



He Kumu Mea Hou - New Beginnings



NWS Diversity/ EEO Notes From the Community

Volume 3, Issue 1

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Updates from the Federal Equal Employment Opportunity Community

Every Month, the OEODM receives its monthly bulletin from the *Federal EEO Advisor* which carries valuable information on changes in our program area from EEOC.

In the previous edition of the EEO Advisor, there were many key articles addressing several topics of concerns which affect every Federal employee.

The first article addressed Retaliation in the Federal workplace, which has always been at the forefront in the complaint arena, and in the case cited from USPS, it was found that they did in fact subject the complaint to retaliation by questioning his prior EEO activity when he testified at his own hearing. The infraction focused on the activity of the agency afterwards. The agency placed him on emergency leave which was deemed against the law and retaliatory in nature according to EEOC. It is cases like this where a lack of education on the part of managers, really creates a hostile work environment.

When appropriate, the OEODM has addressed this concern at the NWS through providing training opportunities at the MIC/HIC field managers meetings. Our actions have been very beneficial because it has led to a low complaint rate within the NWS.

Also, in the previous month's Federal EEO Advisor newsletter, the Feds are step-

ping up efforts to improve the EEO complaint process. OMB is reviewing the draft of the regulations designed to help agencies streamline the EEO complaint process. This is welcoming news in lieu of the NAACP's previous assessment of the Federal EEO complaint process several years ago. As a result of the Federal EEO complaints process, the NAACP concluded that 90% of the complaints filed against the Federal agencies lost to the agency.

The draft regulation has not been released, but sources say that they are likely to implement recommendations made by the commission last year. They are expected to:

- 1) Require Federal agencies to comply with EEOC regulations, management directives – including MD-715 and MD-110 and management bulletins and the EEOC will review agency programs for compliance
- 2) Allow agencies to request permission from EEOC to conduct one-year pilot programs to test alternative methods to process complaints outside of 29 CFR 1615

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The Value of A Veteran



On April 7th and April 16th, the NOAA Civil Rights Office and the National Weather Service's Office of Equal Employment Opportunity and Diversity Management sponsored a workshop on, "The Value of A Veteran."

The event was hosted by speaker and author of "The Value of A Veteran," Lisa Rosser.

The purpose of the pro-

gram was to educate Human Resource's personnel, managers and supervisors on the value of a military person. Since President Obama launched the veterans employment initiative last year, there has been a strong push for Federal agencies to hire veterans.

Lisa Rosser believes that people need to know the value of military people, because "most

people think that they just blow things up or run things over with those big hummer vehicles," she said.

Within the Federal Government, Veteran employment is increasing. So, employers should be trained to assist them. "They have many great skills," said Lisa Rosser.



President Obama Signs Into Law

By Erik Pytlak

As you probably heard already, President Obama signed the Matthew Shepard and James Byrd Jr. Act into law. As we discussed at our diversity conference last spring, this law now makes it a federal crime to commit a violent act against anyone because of their sexual orientation, gender identity or disability.

This law is pretty sweeping in a few other areas which we didn't address. If a state or locality is unwilling to investigate and/or prosecute a hate crime as defined in the act, the federal government can investigate the case and prosecute it in federal court instead.

States with even equally strong, or stronger, hate crime laws can apparently keep those laws in place. To assist those states, the Justice Department can award grants to help pay for prosecuting hate-based crimes. Finally, states and the federal government will be required by law to keep hate-crime statistics, which in the past was usually mandated by weaker administrative policies or executive orders.

For federal employees, violence in a federal workplace was already a very serious, federal offense. However, under this new law, if that act is

committed because of that person's race, national origin, religion, gender, gender identity, sexual orientation, or disability status, the perpetrator can also be prosecuted in federal court for committing a hate crime.

The other news item today is that same sex domestic partners and same sex married couples will be counted for the first time in the 2010 census. This will be used to obtain reliable data on how many same sex couples are living in longer-term relationships.

National Weather Service Diversity Management Continuity

The Office of Equal Opportunity and Diversity Management (OEODM) has embarked on a new journey in the evolution of Diversity Management at the National Weather Service (NWS). Progress over the years has brought us to a plateau.

We were literally stymied on how best to move the entire organization forward. The Strategic plan for Diversity Management identified our goals, principles and how we plan to achieve our goals. Also, it provided a time line to which we believed we could accomplish our goals but it lacked one very important element a Marketing Plan; How do we sell the process to the Weather Service employees?

Through our Diversity Management Council we solicited the services of our own employees to enlist ideas on how to sell Diversity Management to our employees and managers. In doing so, we developed our own Marketing team. Their first goal was to determine the business case for Diversity Management.

Business Case: To educate the

workforce on diversity management and infuse this knowledge throughout the organization to achieve National Weather Service Mission and Goals. The team develop a Business Results and Outcome Review for Positives and Opportunities for Improvement in:

1. Leadership Review
2. Strategic Planning Review
3. Customer and Market Focus Review

The Marketing team is comprised of volunteers from personnel located at the National Weather Services office throughout the country, and at all levels



in the organizations. The OEODM Director's charge was to make sure that everyone in the work environment knows about the Diversity Management process and what's in it for them? In other words how do we sell it to the masses? If no one wants the product and can't see how it will have a positive effect on their work environment, why bother?

With the help of some very special volunteers from the NWS work environment, Elaine Wilbur, EEO Manager -CR and Chair of the NWS Diversity Management council, Steve Khul, MIC ER, and Gena Morrison, Vice-Chair and EEO Manager - SR and many others we have started our push forward to market the Diversity Management process to our constituents. We are anticipating great things from this dedicated hard working group of employees. Please stay tuned!

*This Article was submitted by Charly Wells,
Director of OEODM*



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2010 Women's History Month Celebration

By Nydria Humphries

On Thursday, March 4, 2010, NOAA kicked off Women's History Month with a day long observance/training program. This event was sponsored by NOAA's National Marine Fisheries and the National Weather Services in the NOAA's Auditorium.

The theme of this year's Women's History Month program was, "Writing Women Back into History." The program included an opening, keynote speaker, a panel discussion and two training sessions.

Ms. Hope Hasberry with the National Weather Service's Office of Employment Opportunity and Diversity Management was the Mistress of Ceremony. The first speaker introduced to the podium was Mrs. Lois J. Schiffer, the General Counsel for the National Oceanic and Atmospheric Administration.



Mrs. Schiffer talked about several women leaders. She mentioned the first woman to serve as the administrator of NOAA, Jane Lubchenco, who was appointed by President Obama to serve as Under Secretary of Commerce for NOAA.

"She's running the show," said Schiffer.

Next on the podium was the keynote speaker, Ms. Juliana Blackwell, who talked about her career and how she

has become the first woman to head the nation's oldest federal science agency, NOAA's Office of National Geodetic Survey.

Juliana Blackwell elaborated on how she began her government career as a secretary, then applied and was recruited to the Commissioner Office Core, where she spent 3 years on NOAA's ships.



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New STEP Program Intern



The Office of Employment Opportunity and Diversity Management welcomes one of NOAA's new Student Temporary Employment Program (STEP) Interns for the National Weather Service, Nydria Humphries. Ms. Humphries is working as an Office Automation Clerk, and she is very motivated and delighted to be an intern with NOAA.

"Interning at NOAA is a great opportunity for me to learn, develop great skills and grow. I look forward to meeting new people and learning how the Equal Employment Opportunity and Diversity Management office operates. I am happy to be apart of the STEP program," she said.

The STEP program is a Federal student program that provides part-time, paid employment opportunities to high school, vocational school, college and graduate students. The

program offers students the chance to be exposed to different occupations in the Federal Government.

Along with Ms. Sabrina Cook, Ms. Humphries will be working on the National Weather Services EEO Newsletter and she will assist our OEODM office with Diversity Management duties.

Ms. Humphries received her Bachelor of Arts degree in Communications from Trinity University in 2007. Next year, she will be graduating from Trinity University Graduate School of Professional Studies with her Masters degree in Science and Administration.

We are glad to have Ms. Humphries on board.

For more information on STEP or other Federal student programs, please visit the Federal Government official job site, USAjobs.gov or Studentjobs.gov.



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Carol Mearns was hired as Western Region's EEO Manager in April, 2007. Her work with the Western Region included serving as an advisor to the Diversity Action Committee, participating as a member of the NWS Diversity Management Council and overseeing personnel actions for all of Western Region in serving as a liaison to WFMO. In February, 2010, Carol transferred to the Department of the Army and moved back to Las Cruces, NM.

Thanks for your Service
to the EEO and Diversity
Management



Barbara Tobe retired after nearly 38 years in the Federal government, and twenty nine of which she spent working for the National Weather Service. At retirement, she was the Acting Branch Chief of the Operations Support and Performance Monitoring Branch in the Telecommunication Operations Center. Over the years, with NWS, Barbara was selected for various positions, such as working with the EEO Office as a lecturer at the NOAA EEO Saturday Academy and school outreach programs and serving for four years as the



Retiree **Paul Trotter** receives an award for his service and support from the National Weather Services EEO office. Over his career in the NWS, he has always been a shining light and supported the EEO/Diversity Management initiatives. He will be missed.

African American Program Manager. Also she was the Vice President for NOAA Chapter Blacks in Government for eight years and was the chair of the Scholarship Committee. The Scholarship program is now named the Barbara Tobe Scholarship program. Barbara is now spending her retirement planning many vacations and recreational activities, including ballroom dancing.

2010 Retirees in the Spotlight



Susan Perrotta

retired on December 31, 2009 after 30 years of government service. She had 19 years with the National Weather Service's, National Centers for Environmental Prediction. As the Administrative Officer for NCEP, Sue took on a wide range of issues on a daily basis and always met the challenges with grace and style.

If you or one of your colleagues are retiring soon, please e-mail the information to Sabrina Cook at sabrina.cook@noaa.gov



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2010 Women's History Month Celebration (Continued from page 3)

Afterwards, she became a civilian employee. With over 14 years as a civilian employee at NOAA, Ms. Blackwell has had many positions, such as the chief of the National Geodetic Survey's and the manager of NOAA's height modernization program. Her expertise has led her to becoming the Director of NOAA's office of National Geodetic Survey.

When Ms. Blackwell was asked about her experience and how she worked her way up, she answered, "I did my best and showed a desire to learn, and today it is truly an honor... For 200 years it has been a male dominated field. It is a great time for a woman to be in a leadership position."

Many NOAA employees enjoyed Ms. Blackwell's speech. Nickie Lambert a pilot for NOAA's Commissioners Officer Core under the Office of Response and Restoration said, "It is important to know that I can broaden my horizons, I enjoyed her speech very much."

Juliana Blackwell and Lois Schiffer were the two morning speakers for the 2010 Women's History Month Program. After the morning speakers, Nancy Huang, Dr. Patricia Taylor, Wanda Cain and Renee Fair led a panel discussion on "Writing Women Back Into History, What does it take?"

In the panel discussion, each panelist took turns to express what it takes to be written down in history. Ms. Nancy Huang, who is the Chief Information Officer (CIO) in the Office of Oceanic and Atmospheric Research, said "read, put yourself in other people's shoes at times, build trusting relationships and apply what you learn." Some memorable comments, which were made by Dr. Patricia Taylor, who is the Chief of the Office of Intelligence Com-

munity EEO and Diversity was, "avoid drains," she said. "You know those people, who drain all of the energy out of you...and don't forget to write down your goals, take training courses, don't be afraid to take risk and sharpen up your public speaking skills."



The next panelist, Wanda Cain, who was the first African American to hold a degree in fishery biology, told the audience to, "know yourself, take risk and to communicate."

The last panelist to speak was Renee Fair, who is one of two African American's in the Nation with the title Meteorologist in Charge. Renee Fair works in Little Rock, Arkansas, and she told the audience ten words she wanted them to remember, "if it is to be, it is up to me."

The next segment of the program was split into two training sessions. It included a session on Emotional Intelligence and a session on Keys to Becoming Financially Savvy in Today's Economic Structure. The training sessions started after lunch

There were many NOAA employees from all offices at the program. Also, the Federally Employed Women (FEW) Seas and Skies Chapter was acknowledged and participated in great numbers.

The program was videotaped and it is available on the web.



Check out the video at:

http://www.weather.gov/eo/video/wh_vid/NOAA_Womens_History_Month.wmv



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Ambassadors Investing in Mentoring

Ambassadors Investing in Mentoring is a program that provides opportunities for adults to help our youth reach their potential.

The Goals of AIM are:

1. To improve our students attitudes toward their parents, peers and teachers.
2. To encourage students to stay motivated and focused on their education.
3. To provided a positive way for students to spend free time
4. To help students face daily challenges and
5. To offer students opportunities to consider new career paths and get the much-needed economic skills and knowledge.

Ambassadors Investing in Mentoring (AIM) is a program that establishes the frame work for the community, universities/colleges, private schools and the National Child Development Institute to work in conjunction with the youths to help them perform at their maximum potential. This program is sponsored by the White Oak Middle School which is located in Montgomery County, Maryland. The program was developed based on research that demonstrated the impact that mentoring had on reducing dropout rates, unexplained absenteeism, truancy and other disciplinary problems. AIM consists of academic and mentoring components and was awarded a three year Federal grant from the Department of Education.

The AIM program is designed to serve 75 students in grades six through eight in a one-on-one paring with our partners and key stake holders.



Charly Wells with his Mentee from Peru, Giano

Their motto is “One Child, One Mentor, Two hours per week—A Difference that will last a life time”

The program is offered Tuesday through Thursday. On Tuesdays and Wednesdays, students receive the academic

components and on Thursday’s mentoring.

Other Mentoring Programs: FEW (Federally Employed Women) will be starting a Mentoring program for Federal Employees this Summer. For more information, please contact FEW’s Training Chair, Patricia Lawson at patricia.lawson@noaa.gov.

More Photos from the 2010 Women’s History Month Program



Photos by Anthony Robinson



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Collage of the Blacks In Government 2010 Black History Month Trivia Game

Along with Jefferson Junior High School students, NOAA offices competed in the 2010 Black History Month Trivia Game. NOS won first place and NWS came in second place.



Photos by Anthony Robinson



Updates from the Federal EEO Community (Continued from page 1)

3) Require an agency to notify a complaint in writing if the EEO investigation is not completed within the 180-day time limit, and provide an estimate of when it will be finished, and the right to request a hearing or file a lawsuit. EEOC believes this provides an incentive for agencies to complete investigations in a timely manner.

The proposed regulations coincide with a new Government Accountability Office (GAO) report that recommends agencies use pilot programs to address areas where EEO officials feel improvements are needed.

The Newsletter addressed key issues in the community regarding H1N1 infections as it could be a disability under the ADA Amendments Act. They cautioned the agencies to take extra precautions to prepare for the outbreaks which could be unpredictable while considering the workplace continuity. Due to the Americans with Disabilities Act (ADA) broadening the definition of disability (prohibiting employers from considering measures when determining if an employee or applicant is a qualified individual with a disability) EEOC stated that it also expanded the list of bodily functions and major life activities covered.

EEOC also address the concept of a model EEO program which the OEODM has been promoting for the last two years. OEODM plans to revive its' Technical Assistant Visits (TAV) to assist our field offices in becoming compliant and

making efforts to address some of the trends identified in our own MD-715 report. As implied by GAO, we must address workplace issues like satisfaction with promotion, dialogue with managers and opportunities for training. Our workplace assessment also looks at employee satisfaction and retention. In our MD 715 report, we will analyze who is missing from our diverse workforce (e.g. Native Americans, persons with Disabilities, etc..).

If you are interested in future publications you can find more information at: custserve@irp.com.

Source: *Federal EEO Advisor*. For more information on the *Federal EEO Advisor*, please call (800) 341 - 7874

Notes from the EEO and Diversity Management Conference in Slidell, LA

By Charly Wells

It was a pleasure and honor to participate in Slidell's EEO and Diversity Management Conference a few weeks ago.

The conference was an outstanding display of thoughtfulness, professionalism, and a honest display of true Diversity Management.

Thank you for being such good host during my visit from April 12-14. Everyone I spoke with at the conference was genuinely pleased and engaged with the mission. I will never forget the open and friendly atmosphere I experienced there. I will be counting on the team to have an impressive conference next time, also.

The Southern Region's Slidell office has raised the bar of excellence in support and perpetuation of the principles of EEO an effective Diversity Management in the workplace.

I have always been impressed by the MIC, Kenneth Graham's innovation and attention to detail in everything he does. Congratulations to each of the managers, planners and participants.





The NWS celebrates the following Special Emphasis Observances:

Dr. Martin Luther King, Jr. Commemorative Holiday — January (3rd Monday)

National African-American History Month — February

National Women's History Month — March

National Asian/Pacific American Heritage Month — May

National Hispanic Heritage Month — September 15 to October 15

National Disability Employment Awareness Month — October

National American Indian Heritage Month — November

National Veterans Day — November 11





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Reminders:

April

Equal Employment Opportunity/ Human Resources (EEO/HR) - April 13 - Apr 14, 2010 - New York, NY

May

Northwest Indian College (NWIC) - May 4 - May 5, 2010 - Billingham, WA

July

Federally Employed Women (FEW) - July 12 - July 16, 2010 - New Orleans, LA

EEOC Examining Conflicts in Employment Laws (EXCEL) - July 12 - July 15, 2010 - Orlando, FL

August

Federal Dispute Resolution (FDR) Conference - August 9 - August 12, 2010 - Atlanta, GA

Blacks In Government (BIG) - August 16 - August 20, 2010 - Kansas City, MO

September

Society of Advancing Hispanics and Native Americans in Science - September 30 - October 3, 2010 - Anaheim, CA

November

American Indian Science Engineering Society (AISES) - November 11 - November 13, 2010 - Albuquerque, NM

We want to hear from you! If you have stories or news articles to be featured in the Office of Equal Opportunity/ Diversity Management's (OEODM) Newsletter, please submit them to: Sabrina.cook@noaa.gov and Nydria.humphries@noaa.gov by the 15th of each month for the quarterly postings to OEODM's website. Please remember when submitting articles to have them edited and verified prior to submission.

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