

NWS Diversity Management Council Meeting
2:30 p.m. ET, Wednesday, Aug 23, 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:

James Su	Delyne Kirkham	Mary Dunbar
Dave Rowell	Kim Montgomery	Kati McNeil
Brooke Bingaman	Earl Breon	Margi Garner
Todd Hall	Mirta Jackson	Hope Hasberry
Marsha Green	Jenifer Prieto	Cheryl Latif
Cindy Palmer		

The following agenda items were discussed:

Diversity Council Business:

N/A

Affinity Groups, Panels, Team - Reporting:

- 1) **Women's Panel/Barrier Analysis Team:** Cindy P. and Delyne reported that the team is moving forward in its work to identify barriers in regard to MD715; all members of the group received barrier analysis training last week. There are two possible directions the team may go from here, with a call scheduled next week to decide.
- 2) **Gender Mainstreaming Working Group:** Dave reported:
 - The team has prepared a response to a WMO request to document and submit best practices in gender mainstreaming; 4 best practices are being submitted this week that will become part of a WMO database of such.
 - The team has completed work on a new Code of Ethics which will be shared with executive leadership likely on a GMWG call next month.
 - The team has a new charter. Mary Dunbar noted the new charter is making the rounds in collecting signatures among executive leadership.
- 3) **Ambassadors:** nothing reported
- 4) **Council Social Media Team:** Earl reported that :
 - Several good articles have been posted and shared via insider and through the Facebook page; and new articles are being readied for Women's Equality Day (Aug 26).
 - He asked Council members to feed him any ideas they may have for stories etc... that can be posted in any of the social media outlets, including videos.
 - In addition to videos more Podcasts are being planned. Each will be run through EODMD, then Comms and finally announced through the Insider. The podcasts are played automatically by Chrome's player automatically once the link is selected. Next up is Hispanic Heritage Month.

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For future Podcasts additional stories, and story tellers are being looked for. It was suggested by a couple of Council members that Earl and Mary that they write up what they are looking for and then email such to Council members who in turn can email the query for participants to all Focal Points etc... [Action Item Earl and Mary]

- Delyne suggested putting the W.R. videos on Insider also, which led to a discussion of what is appropriate for outlets that are publically available versus internal facing outlets only.
- 5) **Training Team:** Todd reported the request for additional team members to reboot the team was successful. Team membership will be finalized later this week, and the newly reformed team can decide together next steps.

Region and HQ Reporting:

- 6) **ERH:** Cheryl – Nothing to report
- 7) **SRH:** No Report
- 8) **CRH:** Jenifer
- The fall newsletter is being worked
 - A scheduling database is being co-shared inter office which presents and garners scheduling ideas. At present this is C.R. internal only, not cross-regional. Jenifer will share with Council as well [Action Item Jenifer]
- 9) **WRH:** Brooke
- WR-DAC Google site has been reorganized
 - Resources are being cross-hosted with C.R.
 - More videos (former Military, Generational differences, Ancestry DNA, ...) are being developed – genealogy next. Another team member is being trained on video production to assist in the effort.
 - A call is being planned with all W.R. Focal Points with the main topic of the call being training on NOEES. (Dave R. lauded the effort to have such periodic/routine call with all regional Focal Points) .
- 10) **ARH** – Mirta – Nothing to report
- 11) **PRH:** - No Report
- 12) **NCEP, National Offices and HQ offices:** Kim Reported:
- Kim reported there will be another set of workshops conducted at the College Park facility by Tony Chapman Sept 21 (Leading people through change – for supervisors and team leads) and Sept 22 (Surviving change- for all staff) .

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13) **EODMD** – Reported by Mary and Hope:

- Pete and Sabrina are at the Blacks in Government conference and training.
- The Nursing Mothers webinar held this month was a big success. A special thanks was given to the webinar's panelists.
- A new Nursing Mothers/lactation policy is being worked.
- The next Diversity and Inclusion summit is being planned near the beginning of November.
- Again add'l podcasts are being planned and worked by Earl and Mary. They will mail to the Council information and request for stories and story tellers.

14) **NWSEO** – No report

No further activity was reported or discussed.

The next call is scheduled for Sept 20.

Meeting adjourned