

Notes  
NWS Diversity Council Call  
June 16, 2010 – 2:00 ET

**Members Present:**

Charly Wells – HQ  
Patricia Taylor – HQ  
Sabrina Cook – HQ  
Nydria Humphries – HQ  
Jennifer Kent – HQ  
Michelle Swinton – WFMO

Cheryl Latif - ER  
Diane McArthur - WR  
Gena Morrison - SR  
Todd Hall - WR  
Carolyn Willis – WR  
James Su - HQ

**Members Absent:**

Jose Garcia  
Brian Sadler  
Debra Blondin  
Joanne Swanson  
Kenneth Graham  
Karolyn Maldonado  
Hope Hasberry  
Cassidy Fludd  
Donna Franklin  
Irene Parker  
Patrick Nield  
Barbara Brooks  
Kimberly Montgomery  
Peggy Perales

January Braxton  
Erik Pytlak  
Byron Louis  
David Murray  
Stephan Kuhl  
Margi Garner  
Reginald Ready  
Diane McArthur  
Constance Dittberner  
Marcus Points  
Margi Garner  
Karen Stclair  
Jason Gilbert

The meeting was call to order at 2:00 pm ET led by Charly Wells. Items discussed on the agenda were as follows:

1. **NWS MD-715 REPORT:** The MD-715 Report has been signed by the AA. Once posted to OEODM's website, a notification email will go out with the information for accessing the report. Charly also requested ideas from the council members on suggestions for improving the website, and to contact him with ideas.
2. **NWS Strategic Plan for Diversity Management:** Charly requested input from council members on the direction for the council; where does the council want to go; what goals and accomplishments should be set for the next Fiscal Year based on the previous year's accomplishments; are there problems and concerns that need to be addressed? Charly asked that input be provided directly to him one week before the next meeting.

**New Management for NWS:** Effective July 4, 2010 Laura Furgione will replace Vickie Nadolski as the Deputy Assistant Administrator for Weather Service. As administrative changes occur, Charly will continue to update everyone as he briefs the new DAA on the council's status and progress.

3. **Reports on the Diversity Marketing Teams:**

**Poster Contest:** Charly reported that he is in the process of putting together an awards presentation for the poster winners. Once the new DAA is in place, Charly will schedule a time for the winners to receive their awards.

**Diversity Management Clearing House Tool Box:** Cherly Latif reported that she will replace Elaine Wilbur as team leader, and is still in the process of collecting data and information from Elaine.

**E-Learning Diversity Management Curriculum Team:** Todd Hall reported that the team has chosen 12 Courses and will be presented to Charly and Jose to review. The team met in June to discuss the following Objectives:

Key Milestones

Team Recommendations

DMC courses and the Commerce Learning Center (CLC)

What's next?

Attached with the June 16<sup>th</sup> DCM agenda was copies of the slide presentation on Curriculum Team's status.

**Diversity Management PPP Team:** Gena Morrison is continuing to work on initiative's rough draft, and will provide an update as soon as it has been completed.

4. **Diversity Council's Next Step:** Charly discussed the next stages for planning the spring 2011 EEO/Diversity Management Conference and the activities that he would like to take place during that time. Any ideas and suggestions about the conference should be addressed to Charly.

5. **Report on the proposed Employee Resource Group:** (ERG) for the NWS GBTL affinity group: Charly reported on the training that he along Sabrina Cook and Nydria Humphries attended at the EEOC's new training facility in Washington, D.C. The Brown Bag session was titled "Transgender Issues in the Workplace." The panel discussions were led by experts from the National Center for Transgender Equality and the National Gay and Lesbian Task Force. Topics covered resource groups that can enhance the knowledge of all employees in work place, fairness and equality.

Erik Pytlak will continue to provide updates to the council on various GBTL topics and executive orders as they are received.

6. **Combining EEO/Diversity Management and Council:** Charly discussed the idea of combining the two. He would like to have member's feedback on the pros and cons of merging the two. Charly's plans are to invite the new DAA to the

next Diversity Management Council meeting to get her suggestions and ideas as well. Charly stated that he wants to make sure that everyone has a clear understanding of the difference between EEO and Diversity Management. Charly is requesting feedback by the next DC meeting on everyone's thoughts about this process.

7. **Southern Region's Cell Conference Concept:** Gena Morrison was congratulated by Charly on the success of the Cell Concept and would like to see 100% participation from the other Regional offices.

**A brief history of the Cell Concept:** In January when the EEODIAC Executive Council briefs Mr. Proenza on the Diversity plans for the year, we provide the planned Diversity cells for the year. In 2010 eight cells were scheduled for different areas of the region. The locations of the cells change every year except for WFO Shreveport. Armando usually wants to host the first cell of the year in Shreveport. By varying locations it allows a broader outreach for diversity with minimal expense. The diversity cells are kept to a short time frame either a one day training which is anywhere from 5-7 hours (depending on how many topics there are) combined with a lunch break OR some offices host an afternoon and following morning cell. This allows for participants to travel in the morning of the first day and return the afternoon of the second day with minimal cost.

Once Shreveport hosts the first cell of the year, those presentations are put on the intranet site for use by other SR offices hosting cells. Other host offices can come up with their own agenda also.

Florida offices have been successful by hosting webinars for the cells since travel to Florida is expensive. This method also allows anyone to sit in on a specific topic or all topics depending on their time constraints. This Diversity cell method of training has provided a larger outreach effort at minimal expense.

8. **Cline Awards (EEO/Diversity):** Charly stated that the awards should be kept separate and that the council should move forward with nominations for this month's submissions.

Round Table Discussion:

Jennifer Kent – HQ/OHD reported that they currently have (2) Hollings Scholars, (1) Scep Student, (1) Step Student, (2) Student Volunteers, and (1) Graduate Student coming in the fall.

Todd Hall – WR reported that the next Diversity newsletter will be available by July 1<sup>st</sup>.

Remember, if you are unable to make the scheduled meeting, please name an alternate.