***Present:*** Hope Hasberry Aaron Sorenson Delyne Kirkham

Maria Krug Shari Mutchler Jason Wright

Kim Montgomery Cheryl Latif Mary Dunbar

Pat Taylor

The meeting was called to order at 2:33 pm Eastern Time, led by Delyne Kirkham. Thanks to all who were able to attend! The following agenda items were discussed:

***Diversity Council Business:***

1. Hope Hasberry updated the DMC for the Equal Opportunity and Diversity Management Division.
   * + New OEODM Chief Richard “Pete” Hill and Hope have been coordinating and working together on the direction and particulars of the OEODM this week.
     + Pete was unable to attend this call, but will try in the future to attend calls when he is able.
2. Pat Taylor updated the DMC on the Hispanic Poster Contest update.
   * + Although the deadline was originally August 21, it was extended to September 11th, since there have only been 3 entries so far.
3. The DMC made the following determinations on the DaHHOT (Deaf and Hard of Hearing Outreach Team) webinar.
   * + Although Employee Assistance Program (EAP)/Worklife Program Webinar is also on Sept 2 at 1 pm EDT, along with the “Writing Self Accomplishments” Webinar at the same time of the Deaf and Hard of Hearing will still be scheduled at 1:30 EDT.
     + NWS Communications Office will send out an all-hands email.
     + Delyne will write a draft email, send to Hope and Pete, Hope will forward to NWS Communications Office after quality control.
     + Todd Hall will be presenting the call from Oxnard, Hope will have NWSHQ host the call itself and turn over the presentation to Todd, to ensure enough lines and best video quality. After his portion of the presentation, Todd will then turn over the call to Trevor Boucher and Jennifer Saari.
4. Pat Taylor updated the DMC on the Diversity Cline Award.
   * + Regional Level Awards are due September 4th.
     + The National Nominations are due September 25th.
     + In working with Delores Frazier, Pat has ensured that a member of the DMC will be able to assist in evaluating the National Diversity Awards beginning this year. (Yay Pat!)
5. Delyne asked the DMC about Diversity Curriculum Marketing Ideas/Suggestions – (Site link: <https://doc.csod.com>)
   * It was suggested that when possible, list the Diversity Curriculum under Programs NWS Training in the new CLC. Right now there are links to 4 programs. They are:
     + NWS Required Training
     + 2015 Tropical Training
     + AWIPS-2 Training
     + NWS FY15 WFO Flash Flood Hydrology and Warning Operations Training
     + Delyne asked the DMC about marketing ideas in general. Do we want to create a FB group and Twitter account for the DMC? Focal Points and offices could get ideas and follow us via the social media, we may get more office participation with diversity ideas.
       - Effective way to promote diversity and NWS diversity program in general?
       - We would need an email address like [nws.dmc@noaa.gov](mailto:nws.dmc@noaa.gov). or [nws.diversity@noaa.gov](mailto:nws.diversity@noaa.gov)
       - Hope will talk to Pete. If interested they will check how get that approved and an email address assigned.
     + Delyne mentioned the link to CLC on the NWS OEODM Diversity toolkit <http://www.nws.noaa.gov/oeodm/diversity/toolkit/training_resources.php> the following link is broken <https://doc.learn.com/login.asp> The reference site is now at <https://doc.csod.com/client/doc/default.aspx>. Delyne will contact Loly to ensure the link is fixed.
     + CLC is still unable to transfer employee training records to the new CLC.
6. Hope discussed the Recruiting and Retention Team.
   * + A few have already reviewed the draft plan. It has been sent to Pete Hill for his review and suggestions.
7. Aaron Sorensen discussed Diversity Matters Newsletter Articles/Suggestions/Deadlines.
   * + He suggested new deadlines to get a Fall edition out. The new deadlines (that the DMC approved) are:
       - Sep 18 - All articles due to Hope
       - Sep 25 - All articles due to Aaron
       - Oct 5- Draft Newsletter sent to Hope
       - Oct 13 Any edits sent back to Aaron
       - Oct 15- Newsletter posted
     + Hope will ask Pete Hill if he is interested in writing a “Director’s Corner.”
     + Aaron mentioned again about writing an article(s) about “invisible” disabilities. Maria Krug shared some of her ideas about the subject, as she has experienced this form of bias.
     + Aaron asked if anyone wanted to write an article about a little-talked-about bias, weight, Delyne said she could write something, as she used to be obese.
     + Jason Wright said he would try to write something about mental health disabilities for the next newsletter, if he was able to.
     + For article ideas, and as a reminder, here is the link to NWS Special Emphasis Programs and Observances <http://www.nws.noaa.gov/oeodm/eeo/special_emphasisProgram.php>
       1. ***September is*** 
          1. *Hispanic Heritage Month* (*POSTER & person who wins poster contest will be highlighted in Diversity Matters.)*
          2. *Deaf and Hard of Hearing Awareness Month/Week* *(Possible article by Jennifer Saari/Trevor Boucher or Delyne).*
       2. ***October is*** 
          1. *National Disability Employment Awareness Month, (Jason Wright may write an article?)*
          2. *Lesbian, Gay, Bisexual and Transgender (LGBT* *Pride Month) (Dave Rowell is writing an article about this subject matter.)*
          3. *Bullying Prevention Month.*
       3. ***November is*** 
          1. *Native American Indian/Alaska Native Heritage Month and*
          2. *Veterans Day is Wednesday, November 11th. (Please have picture of veterans sent to* [*aaron.sorensen@noaa.gov*](mailto:aaron.sorensen@noaa.gov) *to put into Diversity Matters!*
       4. ***January 18th (Monday) is Martin Luther Jr. King day***
       5. ***February is*** 
          1. *African American History Month*
8. Delyne brought up to the DMC the upcoming Diversity celebrations, focuses, info –
   * **"Writing Self-Accomplishments"** webinars for employees to help write effective accomplishment statements in preparation for upcoming performance appraisals. Thursday, **August 20, 2:00** EDT Registration link: <https://attendee.gotowebinar.com/register/8360392116711717378> & Wednesday, **September 2, 2015 2:00** Registration Link: <https://attendee.gotowebinar.com/register/5192909123810094850>
   * **2015 Women’s Equality Day Program “Writing Women Back into History.”** Guest speaker will be Cheryl Wood – International Keynote Speaker and Empowerment Champion.Wednesday, **August 26, 2:00** pm EDT May join via teleconference by sending an email to nicole.mason@noaa.gov.
   * **Navigate Life Transitions** on Thursday**, August 27th** at 1 pm EDT
     + Predicable • Buying a house • Changing jobs/ new career • Divorce • Getting married • Having children • Kids going to college • Death
     + Unpredictable • Accidents • Changing jobs/ new career • Divorce • Health issues • Death • Financial change • Relationships – family & friend
   * **DaHHOT Webinar** Wednesday, **September 2**, 2015 Deaf and Hard of Hearing underserved community.
   * **Employee Assistance Program EAP/Worklife Program Webinar is also on Sept 2 at 1 pm EDT**
     + This webinar will offer a fresh perspective on the numerous services offered by the EAP and WorkLife Programs.
   * **"Building Good Credit & Improving Your Credit Score"** on Thursday, **September 3**, 2015 ET
   * You may also go to **Previous WorkLife4You Webinars and Materials:** <http://www.wfm.noaa.gov/workplace/seminar_material_1.html> (2012-2015)
9. Round Table: HQ/Regions Activities reports...ideas...suggestions...feedback…
   * + Dave has been focusing on:
       - Creating new social science training (along with Vankita) for WCM's and he has that about wrapped up
       - His whirlwind teaching schedule
       - Writing two or three articles for Diversity Matters.
       - He plans on being back on the calls in September.

* Hope has been working with Pete Hill to create an even better EEO/Diversity Program!

***Why do we need a coordinated government-wide initiative to promote diversity and inclusion in the Federal workforce?***

A commitment to equal opportunity, diversity, and inclusion is critical for the Federal Government as an employer and to the promotion of a merit based civil service. One of the key merit systems principles, set out in the civil service law, requires that the Federal Government's recruitment policies "endeavor to achieve a work force from all segments of society." A coordinated government wide initiative, as specified in Executive Order 13583, August 18, 2011, will provide all federal agencies with strategies and best practices that will enable them to accomplish this end.

Next meeting is scheduled for September 16th at *2:30 pm EDT, 1:30 pm CDT, 12:30 pm MDT, 11:30 am PDT, 10:30 am AKDT, 08:30 am HADT*

Meeting was adjourned at 3:14 EDT