



CONNECTIONS

Linking EEO, Diversity and Science

Issue #41

EEO/Diversity Newsletter for NOAA Research

June 2019

Diversity, Equality, and Inclusion: For Me, This Subject Is Personal

by Tim Gallaudet, Ph.D., Rear Admiral, U.S. Navy (Ret.) Assistant Secretary of Commerce for Oceans and Atmosphere / Deputy NOAA Administrator

After opening a wonderful panel on Diversity, Equality, and Inclusion (DEI) at this year's Capitol Hill Ocean Week, I was invited by OICR's Nicole Mason to share with you my remarks and observations about this terrific event.

As I have done often, I explained why promoting DEI is important. Simply put, diverse teams perform better. Also important is the plain fact that being fair is the right thing to do. It's about being just.

I also described my very personal motivation for being a DEI champion, and that motivation is from my wife Caren's experience as a U.S. Navy salvage diver. She was the only female in the officer's wardroom, and during her first deployment, the Commanding Officer (CO) himself sexually harassed her on a daily basis and encouraged the rest of the wardroom to mimic his behavior. It was so severe and unjust that the ship's Independent Duty Corpsman called the Navy Inspector General Hotline, and that CO was investigated and found guilty in a trial by court martial for conduct unbecoming an officer. Caren of course left the Navy, and the Navy lost a valuable and talented professional who surely would have gone farther than I.



Photo: RDML Gallaudet providing his personal story at the opening of the DEI event at the Capitol Hill Ocean Week. Credit: Audrey Maran, NOAA Sea Grant.

At NOAA, I am fiercely committed to preventing anything approaching what happened to Caren. Any behavior that comes close to the dishonorable and unjust actions that she was subject to is totally unacceptable, NOAA leadership will swiftly and severely respond to any substantiated instances of it.

I am also inspired by my role as a father of three intelligent, energetic, and highly capable daughters. If they were to serve with NOAA, I would want them to have the same opportunity as anyone else.

While my remarks focused on gender diversity, the panel noted that in ocean science, women are increasing in the ranks, but people of color have not. So I ask you to help us find ways to recruit and retain a more diverse workforce. I will tirelessly support you in this, and look forward to strengthening our NOAA Team through it.

Creating a Diverse, Equitable and Inclusive Coastal and Ocean Science Workforce

by Brooke Carney, Sea Grant

During Capitol Hill Ocean Week 2019, Sea Grant and the Women's Aquatic Network collaborated to host a brown bag lunch session on Increasing Diversity, Equity and Inclusion in the Coastal, Marine and Ocean Science Workforce. Four panelists, including those from government and non-government sectors, offered inspiring, specific and candid remarks during the packed session, which had standing room only.

Read the full article at: <https://seagrants.noaa.gov/News/Article/ArtMID/1660/ArticleID/2736>

EEO Advisory Committee Face to Face Meeting

Facing Today's EEO and Diversity Challenges

by Rich Lataitis, EEOAC Chairperson

OAR's EEO Advisory Committee (EEOAC) held a Face-to-Face meeting April 16-17 in Silver Spring, MD. The committee includes representatives from each of the OAR Laboratories, and from OAR's Office of Weather and Air Quality and Climate Program Office. The mission of the EEOAC is: To bring awareness to employees, applicants for employment and management of Equal Employment Opportunity/Diversity through Empowerment, Exposure, Education and Evaluation.

The purpose of the Face-to-Face meeting was to provide a collegial forum for committee members to bond together as an OAR body, gain a deeper understanding of OAR's EEO policies and the EEOAC's roles, responsibilities, and priorities, hear from OAR, NOAA and U.S. Equal Employment Opportunity Commission leadership, and to take initial steps toward developing a multi-year work plan coordinated with the OAR EEO/Diversity Program Office and OAR Management.

The committee heard from Georgia Madrid of the OAR EEO/Diversity Program Office, who reviewed the basic elements of OAR's EEO policy. Nicole Mason, the OAR EEO/Diversity Program Manager, reviewed committee roles and responsibilities and the EEO complaints process. Benjamin Friedman, NOAA's Deputy Under Secretary for Operations, Craig McLean, NOAA's Assistant Administrator for Oceanic and Atmospheric Research, and Gary Matlock, NOAA's Deputy Assistant Administrator for Science shared their experiences with EEO and Diversity and articulated their expectations



Photo: Leadership at the EEOAC meeting. L to R: Rich Lataitis, Benjamin Friedman, Nicole Mason, Kandis Boyd, Craig McLean and Jim Jenkins. Credit: DaNa Carlis



Photo: EEOAC Committee at the face to face meeting.

for NOAA and OAR. The committee also heard from Kenneth Bailey, who serves as the Director of the NOAA Office of Inclusion and Civil Rights, and Dexter Brooks, who serves as the Director of Federal Sector Programs for the U.S. Equal Employment Opportunity Commission.

One of the primary objectives of the Face-to-Face meeting was to develop a multiyear work plan. This activity

was coordinated by Darlene Floyd of Horizons Management, who led committee members through an emotional intelligence assessment and facilitated a brainstorming exercise to generate ideas for a work plan. The committee identified eight overarching goals supported by a number of activities that will be recast into a three-year action plan spanning FY 19-21. Learn More about the EEOAC [here](#).

NOAA Recognized at the SAIGE 16TH Annual National Training Program (NTP) – Honoring Our Nations: Building Strength Through Understanding

The 16th annual SAIGE NTP was held at the tribally owned Seneca Niagara in Niagara Falls, NY, June 10-13, 2019. The focus of the three day NTP is on leadership, professional development centered on OPM's Core Competencies, and the complex relationship known as the Federal Indian Trust Responsibility. Attendees have the opportunity to participate in developmental programs on a variety of topics, while networking with other Federal professionals. Additionally, cultural awareness events and workshops are presented by local and nationally known American Indian and Alaska Native professionals. As part of the NTP, SAIGE also offers special training sessions for military veterans and leadership training for college students. This year there were over 30 students participating in the Youth Track.

A highlight of this year's conference was Dr. Bob Rabin, National Severe Storms Laboratory, receiving the 2019 SAIGE Achievement Award for Leadership. Bob was recognized for his outreach activities with Tribal Colleges and Universities, AISES, Native Youth Community Adaptation Leadership Congress, various American Indian Youth STEM camps and local Tribal activities with the USGS South Central Climate Adaptation Science Center in Oklahoma. He has gone above and beyond his duties as a Meteorologist to promote NOAA science and career opportunities. NOAA had six attendees at the conference, representing each of the line offices. SAIGE recognized NOAA for having six NOAA employees at the SAIGE conference.



Left Photo: Bob Rabin, OAR/NSSL, receives the 2019 SAIGE Leadership Award for his outreach activities with Tribal Colleges and Universities. Right Photo: In addition to Bob Rabin, NOAA employees at the SAIGE conference included Maryellen Sault (Six Nations-Mohawk), NOS, Georgia Madrid (Taos Pueblo/Navajo), OAR, Raymond Jojola (Isleta Pueblo), NWS, Cliff Church (Confederated Salish & Kootenai), NMFS, and Salim Abdeen, NOAA Office of Inclusion and Civil Rights. Credit: Georgia Madrid and Phil Hamel

EEO/Diversity Across OAR

AOML - ACCRETE Providing an educational platform for middle school students

The Acidification, Climate, and Coral Reef Ecosystems Team (ACCRETE) partnered with the ANGARI foundation at Conniston Middle School where their Experimental Design students learned about coral reefs. The 50 students took a virtual field trip to NOAA's Florida Keys National Marine Sanctuary with Dr. Ian Enochs and his team via a 360-film titled *Generation Ocean: Coral Reefs*. The students explored coral anatomy featuring corals that were made with 3D printed materials. The students were also given an opportunity to learn about 3D mosaic reef imagery. Lastly, the students interviewed Dr. Ian Enochs via skype where they were able to have an in-depth Q&A session about coral reef conservation.



Photo: Students analyzing and learning about coral anatomy using NOAA's 3D printed corals. Credit: Conniston Middle School

Support through NOAA's Coral Reef Conservation Program made it possible to provide a rich educational platform about coral reef communities. The funding allowed the team to collect and share extensive data on behalf of the National Coral Reef Monitoring Program (NCRMP). Through NCRMP, we have been able to corroborate real world data that students can use to brainstorm tangible solutions to the many challenges facing our local coral reef ecosystems.

GFDL: A Lesson on Atmospheric Pressure and Barometers



Photo: Students design their own barometers. Credit: Lori Sentman

Dr. Lori Sentman, Research Physical Scientist, was invited by the faculty at Monmouth Junction Elementary School to present a lesson on atmospheric pressure and barometers.

The lesson Lori crafted, "No pressure! All about barometers," was

specifically tailored to the 3rd grade Core Curriculum Content Standards and explained the science behind atmospheric pressure and how we measure it using barometers via discussion, demonstrations, and a barometer design challenge.

The students paired up in teams and were only given the materials Dr. Sentman provided to make their own barometers after which they brainstormed and drew their design ideas. This particularly challenging activity for the students was intended to foster teamwork and creative thinking via the Core Standards. Once the barometers were successfully constructed, the students recorded their daily observations and used them to make their own weather forecasts. NOAA educational outreach builds awareness, develops relationships, and inspires the public to pursue further learning opportunities.

Office of Weather and Air Quality (OWAQ)



Photo: Matt Mahalik (left) was a guest speaker at the annual retreat for the Lion Ambassadors student organization of the Penn State University Alumni Association. He spoke to current students about lessons learned since graduation, including dealing with various interpersonal relationships and his experiences in the field of meteorology.

PMEL – Washington TEALS Computer Science Fair

On March 27, 2019, over 2000 students, teachers, exhibitors and presenters attended the 7th annual Washington TEALS Computer Science (CS) Fair hosted at the Meydenbauer Center in Bellevue, WA. The diverse group of students represented 70 high schools from all over Washington. One high school made the trip from Kentucky. The CS Fair provides students with the opportunity to learn about the varied and exciting college and career paths in CS. This is the capstone event for all the students in TEALS classes.

Richard Parks (NOAA/PMEL) and Adi Hanein (UW/JISAO at NOAA/PMEL) met with hundreds of students while showing various research highlight videos, data visualization and students were able to run through their own tsunami model demonstrations using the Community Model Interface for

Tsunami (ComMIT). ComMIT is an internet-enabled interface to the community tsunami model developed by the NOAA Center for Tsunami Research (NCTR) at PMEL. ComMIT is designed for ease of use, and allows the dissemination of results to the community while addressing concerns associated with proprietary issues of bathymetry and topography. ComMIT.

TEALS helps high schools build and grow sustainable computer science programs through partnerships between classroom teachers and tech industry volunteers. They work as a team to deliver CS education to students who would otherwise not have the opportunity to learn CS in their school. TEALS was founded in 2009 and is a Microsoft Philanthropies program.

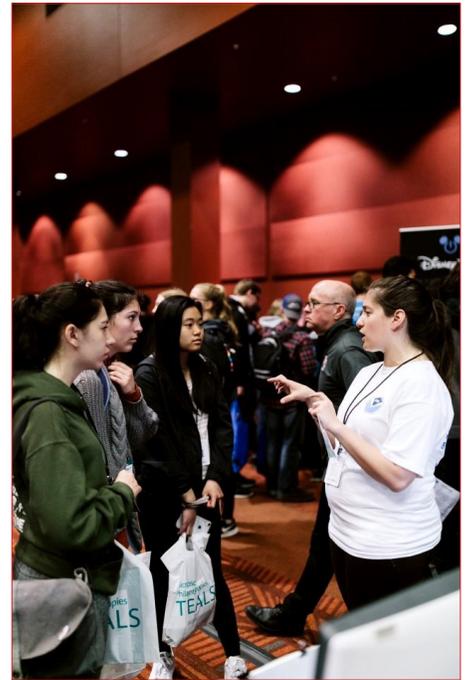


Photo: Adi Hanein talking with high school students about research done at PMEL, tsunami modeling work at PMEL and ways to get involved with NOAA. Credit: WA Teals

GLERL - West Laurens High School Career Day

West Laurens High School (WLHS) is a rural school located in Dexter GA (near Dublin GA) with a diverse student body. The annual WLHS Career Day provides approximately 1,200 students (9th-12th) access to variety of careers ranging from science and technology, horticulture and animal science, mechanical systems, automotive technology, business, engineering, early childhood education, nutrition and food science, healthcare science, natural resource management and law enforcement. Tables provide information on careers, educational requirements, and a chance for students to interact and ask questions of professionals in the various professional fields.

The GLERL NOAA table was “Science Careers in NOAA,” with a primary focus in marine science but with lots of discussion on weather, climate and fisheries. The NOAA table attracted a lot of attention ranging from students who have never heard of NOAA to others with a great deal of interests in marine sciences, weather and climate. The table had piles of brochures on EEO and Diversity, NOAA careers, internships and fellowship programs, and educational program. A slideshow also ran in the background showing various pictures of aquatic life, community and outreach events, and field operations. There were two African-American students who shared an interest in pursuing a college degree in marine science.

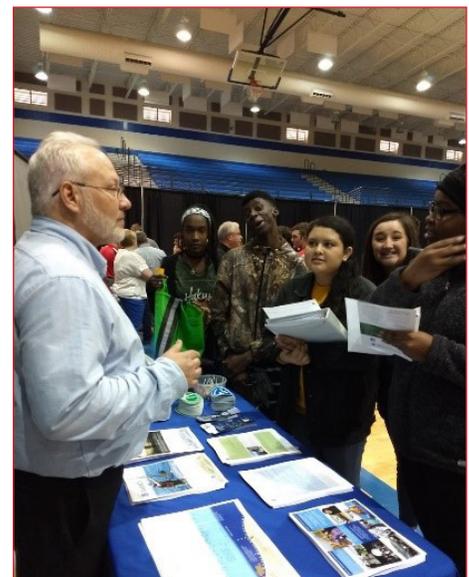


Photo: Doran Mason talks to students about NOAA careers at the West Laurens High School Career Day. Credit: Dr. Viveca LaJune Mason

EEO/Diversity Across OAR

ESRL/Chemical Sciences Division (CSD) - Women of CSD



Photo: The amazing women of CSD were among many outstanding NOAA women honored on International Women's Day. The theme of "Balance for Better" reminds us that a gender-balanced world is a better world, and that women everywhere have made important ongoing contributions to humankind.

Back row: Macy Morgan, Cathy Burgdorf Rasco, Angie Nyul, Ronda Knott, Pam Rickly, Jeanne Waters, Kara Lamb, Christina Williamson, Dottie Cowan, Rebecca Washenfelder, Kyra Slovacek, Audrey Gaudel and Carrie Womack.
Front row: Jenny Fox, Ann Middlebrook, Brandi McCarty and Samantha Middel. Credit: Ale Franchin.

OER - National Council on Race and Ethnicity (NCORE) Annual Conference

Catalina Martinez, NOAA OER, attended the [NCORE](#) conference in Portland, OR, May 27 -June 1, 2019. She presented on her work with the NOAA Office of Education to assess the Hollings Undergraduate Scholarship Program for potential barriers for underrepresented students titled, *Breaking Down Barriers to Entry for Underrepresented Minorities: A Case Study of NOAA's Hollings Undergraduate Scholarship Program*. She also talked about collaborating with partners at the [Ocean Discovery Institute](#) in San Diego, and the [UCLA Center for Diverse Leadership in Science](#) to collect data from college students and early career professionals on barriers to entry into and general knowledge of ocean science opportunities.

Documentary filmmaker and URI Professor of Journalism/Media, Kendall Moore, also screened her film *Can we Talk: Difficult Conversations with Underrepresented People of Color in STEM Fields*, and Catalina participated in a post-screening panel.

One experience that stood out from all of the powerful NCORE sessions was a keynote address by [Kathy Jetñil-Kijner](#). Kathy is a spoken word poet born in the Marshall Islands and raised in HI. As a non-Hawaiian born Pacific Islander, Kathy talked about her experiences of marginalization growing up, and how she prefers the term 'Oceania' to Pacific Islander, believing the term had more



Photo: L to R: Kendall Moore, Documentary filmmaker, Catalina Martinez, OER, and Michelle Fontes, URI Assistant Director, Diversity Recruitment and Retention, Center for Biotechnology and Life Sciences, at the NCORE conference. Credit: Kendall Moore

potential to 'unite us as a people.' She uses poetry as a tool to process the emotional weight of climate change and environmental injustices disproportionately impacting her 'Oceania Nations.' When invited to perform at the U.N. in 2014, Kathy was asked to write a poem that would save the world! As she had just given birth to her daughter, she decided to write the most meaningful poem she could imagine, so she wrote a letter to her infant daughter called *Dear Matafele Peinam*. Other magical poems Kathy shared at NCORE in video format can be seen at this [link](#).

ESRL/Physical Sciences Divison - CU Denver Indigenous STEM Camp

By Jackson Osborn, PSD/CIRES

Last week, I volunteered and presented at the University of Colorado Denver's 2019 Indigenous STEM Camp, June 4-6, 2019. The three-day camp was for middle and high school Native American students to learn about STEM. Around 25 Native American students from South Dakota and local Denver school districts attended the camp.

I was a co-presenter in a session titled, "Indigenous Rep Rap," which was a hands-on session for the students. We showcased the "Digital Drum," which was an amalgamation of electronics, conductive paint, programming, CNC, and 3D printing. I chose the drum as it is a staple in the Native American culture. The digital drum is an interactive, sound reactive project designed to show the students what they can achieve with a little creativity and curiosity. The drum has 8 sensors that each activate an mp3 file that plays over the connected speakers. The LED strip on the side of the drum is sound reactive, meaning that a microphone breakout detects the sound and activates LEDs based on the magnitude of the envelope ('loudness' of detected sound). I demonstrated different demos that control the LED strip by reprogramming the Arduino. I also explained how the drum was constructed, as well as some of the concepts involved. Other stations we had in our session was an arcade machine emulator running on a Raspberry Pi and a portable CNC and 3D printer.

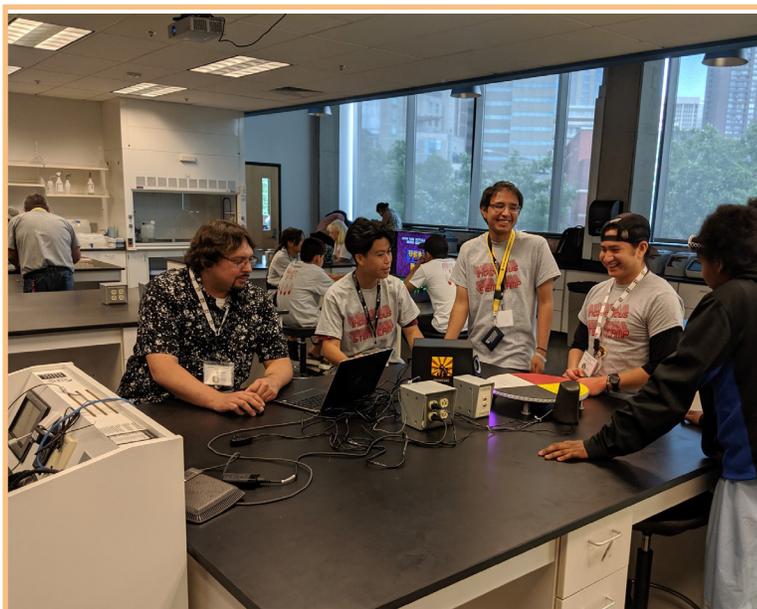


Photo: Jackson Osborn (left) demonstrates the digital drum. He is showing the students different LED demos by changing the code running on the Arduino.

Women are tough as nails! And the STEM Fields Need Them

By Ann Reiser, ESRL

"Women belong in Science, Technology, Engineering, and Math because... 'We are brilliant; We are courageous; Women push boundaries; We're creative problem solvers; Women are tough as nails...'" So reads a titanic poster plastered in these and many other quotes jotted on neon-colored sticky notes. These messages came from young women in grades 7-12, who attended the 20th Annual University of Wyoming Women in STEM event. Usually drawing around five hundred girls from all over the state, this year's sudden spring snow storm caused an upset in attendance. "Only about 150 girls were able to make it due to the bad weather," said Michele Turner, program coordinator for the Wyoming NASA Space Grant Consortium, which is a major supporter of the event.

"However, the students I talked to thoroughly enjoyed the one-on-one time, or almost one-on-one time. They certainly got a lot out of the experience and the impact on those students was tremendous, and for that we are grateful!"



Photo: Christina Kumler, ESRL/GSD, led the girls on an exercise to "train" their computers. Credit: Ann Reiser

Read More at: <https://www.esrl.noaa.gov/news/2019/women-in-science-2019.html>

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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.

CONNECTIONS NEWSLETTER

Connections is published quarterly by the OAR EEO/Diversity Program Office. The purpose is to share accomplishments and to link Diversity, EEO and Science within all of the OAR laboratories and program offices. If you have any newsletter ideas, suggestions and stories to contribute, please email Georgia Madrid - georgia.madrid@noaa.gov.



Website: eoo.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:

NOAA Office of Inclusion and Civil Rights
Phone: (301) 713-0500 or 1-800-452-6728

Fax: 301-713-0983

Website: www.eeo.noaa.gov

ALTERNATIVE DISPUTE RESOLUTION:

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

NOAA CAREERS

www.careers.noaa.gov/

STUDENT OPPORTUNITIES:

www.noaa.gov/opportunities/student-opportunities#page=1