



National Weather Service



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Diversity Matters

Fall 2015

Volume 1, Issue 4

Welcome Message

Welcome to fall and the fall issue of Diversity Matters. Fall is about the changing of the seasons, winding down the summer and getting ready for winter. Take this time to reflect and relax. Diversity is about embracing our differences and growing and learning from change. We all make up the wonderful human race on this planet and when we can all cooperate and celebrate each other we will be as colorful and as pretty as the changing, multicolored fall leaves. Enjoy the newsletter, embrace diversity, enjoy the fall and may you find happiness in your life.

November is Native American Heritage Month

By: Delyne Kirkham

U.S. American Indian and Alaska Native Population

Do you know which Native American tribes are near you? According to the 2010 Census, 5.2 million people in the United States identified as American Indian and Alaska Native, either alone or in combination with one or more other races. That 2010 number has increased by 39 percent since 2000. Understanding the American Indian and Alaska Native population can contribute to our appreciation of the nation's changing ethnic and racial diversity. For current tribal information, choose a nation and visit its official website!

For information on the American and Alaska Native population by selected tribal groupings go to the 2010 census: <http://www.census.gov/prod/cen2010/briefs/c2010br-10.pdf>



Figure 1 The Native American cultural dance group, Soaring Eagles, performed traditional dances and educated members of Fleet Combat Camera Group Pacific and the Navy Public Affairs Support Element West about their heritage in November 2011.



To listen to traditional powwow and contemporary streaming music by current Native songwriters and musicians, visit NativeRadio at <http://www.nativeradio.com/>

October is National Disability Awareness Month

By: Pete Hill

The 2015 Theme is: "My Disability is One Part of Who I Am"

In the United States, the 2010 Census indicated that 19% of the total population or approximately 56 million people were living and working with some form of disability. Today we have laws that prevent discrimination against Americans with disabilities. In fact, governments at all levels required public spaces and transportation to be accessible to people with disabilities. In the modern workplace, reasonable accommodations are required for employees with disabilities that are otherwise qualified. None of this was true twenty-five years ago. Back then today's accommodations were merely the vision of a few people dedicated to legally protecting people with disabilities.

In Congress, this effort was called the Americans with Disabilities Act (ADA) and one of the early proponents of the legislation was Bob Dole, a former U.S. Senator from Kansas. Senator Dole attended law school after serving in the Army during World War II. Dole was soon elected to Congress where his hard work compelled his Senate colleagues to elect him Senate Majority Leader. Dole accomplished all of this despite losing the use of his right hand and arm during combat in Italy.

Although, Dole himself overcame the stigmas associated with his disability, he understood that many Americans with disabilities faced major quality of life barriers. The barriers included classrooms that did not accommodate students with hearing and vision impairments, employers who refused to hire applicants with disabilities and the lack of adequate access to public transportation.



Dole and his allies lobbied Congress for many years and in 1990, their efforts resulted in Congress passing ADA legislation prohibiting [discrimination](#) based on [disability](#). President George H.W. Bush signed the bill on July 26, 1990, and almost immediately the Supreme Court began narrowly interpreting the intent of the law. Congress was slow to respond to this judicial misinterpretation of its intent and consequently several landmark Supreme Court cases made it difficult for disability lawsuits to prevail.

Thankfully, in 2008, Congress reasserted itself by passing the Americans with Disabilities Amendments Act 2008 (ADAAA). The amended act stated that the term disability must be broadly defined to include more people and should focus on whether or not discrimination occurred and not on whether a person had a disability. The ADAAA rejected two Supreme Court decisions that limited the ADA's definition of disability. President George W. Bush signed the amendments in 2008, and the rest is history.



Hidden Disability—My Story

By: Maria Krug

October is Disability Awareness Month, when we honor those with disabilities and their contributions to society. There is growing interest in learning more about hidden disabilities, what they are, how many people are affected, and how to successfully support people with hidden disabilities in the work environment. Hidden disability, also referred to as invisible disability, includes more conditions and is more widespread than you would believe. These conditions include ADHD, asthma, chronic fatigue syndrome, chronic pain, depression, diabetes, and epilepsy, to name a few. According to *Disabled World*, a disability rights organization, it is estimated that about 10 percent of all people in the United States have a medical condition that could be considered a type of hidden disability. I am one of them. I have agreed to share my story to heighten awareness, dispel myths, and to encourage support for people with hidden disabilities as we continue to learn more about this growing segment of our community.

When I came to NOAA in 1991, I was a newly-minted college graduate anxious to make my mark in the professional world. My first experience with NOAA management was truly wonderful—I had a Division Chief and Supervisor who evaluated my skill set, found out what I truly loved to do, and put me to work. What I have learned about honor, responsibility, and work ethic from my managers in NOAA's Administrative Services Division rivaled the best guidance I had been given by my own parents. I won many awards, and I was on the national stage in my area of expertise. I rapidly ascended the career ladder to a GS-13. Then, disability struck, and it turned my world upside down.

At the time, I did not understand what was happening to me, but my health was getting worse and worse. I was reacting to the environment around me. When I came to work, my breathing became more and more labored, my airway was closing, and I felt like I was slowly suffocating. I had to have a tonsillectomy as an adult to give me more room to breathe. I credit that physician with saving my life. I was so fearful, during that period, I actually changed my will. I was a divorced parent with a daughter, and I was truly terrified. My life, as I had known it, was over. After approximately a year of going from specialist to specialist, I was declared disabled, and my education really began. Although there were individuals who were supportive, my disability was not immediately apparent to others, and I began to experience the prejudice that comes from a lack of awareness and education. Had I not become disabled, I would have never realized how poorly people with disabilities are treated, particularly people with hidden disabilities.

Frequently, people with hidden disabilities are not believed, because others cannot understand what they cannot see. Reasonable accommodation given to you so you can continue to work is often perceived by others as a perk given to you that they don't have, causing you to be treated differently than others. People also make incorrect assumptions about what limits you, instead of seeking out what enriches you, in the workplace. In my darkest days, there were even those who poked fun at me behind my back, declaring, "If we put her in a bubble in the parking lot, maybe she'll be able to come to work." Ultimately, it was determined that I could no longer occupy the job for which I was hired, so I had to give up the position I loved. The disability may have been hidden, but the emotional pain was real.

I was reassigned from place to place to find a position, and an environment, that would fit me. Despite my fears, I had to literally reengineer my life, and this presented quite a challenge. Although I knew I had limitations, I had to focus on my strengths--because I was determined to be a good example for my daughter. After all, aren't we taught that you don't quit when times get tough?

I had wondered if I would ever again really feel that professional passion that I felt in the early days at NOAA. I found my passion imbedded in NOAA's Diversity Vision Statement—

"NOAA is committed to a workplace in which all people are respected as individuals and are valued for their contributions to accomplishing NOAA's mission. We will foster an inclusive, supportive, open, challenging, and innovative work environment to enable employees to be positive, creative, and reach their full potential."

I realized I wasn't a *different* person-I just needed to find a *different way to move forward*. I have internalized that vision, it is even more relevant today, and it gives me hope every day.

When I was detailed to the Workforce Management Office's Strategic Human Capital Division, I was given an assignment to evaluate the Diversity courses that were in NOAA's Learning Management System. My completed work came to the attention of the Director, Office of Equal

Hidden Disability—My Story Continued

By: Maria Krug

Employment Opportunity and Diversity Management. I have learned that if you truly have a passion for something, and are outstanding in your advocacy, *the right people will find, and engage, you!* I was able to combine my passion for writing and my passion for Civil Rights/Diversity into a successful outcome. I am now a certified Diversity Change Agent, and I found a home as a member on two of NWS's Diversity Curriculum Committees. I am most proud that one NWS Committee received a Bronze Medal in 2012 for designing, marketing, and implementing a comprehensive online Diversity Management curriculum for all NWS employees. I am also a believer in lifelong learning. I serve as the Primary System Administrator for the NOAA CLC Learning Management System as an employee in WFMO's Workforce Systems Division. Living with my disability has made me much more sensitive to others. It has given me tremendous respect for the resiliency of the human spirit and to value the professional and personal relationships I have in my life. It has given me the determination to do what I can to improve the overall quality of life for people with disabilities. I frequently have people contact me for advice because I have survived a very painful period in my life.

It took considerable courage to share my story, and I hope I have touched the hearts of those in the position to effect change. I sincerely hope that both managers and employees alike will rededicate themselves to managing diversity and to fostering inclusive work environments for all people. We will all be the richer for it!

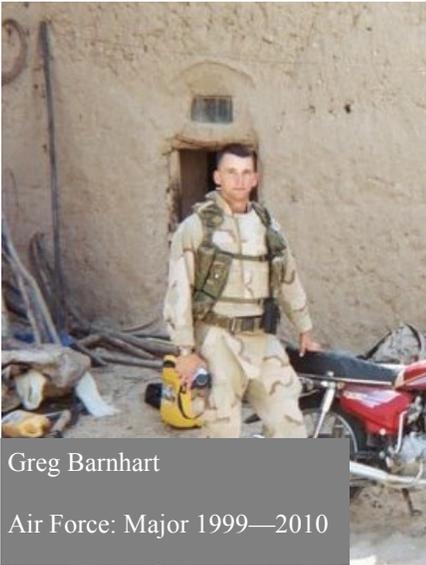
For Managers:

1. Educate yourself on reasonable accommodation.
2. The nature of individual disabilities, documentation, and accommodations are confidential.
3. If you are not sure what a person with a disability needs, ASK.
4. Do not make any assumptions about a person with a disability and what that person can/cannot do.
5. Lead by example with inclusive behavior for your staff to follow.
6. Alternate work schedules and telework make it easier to accommodate people with disabilities.
7. Not all jobs require face-to-face contact.
8. Everyone's disability is different.
9. Support your employees, promote diversity, and look into inclusive team building activities.

For Employees:

1. Respect the privacy of others.
2. If you are a person with a disability, take advantage of NOAA's Civil Rights, EEO, Diversity, and Work-Life programs and services. Visit www.WorkLife4You.com for further information.
3. Don't give up—SPEAK UP. If you are being treated poorly, correct the behavior immediately.
4. Research the many disability organizations on the Internet. Disabled World, www.disabled-world.com provides education.
5. It is YOUR responsibility to contribute to your own job satisfaction at work.
6. If you feel comfortable, take every opportunity to educate others about hidden disability. The most meaningful information I received was information coming from others who were going through the same experiences as me.
7. If you need reasonable accommodations at work, contact your Reasonable Accommodations Coordinator.

Honoring our Veterans



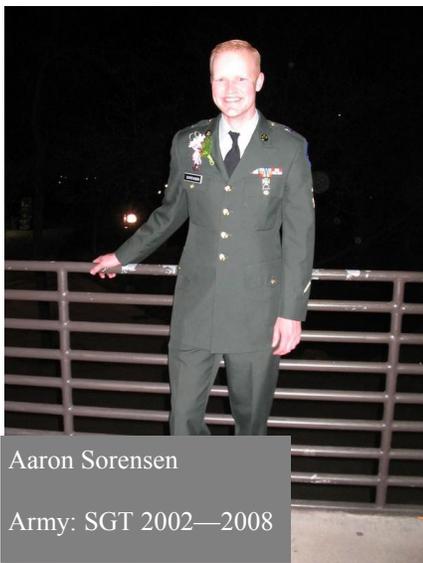
Greg Barnhart
Air Force: Major 1999—2010



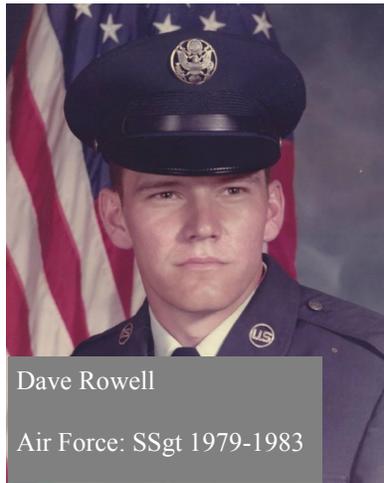
Pamela Szatanek
Marines: SGT 1995-2000



Steve Leedy
Coast Guard 1982—2006



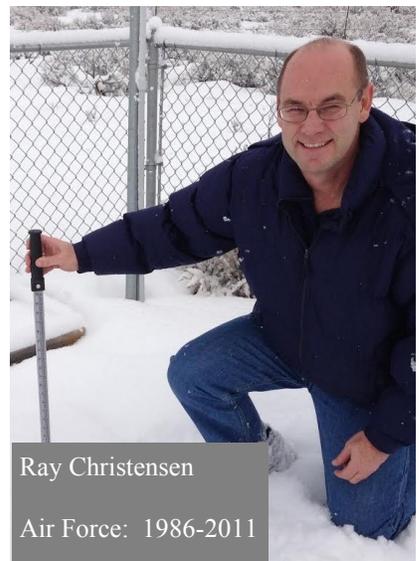
Aaron Sorensen
Army: SGT 2002—2008



Dave Rowell
Air Force: SSgt 1979-1983



Erik Youngquist
Air Force: E4



Ray Christensen
Air Force: 1986-2011

Inclusion

By: Dave Rowell

'Inclusion' ... I like the word, it seems to have positive resonance just in the articulation. As federal employees we see this word a lot, most typically alongside the word diversity.

We see it in policies, positions, mission and vision statements and even in Exec Orders, but what does it mean? While much have been made of defining "diversity", there has not been much in the way of defining "inclusion." So let's try.

A literal definition would be "to include." Simple enough, but still leaves the question - include what? The definition would include including everyone in social events and gatherings – regardless of who they are or what groups of cliché's they may belong to. In fact, inclusion could be seen as the exact opposite of clichés. This is commonly understood by most. And yet such a definition can get short sighted in that this aspect of inclusion completes the principle – it's the stopping point. But I would argue it's only the starting point. Real inclusion goes much farther. Real inclusion is not what I might call 'spring roll inclusion.' That is the idea that if we have a luncheon in our office and bring in non-traditional or non-native foods to the local culture, be they spring rolls, or empanadas or whatever, that we are doing diversity and inclusion. Well, yes and no. Such activity is just the tip of the proverbial iceberg that might represent the principle. When we 'invite' persons in, what does that invite include? It should not simply be their presence. Yes for a luncheon that may be adequate. But in the work environment It's not including the person just in body, it's also including all of what that person has to offer. Inclusion is allowing person to bring everything they have to the table – their thoughts, ideas, knowledge, skills, methods, personality, etc... This, the real goal, is what I might call 'whole person inclusion.' Furthermore, 'whole person inclusion' can be leveraged. When persons are allowed to bring all they have to the table, the table becomes much more bountiful. That table is the products and services that we produce from all our staff contributors, in full utilization of all they have to the benefit of our partners and customers.

Finally, I would like to contrast and compare inclusion with diversity, it can be said that while diversity is a thing – inclusion is an action. Inclusion is behaviors – behaviors that foster and result in a work environment where persons are not only physically included, and not just allowed to be who they are, but rather an environment where they embraced for it; This with the understanding that the 'who they are' is an asset to the group and organization.

What behaviors can you exercise to foster inclusion?



Have a Great Diversity Tip or Idea?

By: Delyne Kirkham

We love receiving information from you. It's not just about keeping up with diversity news from other offices; it's about participating in it! You help shape the National Weather Service's diversity program by sharing what matters to and works for you and your office. Your contributions can help create a better agency. Simply put... Diversity Matters! Our work is all about you. Send any diversity tips or ideas to hope.hasberry@noaa.gov.



Invisible Disability

By: Rose Verner

I recently read an article about invisible disabilities and the workplace. First, let's define an invisible disability: a disability that is not readily apparent to those around you. Something medically wrong that you struggle with day to day, unbeknownst to others. This includes diabetes, Crohn's disease, lupus, PTSD, fibromyalgia, depression, Lyme disease, chronic headaches, as well as hundreds of other medically recognized conditions.

I have had lupus my whole life and have suffered from terrible headaches for years now. Treatments thus far include trigger point injections, Botox injections, epidurals, yoga, meditation, chiropractic manipulation, and acupuncture. I continue to suffer and will be going to a state-of-the-art headache clinic in a few months because other options have failed. I would much rather work my shifts and lead a normal life than be in abject pain a good portion of the time.

Often people key off physical injuries when they offer sympathy and empathy. It is something that has developed from the hind-brain: if you are missing a limb, if you are in a wheelchair, if you have a cane, etc., people will move mountains for you. But if you look "fine", you should be working just as hard as everyone else. "What's wrong with you? You do not deserve a reasonable accommodation, or to take sick leave (you don't look sick!)." I have even caught myself doing it: glancing at people who park in the handicapped spot at the grocery store. *Are they really disabled?* But who am I to judge?

We are not required to tell our coworkers the nature of our sickness. But I believe explaining and trying to get others to understand is the key to a more harmonious workplace. However, many people think some of these diseases are not real, or assign stigma to them, so many of us keep our mouths shut.

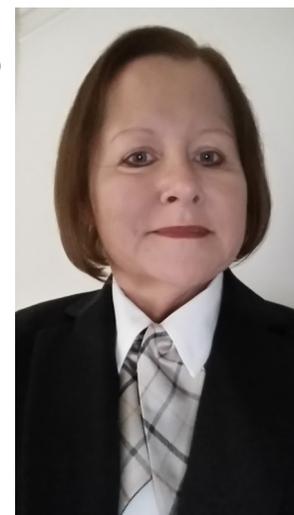
But the fact of the matter is that most of the employment disability discriminations filed with the EEO Commission between 2005 and 2010 were categorized as invisible disabilities, according to researchers at Cornell University's Employment and Disability Institute (<http://www.npr.org/2015/03/08/391517412/people-with-invisible-disabilities-fight-for-understanding>).

This means we have a long, long way to go. This October is Disability Awareness Month. Try to find compassion and understanding for someone you know or suspect has an invisible illness. Put yourself in their place. How would you feel?

Meet the NWS Diversity Newsletter Team Member: Maria Krug

By: Maria Krug

Maria Krug, of NOAA's Workforce Management Office, is a strong advocate for Diversity and EEO initiatives. She is a certified Diversity Change Agent and Facilitator. She was a member of NOAA's former Diversity Office and has received a group Bronze Medal in May 2012 for helping to design, market, and implement a comprehensive online Diversity Management curriculum for all NWS employees. She has recently been selected as a NOAA Collateral Duty Program Manager for Veterans and People with Disabilities. Maria has also evaluated and recommended diversity training NOAA-wide as part of her role as the NOAA Commerce Learning Center System Administrator. She was also cited by CBS News for rising to the defense of a mentally-challenged individual depicted negatively on a 60 Minutes broadcast on Federal employees.



The 'T' in LGBT

By: Dave Rowell

Much attention, and illumination, has been directed on LGBT persons as of late, especially concerning transgendered individuals. In so doing labels get tossed about freely – often too freely and without real understanding. We tend to believe that simply by labeling things we have some understanding of that thing, which is not usually the case.

With the LGBT acronym most people know that 'L' is for Lesbian, 'G' is for Gay, and 'B' is for Bi-Sexual. But the 'T' is often misunderstood. For one, the 'T' can have more than one meaning – identifying persons of multiple distinct social groupings. As an umbrella term the 'T' could simply be Trans, which encompasses a number of persons whose psychology or behavior could be considered outside societal gender norms. The 'T' could also stand for Transgender. However that term can have different meanings. In a very broad and general sense the 'T' in being ascribed to transgender could mean any person who's identity and/or behavior differs from expected social norms that would be ascribed to their assigned at birth gender (broader definition to follow). Using a more accepted clinical definition: Transgender - denoting or relating to a person whose self-identity does not conform unambiguously to conventional notions of male or female gender. It is a psychological state in which one's gender identity or gender expression does not match one's gender assigned at birth. This mismatch is referred to as gender dissonance. Gender dissonance can be more broadly defined also as any form of angst a person may feel related to the association between their gender assigned at birth and their gender identity. In this broader application a person does not have to be a 'transgendered' person or a transsexual. In fact a transgendered person does not have to be a transsexual – the terms are not synonymous. A transsexual is a person who in whole or in part has transitioned from their birthed sex to their gender identity. The transition may or may not have included biological changes such as hormone therapies, surgery/surgeries, etc.... Transgendered men (that is a biological female at birth who transitions to a male) or a transgendered woman (a biological male at birth who transitions to female) seek to live in alignment with their gender identity. Such persons might also be referred to as a trans-man, trans-woman. It is most appropriate however to know and address transgendered individuals simply, correctly, and most appropriately as men or women. Labels are not what matter. What matters is that the process of transition allows people to express physically on the outside what they feel psychologically on the inside – for them to live as who they are, as we all wish, and need, to do.

One very common but erroneous line of thought among many is that transgenderism and homosexuality are linked; persons who are transgendered by any definition, or exhibit any gender non-conformance in regards to their birthed gender, are suspected to be homosexual. And thus trans persons, regardless of actual sexual orientation, are subjected to homophobia as well as heterosexism. Not that it should be of consequence to any of us but in getting the facts out there the fact is that the vast majority of 'T's are heterosexual. Sexual attraction and gender identity/expression are in fact separate personal attributes. LGB indicates whom a person is sexually attracted to, while T is gender identity and/or expression, how a person embraces and exhibits their true gender identity. It can be said however that the psychological drivers associated with gender identity and with gender expression are both known to be nature-based vs nurture as is also true of homosexuality. We are all born with our gender identity. And it never changes throughout life, regardless of what physical features we have.

LGBT's form a common social interest group largely as a matter of common cause - that of anti-discrimination and inclusion. LGBs and Ts, as well as those of Q's (queer), I's (intersexed), A's (asexual), and P's (pansexual), all struggle with unjust discrimination, acceptance, etc. ... struggles beyond what can be articulated in full here, and struggles most of us are fortunate not to have to experience. On that note it should be pointed out that there is another commonality between LGBs and Ts. That is that, like sexual orientation, there are EEO and executive protections for both gender identity and expression. These protections exist in the federal government, but still are absent in many places elsewhere.

I've tried to provide some understanding of 'T' persons, but fuller understanding can only come from getting closer to the issue and learning more. Where being too highly self-referential conflicts with open understanding and empathy. As a starting point I do challenge you to consider why it is you identify with the gender that you do, and why it is that you express yourself as such; and in so doing consider the 'what-if' who you know yourself to be, and who you express yourself as, is seen pejoratively by others. In the end we simply have to accept and embrace all our differences as a fact of varied humanity. The shared interests of LGBT persons are what everyone of us wants and everyone of us deserves.

DaHHOT: Deaf and Hard of Hearing Outreach Team

By: Jennifer Saari

What is DaHHOT you may ask? DaHHOT stands for the Deaf and Hard of Hearing Outreach Team. Our goal is to help educate others on the importance of providing outreach to those with hearing loss and discuss how to effectively reach out to the community. Our members are from several WFOs across the country, including NWS Headquarters! We hold quarterly teleconferences where we share and discuss common experiences, ideas and goals, in addition to information about getting started with Deaf and Hard of Hearing outreach.

States that are currently involved in outreach to this community include: Alabama, Arkansas, Kansas, Mississippi, Montana, North Carolina, and Tennessee. The different types of outreach these states have led thus far include, SKYWARN Spotter Classes, weather safety classes, exercises and workshops.

Our team has put together a webpage that is now hosted on the Weather Ready Nation website! Under the *Are You Weather-Ready?* header, you will find the Deaf and Hard of Hearing tab, which leads to information about weather safety, NOAA weather radio and severe weather education.

For those with a NOAA email account, you can access a collection of documents, videos and presentations we have put together in a DaHHOT folder in Google Drive. This wide range of information begins with helpful hints and tricks about how to get started and better understand your audience, and also contains advertisements and presentations, an exercise led at workshops and webinars, in addition to social media graphics that will be used during Deaf Awareness Week (Sept. 21-27th).

If you would like to join the DaHHOT team or want to learn more, contact Jennifer Saari (Jennifer.Saari@noaa.gov) or Trevor Boucher (Trevor.Boucher@noaa.gov) and they will add you to the mailing list or answer your questions!

Did you know???
Gallaudet University estimates that 14% of the population of the U.S. suffers from some form of hearing loss.

Alabama SKYWARN Training

North Carolina WWARN Report

Tennessee

Exercises Workshops

The NWS Reaching Out to the Deaf & Hard of Hearing

Montana Weather safety training

Kansas Education

#DeafAwarenessWeek

NATIONAL WEATHER SERVICE

NOAA

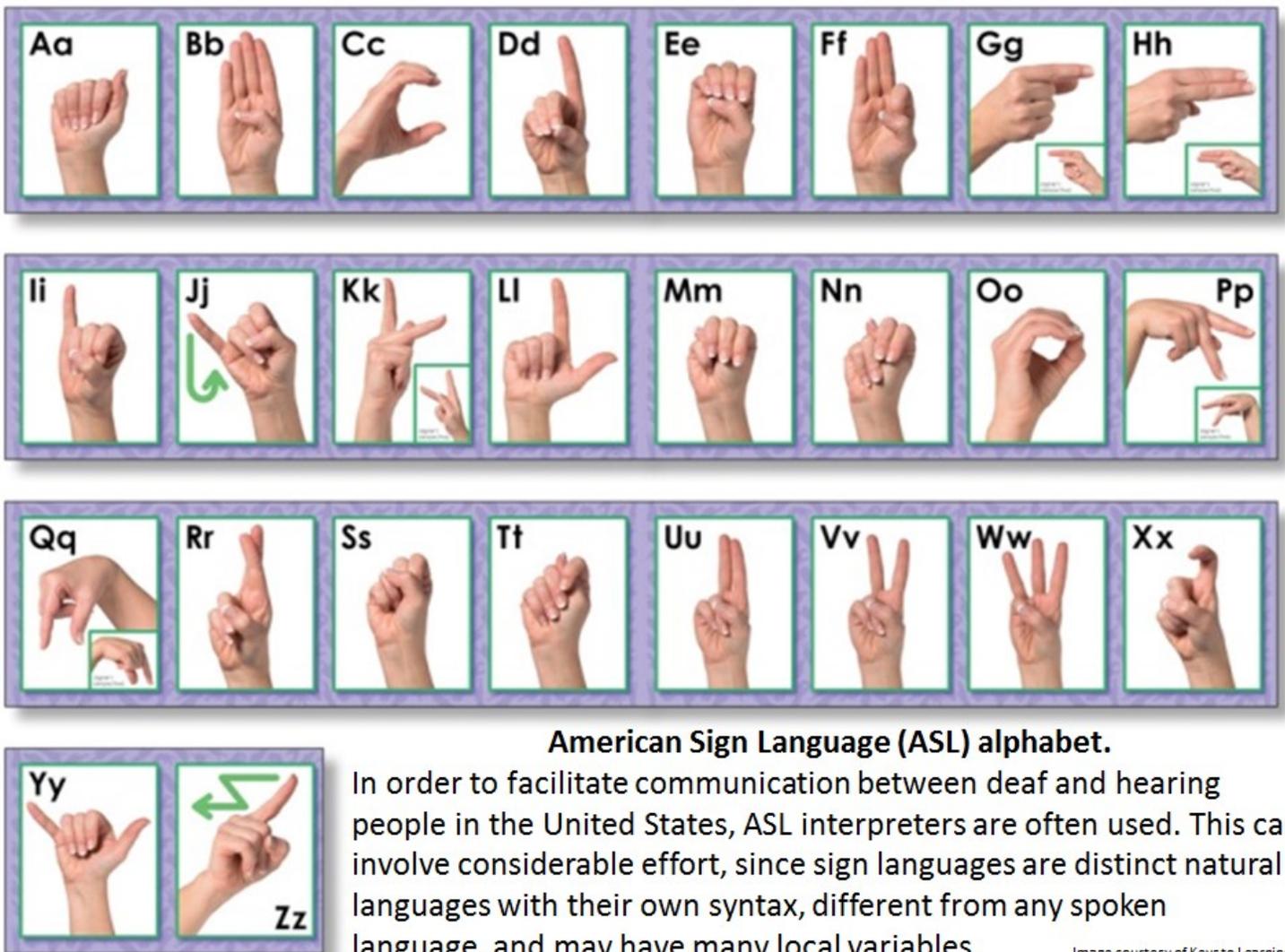
NOAA WFMO Sign Language Interpreting Services

The NOAA Sign Language Interpreting Services Program is located within the Workforce Management Office (WFMO) and is managed by the Workplace Resources and Enhancement Division. Technology and Communication Solutions (TCS) Associates is the sign language interpreter services provider for NOAA's Deaf and hard of hearing employees.

Authorized Account Users

TCS Associates provides a web based interpreter scheduling system that allows Deaf and hard of hearing employees to request an interpreter for a meeting or event 24 hours a day, seven days a week. Members of NOAA's Deaf community are issued individual accounts that provide them access to this scheduling system.

For more information visit the website: <http://www.wfm.noaa.gov/workplace/SignLangInterServices.html>



American Sign Language (ASL) alphabet.

In order to facilitate communication between deaf and hearing people in the United States, ASL interpreters are often used. This can involve considerable effort, since sign languages are distinct natural languages with their own syntax, different from any spoken language, and may have many local variables.

Image courtesy of Keys to Learning

NWS/NWSEO Mental Health Awareness Initiative Website

By: Jason Wright

The importance and benefits of physical exercise have been well established. But there is more to an employee's overall health than just physical health. Mental health is important too for all NWS employees, especially for the unique challenges and needs of rotational shift workers. Did you know that 350 million people worldwide suffer from mental health issues, 1 out of 10 U.S. adults (higher in older adults) and costing U.S. businesses 17-44 billion dollars annually? A wide variety of individual mental health awareness topics are available also, but resources sometimes are spread out or specifically hard to find, and not in a comprehensive web based single resource center format geared to NWS employees unique needs.

In initial coordination with the NWS Equal Opportunity & Diversity Management Division (EODMD) and National Weather Service Employees Organization (NWSEO) Leadership, Jason Wright, Lead Forecaster at the NWS Nashville, TN office, has been working with NWS Internet Dissemination System (NIDS) personnel on a Content Management System (CMS) created website format for a NWS Employee Mental Health Awareness Initiative. Initially geared toward the unique needs of rotational shift workers, this NWS/NWSEO Mental Health Awareness Initiative Website will strive to provide the best quality along with the best and latest information possible on a wide spectrum on mental health awareness topics. A basic CMS website format has been established, with the process of adding materials, articles, videos, etc. starting shortly. This website will not be static, and will continually be evolving and seeking suggested improvements.

Stress due to staffing shortages, fluctuating budget situations, associated family impacts of rotational shift work, new technologies, along with career enhancement challenges are some factors that contribute to the mental health well-being of NWS personnel. Because physical and mental health are intertwined, this initiative may eventually develop into a comprehensive employee health resource center website. Examples of information that might be included on this website: the latest sleep study research concerning rotational shift employees/best recommendations for enhancing overall sleep potential, diet recommendations for rotational shift workers, best office lighting recommendations, and, especially for our veterans and those who continue to serve in the reserves/armed forces, latest on Post-Traumatic Stress Disorder research, prevention, and management, etc.

With the NWS emphasizing the importance of providing Decision Support Services (DSS) to the wide variety of customers that we serve, knowledge gained through this initiative might help NWS personnel interact better with individuals/patients in the healthcare industry when weather significantly impacts their operations along with NWS DSS deployments to healthcare sites.

This initiative will lead to increased overall employee productivity, less overall sick leave usage, and enhanced overall office morale. This initiative will ensure that individual privacy concerns, HIPAA rules/regulations are met and addressed also.

If you are interested in contributing ideas, materials, etc. to this mental health awareness initiative website, please contact Jason Wright at the NWS Nashville, TN office at (615) 754-8500 Ext. 555 or Jason.B.Wright@noaa.gov.





National Weather Service



Fall 2015

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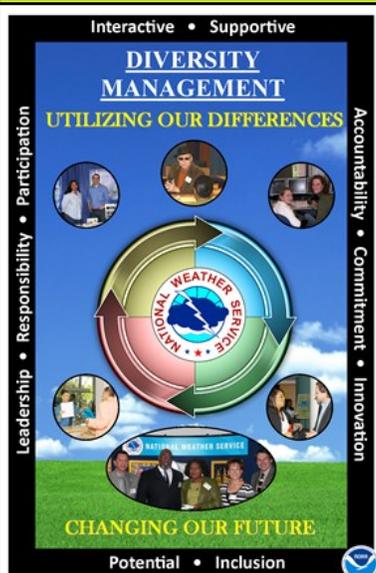
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Building a Weather Ready Nation

The National Weather Service (NWS) fosters an inclusive work force, building an environment that respects the individual, and offering opportunities for all employees to develop to their full potential. Diversity is the mixture of differences and similarities each employee brings to the workplace to accomplish the goals of the NWS.

Diversity management is a long-term change strategy enabling the NWS to improve its culture to ensure all employees are making maximum contributions to the mission of the NWS. We will foster an inclusive, supportive, open, challenging and innovative work environment to enable employees to be positive, creative and reach their full potential.

Other Diversity Newsletters: http://www.nws.noaa.gov/oeodm/diversity/toolkit/diversity_material_field/commnewsletter.php

Call for Weather and Diversity Photos By Delyne Kirkham

We are looking for interesting weather and diversity pictures from around the National Weather Service (NWS) to enhance the NWS “Diversity Matters” newsletter. We may be including these pictures in the one of the NWS Diversity Matters newsletters, published quarterly, or potentially on any NOAA/NWS website. We will give credit for each photo. By submitting photos, you automatically grant to NOAA NWS the right to publish and use the photos. You further warrant that you own the rights to the photo. You agree that



your submission does not, and will not, violate any applicable U.S. or state laws or regulations, or cause a breach of any agreement with any third parties; and that none of the submissions will infringe any copyright, invade any right of privacy, right of publicity, or infringe or violate any rights of any other person or entity. Please share your weather and diversity photos with us, send photos to the editor: aa-ron.sorensen@noaa.gov

Photo taken at Arches National Park, UT courtesy of Aaron Sorensen

