL's Innovative Technology for Arctic Exploration who participated in the event said that, "It is always a pleasure to see the enthusiasm of students from rural communities in Alaska for science." Dr. Cross is an active participant in outreach events with the Alaska Ocean Observing System and the Alaska Ocean Acidification Observing Network.

[Alaskans Transforming Educational Access within Communities and Homes \(AKTEACH\)](#) recognizes that the traditional brick and mortar model of educating students has its limitations and seeks to meet the diverse educational needs of learners through our application of the 3W principle - Wherever, Whenever, Whatever. AKTEACH's intent is to provide diverse educational opportunities: Wherever the student is currently located (home, school, or mobile); Whenever they need access to content (any time of the day); and Whatever the content needs may be (diverse course offerings regardless of the student's geographic location). They believe the advent of virtual learning has the potential to revolutionize existing instructional programs and can significantly improve the learning experiences of Alaskan students residing in both rural and urban settings. The experience of receiving education via virtual modalities presents new opportunities for students to engage in diverse learning opportunities supported by highly qualified, effective educators.

The Lower Kuskokwim School District is Alaska's largest rural school district in the number of schools, students and staff and provides coordination of services and support to 22 villages and 6 Bethel schools. It is Alaska's second largest rural school district in terms of geographical area with roughly 22,000 square miles of road less tundra, an area equivalent in size to the state of West Virginia.



Photos: Left - Students in classroom in Alaska asking questions of scientists and engineers from the Sairdrone Bering Sea team. Right: PMEL and AFSC scientists sitting in Seattle, WA talking to students in Alaska about their work with Sairdrones in the Bering and Chukchi Seas in the summer 2017.

### NOAA Office of Ocean and Exploration Research (OER)

Catalina Martinez, NOAA OER Regional Program Manager, participated in the Coastal Estuarine Research Federation (CERF) efforts to broaden participation of underrepresented minorities. During their Biennial Conference in Providence, RI in November, Catalina co-facilitated the CERF Inclusion Luncheon at the conference



Photo: CERF Inclusion Luncheon Team (L to R): Judith Swift, Director, URI Coastal Institute, Treda Grayson, EPA Specialist, Sabah Ul-Hassan, Cristina Bourassa, Catalina Martinez, NOAA OER, and CERF Executive Director Hilary Neckles, USGS.

with the theme of *Identifying Your Inner Mentor: Shattering Ceilings by Opening Doors*. There were many constructive insights gained from participants during the Luncheon that included the need for individuals to learn to recognize and acknowledge unintended biases; the desire for STEM organizations to develop enforceable no tolerance policies to help pave the way for inclusive professional environments; and the acknowledgement that programs intended to increase inclusion may inadvertently be perpetuating advantage. Catalina was also an invited speaker and co-host for the first inaugural CERF Rising Tides (Toward an Inclusive, Diverse, and Enriched Society) Mentoring Workshop to help provide perspective on breaking down barriers to inclusion and retention for underrepresented minorities in STEM fields. The Workshop was coordinated and hosted by Shanna Williamson, Graduate Student at VIMS. Additional speakers included Ambrose Jearld, NOAA NEFSC (Retired) and Ashanti Johnson, Executive Director, Minorities Striving and Pursuing Higher Degrees of Success (MS PHDS) and Associate Professor, Mercer University.

### Hope High School Future Forum

LTJG Nikolai Pawlenko and Catalina participated in the Second Annual Hope High School Future Forum on December 5 in Providence, RI. The Future Forum is part of the [Hope High School Life Skills Class](#) taught for the past 15 years by Stephen Cronin, a local businessman dedicated to working with urban youth. The goal of the Forum was to bring together Guest Futurists from diverse backgrounds and industries with Hope High School students to share professional insights into the impact of artificial intelligence (AI) (algorithms, computer programs, robots and other forms of modern technology) on the future of careers and business opportunities in the global marketplace. Guest Futurists were paired with small groups of students to discuss their academic and professional trajectories, and to help students liberate their creative abilities to imagine interesting future potential careers.



Photo: LTJG Nikolai Pawlenko and Catalina Martinez speaking with a group of students during the small group collaboration portion of the Hope High School Future Forum. Photo Credit: Stephen Cronin

During the group report-out session, key messages included students realizing they should not limit their vision of who they may become based on what they see today, that technological advances and innovations know no bounds, and the awareness that students of today have unlimited potential to be our future thought leaders and global problem solvers of tomorrow.

## Awards and Recognitions

### CONGRATULATIONS TO THE 2017 EEO/DIVERSITY PROGRAM AWARD WINNERS

The EEO/Diversity Awards are given based on the activities and accomplishments outlined in the EEO Quarterly Reports submitted by the EEO Advisory Committee Representatives. The Individual and Laboratory of the Year awards are given for exemplary service in the area of EEO/Diversity.

Melinda Marquis was awarded the 2017 EEO/Diversity Individual Award for leading the development of the ESRL Diversity and Inclusion Plan in coordination with the EEO/Diversity Office. Melinda was also instrumental in bringing three graduate students and post-docs to ESRL Global Systems Division (GSD), one each from the National Research Council, Howard University, and the University of Colorado. She also coordinated visits to Howard University in 2016 and, in September 2017, the University of Texas El-Paso.

ESRL has been named EEO/Diversity Laboratory of the Year for the combined efforts of all ESRL divisions. ESRL allocated dedicated resources to EEO, had excellent divisional employee completion rates for FY17 Sexual Harassment Training, completed the ESRL Diversity and Inclusion Plan, contributed articles to the March and July (Special Student Edition) EEO Newsletter, creatively used various programs to establish a wide array of special internship positions, worked in the community and had strong educational outreach, and increased involvement in tribal engagement activities.



Photo: L to R: RDML Tim Gallaudet, Ph.D., USN Ret. Assistant Secretary of Commerce for Oceans and Atmosphere and Acting Under Secretary of Commerce for Oceans and Atmosphere, Melinda Marquis, ESRL/GSD and Craig McLean, OAR Assistant Administrator, at the OAR Awards ceremony. Photo Credit: Laura Wilson, NOAA

### Madeline Sturgill and April Croxton Receive Recognition at SRC Meeting in Boulder, CO



Madeline Sturgill, ESRL/PSD and April Croxton, PPE, were recognized with an award for their hard work in handling all of the logistics for the SRC meeting in Boulder, CO, February 7-8, 2018.

Photo: L to R: Philip Hoffman, PPE, Robin Webb, ESRL and PSD Director, Madeline Sturgill, April Croxton, Gary Matlock, DAA/ Science, Ko Barrett, DAA/PA and Craig McLean, OAR AA. Photo Credit: Nicole Mason

## UPCOMING EVENTS AND ANNOUNCEMENTS

### **AMERICAN INDIAN HIGHER EDUCATION CONSORTIUM (AIHEC) STUDENT CONFERENCE – MARCH 11-14, 2018, BISMARCK, ND**

AIHEC is the collective spirit and unifying voice of the 37 Tribal Colleges and Universities (TCUs)—a unique community of tribally and federally chartered institutions working to strengthen tribal nations and make a lasting difference in the lives of American Indians and Alaska Natives. For More Information, please visit their website at: <https://www.aihec.sittingbull.edu/>

### **NOAA EDUCATIONAL PARTNERSHIP PROGRAM (EPP) - 9TH BIENNIAL EDUCATION AND SCIENCE FORUM MARCH 18-21, 2018, HOSTED BY HOWARD UNIVERSITY AND NOAA COOPERATIVE SCIENCE CENTER IN ATMOSPHERIC SCIENCES AND METEOROLOGY (NCAS-M)**

The theme is *Partnering with Academia to Prepare Highly Skilled and Diverse Candidates for NOAA's STEM Workforce: Building Successful Educational and Research Collaborations for an Inclusive NOAA Mission Enterprise*. It is an opportunity to reach out to students and faculty participating in NOAAs Cooperative Science Centers. For more information, please visit their website at: <http://ncas-m.org/eppforum2018/>

### **FEDERAL ASIAN PACIFIC AMERICAN COUNCIL (FAPAC) ANNUAL LEADERSHIP TRAINING PROGRAM MAY 14-17, 2018, ARLINGTON, VA**

FAPAC is an organization that promotes equal opportunity and cultural diversity for APAs within the Federal and District of Columbia governments. FAPAC encourages the participation and advancement of APAs in the Government work force. For More information, visit their website at: <https://fapac.org/NLTP2018>

### **2018 HEARTS OF GOLD (GEO OPPORTUNITIES FOR LEADERSHIP IN DIVERSITY)**

In the EEO [November Connections](#) Newsletter, Deborah Lee, GLERL Director gave a great overview of her participation in the Hearts of GOLD program. The project goal is to help leaders in geosciences become champions for diversity. The program is looking for nominees to attend the next two-day workshop in Colorado Springs on July 22-24, 2018. All travel and accommodations will be covered for selected participants. Self-nominations are welcome! Please contact **LaToya Myles, ARL, and co-PI on the NSF project for any questions at [latoya.myles@noaa.gov](mailto:latoya.myles@noaa.gov)**.

Nomination form: <https://goo.gl/forms/FZDWXRWDI4f8Nqsc2>

Hearts of GOLD webpage: <http://www.fhsu.edu/geo/gold/>

Webpage that highlights all five GOLD projects from NSF and provides diversity and inclusion resources (refereed journal articles, websites, reports, etc.): <https://cpaess.ucar.edu/gold>

## NOAA Research EEO/Diversity Program Office



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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)

### 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 to contribute, please email Georgia Madrid - [georgia.madrid@noaa.gov](mailto:georgia.madrid@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

Phone: (301) 713-0500 or 1-800-452-6728

Fax: 301-713-0983

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/)

### NOAA CAREERS

[www.careers.noaa.gov/](http://www.careers.noaa.gov/)

#### STUDENT OPPORTUNITIES:

[www.noaa.gov/opportunities/student-opportunities#page=page-1](http://www.noaa.gov/opportunities/student-opportunities#page=page-1)

