

NWS Diversity Management Council Meeting
2:30 p.m. ET, Wednesday, Apr 19, 2017 Minutes

The meeting was called to order at 2:30 pm Eastern Time, led by Council Chair Dave Rowell. Thanks to all who were able to attend:

Mirta Jackson
Dave Rowell
Cheryl Latif
Sabrina Johnson
Delyne Kirkham
Hope Hasberry

Wendy Levine
Ian Morrison
Brooke Bingaman
Teresa Murphy
Carloina Walbrun

Earl Breon
Jason Wright
Margi Garner
Mary Dunbar
Lara Hinderstein

The following agenda items were discussed:

Diversity Council Business:

- 1) **Women's History Month debrief:** Hope reported that the month's recognition was a huge success with many varied activities including the highlighting of 31 NWS women and multiple tweets, Facebook posts, and webinars. Hope noted the great support her office received from Comms. Dave noted how well the variation of activities reached a large audience.
- 2) **D&I Activity Reporting:** Hope indicated that a procedure was settled upon. There is a new form that was created by EODMD and vetted by the Council Chair that will be used for offices to report upcoming and completed diversity activities. The form will be sent to all Diversity Focal Points and Council representatives and will be made available via Google ([action item Hope](#)). Focal Points can self-report or regional representative may ask their FPs to include them in all reporting.
- 3) **Strategic Plan initiatives and the DMC** – as reported by Dave ... several discussions have been held with Pete, EODMD staff, Council Chair and Vice-Chair and members of the GMWG concerning addressing Strategic Plan initiatives. In short the Council is asked to become more involved in seeing strategic initiatives are identified and accomplished. A clearer plan is forthcoming and will be made available to all Council representatives (likely before the end of the month). The plan may include a call for more teams (or panels) to be formed to address specific initiatives; for example a women's panel may be formed and work with the GMWG on associated items. Council representatives are strongly encouraged to get involved in seeing some of the items, once identified and tasked, come to fruition; likewise grassroots volunteers from the field would be especially welcome.
- 4) **Council Call Mail-list.** Lara H. stated that the 'maillist' for Council Call still appears incomplete. Dave apologized for any discrepancies and indicated one part of the problem was confusion over terminology of Focal Points (HQ) vs Council Representatives. Certainly all Council Representatives should be invited onto the call. And that includes HQ reps, as well as members of any national groups (such as GMWG, Shift work team, etc...) . Local Office Focal Points are not invited onto the

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Council call but do receive a copy of the minutes of all completed calls. Another part of the problem is the master list is being maintained by both Hope and Delyne and has both local Focal Points and Council reps listed. (Action Item Delyne and Hope)

Affinity Groups, Panels, Team - Reporting:

- 5) **GMWG** report: Dave and Hope reported the following:
- The NWS Code of Conduct is still in limbo awaiting final approval. It is sitting with OGC whom it is understood to have feedback comments for the team. Thus far the team nor EODMD has received that feedback. Dave noted the importance of this to the agency.
 - GMWG will be working with EODMD to transition the Women's History Month website to a permanent Women of Weather, and Gender mainstreaming website.
 - GMWG will be briefing LCDP participants on Gender Mainstreaming concepts and initiatives
- 6) **Council Social Media Team:** Earl reported that the month saw many great articles posted to diversity Facebook pages related to Women's History month. Earl is working with Corey Piper (SRH) in testing the use of Facebook Live. Earl is open to all input and feedback on our social media efforts.

Region and HQ Reporting:

- 7) **ERH:** Cheryl – nothing to report concerning ER activities
- 8) **SRH:** Jason indicated that SR had nothing new to report
- 9) **CRH:** Jenifer could not make the call but sent an Email to the Council Chair indicating herself and others are prepping for the LaCrosse Diversity and Leadership Conference.
- 10) **WRH:** - As reported by Brooke : The WRDAC is taking off. Members have been assigned a month over the next year of which to create or identify an activity that field Focal Point can do in their offices.
- 11) **ARH** – Mirta – nothing to report concerning AR activities
- 12) **PRH:** - Ian M.
- Nearly all managers in at WFO Honolulu attended/completed the required EEO Training webinar
 - The PR Diversity team is readying it's newsletter.

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... Dave brought up discussion on **sharing regional newsletters**. It was agreed by those in attendance that regional newsletters provided by the regions should be posted to the EODMD website; likewise videos as being proposed and generated by WR. (action item Hope).

13) National centers and HQ:

- Hope noted that her office is preparing for Take Your Child to Work Day (Apr 27).
- Wendy noted she has been active in trying to share diversity information to staff in COO office.
- Mary reported an all-hands would soon be issued concerning upcoming EEO & Diversity training (New Hire, Unconscious Bias, ...). All employees should be encouraged to attend any of these trainings even if not part of the targeted audience. Furthermore if any office needs a specialized/individualized topic they should contact EODMD
- Mirta noted that in some places like some Alaska offices, the internet performance is so poor that the courses won't work. Discussion ensued about recorded trainings, but EOD is hesitant due to such being non-interactive. EODMD will consider (Action item Mary)

No further activity was reported or discussed.

Meeting adjourned