***Present:*** Hope Hasberry Jason Wright Cheryl Latif

Pat Taylor James Su Dave Rowell

Bill Parker Mary Dunbar Aaron Sorenson

Todd Hall Pete Hill Sabrina Johnson

The meeting was called to order at 2:30 pm Eastern Time, led by Dave Rowell. Thanks to all who were able to attend! The following agenda items were discussed:

***Diversity Council Business:***

1. EODMD’s draft Diversity and Inclusion Strategic Plan as reported by Pete:
   * Pete reminded the group that the Plan represents a basic blue print in moving the Diversity and Inclusion program forward and is an umbrella for D&I activities.
   * The review by the Council, NWSEO, and the GMWG is complete; Pete very much appreciated the comments and input received; and noted especially input from NWSEO representative Jason Wright.
   * Pete expects the Plan to be finalized around the April time frame
2. Training Team – as reported by Todd:
   * + The team is getting back together literally and figuratively after a bit of a hiatus.
     + The review of courses is complete
     + Most of the courses are short – under 60 min making them easy to complete
     + The team is ready to move into a marketing phase, which includes organizing and packaging in terms of training paths and marketing of the offerings
     + An (all hands) announcement concerning the availability of the courses is needed; And there should be a push to SOO’s etc… ; Pete noted that EODMD will do its part in the promotion.
     + The training team welcomes any other suggestions from the council about marketing ideas
3. Dave reported on the NWS Diversity Ambassadors.
   * He and Delyne had discussed a couple of webinars:
     + Workplace (non)conformance – tattoos, piercings, hair color, attire, … - targeting May 17 for delivery
     + Bullying and Harassment – looking at presentation sometime in Oct. ; This topic initiated further discussion by the Council noted in a latter item in these minutes.
   * Bill Parker said SRH was looking at having a diversity conference as a region (more discussion pertaining to this in a later item)
   * No other Ambassador activity reported
4. Suggested Anti-Harassment (campaign) – discussion initiated by Dave
   * + Dave had previously shared with the council via email food for thought ideas concerning a campaign targeting subtle (seemingly non-file able) harassment behaviors that have been reported from field offices via unofficial channels. The fall webinar was one of the pieces of that proposed campaign as well as several other activities and initiatives; these being largely awareness and educational with one goal being getting managers to ensure a ‘safe’ environment for employees
     + Pete indicated he/EODMD was also pursuing a webinar or other training in conjunction with WFMO.
     + After much discussion the Council recommended that the topics of bullying and harassment be de-coupled with the topic of ‘bullying’ being what the Council ought to further pursue, while that ‘harassment’ should be deferred to EODMD.
5. Women’s History Month as reported by Hope
   * + A Webpage would be put online specific to highlight this by March 1. It would include:
       - (links to) various videos (e.g. those shared by the Shreveport office, etc..)
       - Images (e.g. Rosie the Riveter, those recently gathered for use by the WMO, etc..)
       - Career info
       - Etc…
     + There will also be an additional social media campaign (twitter, Facebook, …).
6. Newsletter as reported by Aaron and Hope
   * + All articles received have been reviewed; there are 7 and room/time for more.
     + Hope indicated she would add one concerning Women’s history month activities. [Action Item: **Hope]**
     + The final draft is due for review Feb 29 so as to meet the publication schedule of March 28.
     + Dave noted that on the previous council call there was discussion concerning bettering the dissemination mechanism … e.g. rather than through Council and Focal Point email it might possibly go out all-hands from Laura Furgione or Dr. Uccellini. There was an action item for Pete on this but not completed yet. [**Pete** Action Item].
7. Possible new Facebook Pages:
   * Dave reported that EODMD and the GMWG had made plans to startup a new Diversity Facebook Page. Pete filled in the details that was an interest of Laura Furgione and was being worked by the GMWG. Greg R. of Comms was also consulted. The team had options they had vetted and would make a recommendation to Laura next week for final determination on how to proceed.
   * As reported on the Jan. Council call, Dave had been approached by a field staff member about the possibility of creating an unofficial Facebook page for NWS LGBT similar to NWS Women in Science.
     + This was discussed with EODMD, NWS Comms, and DOC Comms, and Laura Furgione
     + The result being that as an unofficial private page the NWS could not deny such, and that should not be taken as either official encouragement or discouragement – in fact it is seen as a positive idea as a support and awareness mechanism.
     + The page would be very similar to N.W.S. Women in Science.
     + Dave reiterated the *advice and cautions* he received to the person interested in leading the effort to bring the page online those items being:
       - As an unofficial page it should have perceived/stated direct linkage to the National Weather Service as a government hosted/supported page – e.g. no displays of official logos etc…
       - The page should be closed (members allowed access by invite/approval only) and not open to public view or comment.
       - N.W.S. Employees using the page, or any social media platform, are subject to the Social Media Use guidelines that employees are given when hired – E.G. employee guidelines against public comment against the agency of a disparaging nature, etc…
       - That the new page moderator should seek best-practices advice from Tanya F. who manages the N.W.S. Women in Science page
   * Mary Dunbar as a member of NOAA LGBT team asked Dave if he was aware of a similar page going up NOAA wide. Dave indicated no – but as Mary was aware the NOAA LGBT group was pursuing other initiatives, specifically a NOAA-wide LGBT survey to be followed-up by a LGBT Townhall at some future date. Mary reaffirmed this, and Jason asked if he could see a copy of the survey. Mary said she would share in with Jason and Dave (again). [Action Item Mary]
8. Before leaving the meeting Pete reported he received about 50 positive comments concerning Lactation initiatives.
9. African American History Month activities reported by Sabrina.
   * An article on African American history was distributed.
   * The Silver Springs program was being planned to include: a showcase, display tables, and even a poem recitation by Pete.
10. NWS Diversity Conference and Gender Forum reported by Dave
    * The conference will likely
      + be a 2-day conference (day 1 internal issues/day2 external )held in either Aug or Oct 2016 in Kansas City
      + The principle target audience is managers (MICs/HICs, regional and HQ managers)
    * The Gender mainstreaming Working Group and EODMD and organizing the event.
    * Bill Parker noted that Southern region has also discussed hosting a regional diversity conference; however they may defer and use funding to attend the national conference if indeed it takes place in Aug. Dave said he would get a definitive answer to Bill ASAP [action Item dave]
11. Dave reported on activities by the Gender Mainstreaming Working Group of which he, Hope, and Pete are members, as well as Dr. Vankita Brown, and Michelle Hawkins. Aside from the conference the team is also:
    * + Working with the WMO in providing feedback and input on the WMO’s Gender Mainstreaming Action Plan.
      + Preparing to present a webinar on Gender Mainstreaming as reported in NWS Insider and an all-hands email.
      + Has submitted an abstract for a Gender mainstreaming as part of the IDSS virtual conference series.
      + Working with EODMD on gender related policy issues.

Regional and HQ reporting:

Cheryl reported that Eastern Region created a PowerPoint on Autism that was distributed throughout eastern regions and can be made available for distribution to other regions as well.

SRH: Bill indicated that SRH (Steven Cooper) was working to reestablish it’s DAC – the chair was to be Jesse Haro with assistance of Mike Coyne however with Jesse’s departure from Southern region progress is temporarily halted.

Todd asked about the status of the WRH Council but no one presently on the call had an answer.

No further activity was reported or discussed.

Next meeting is scheduled for March 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 adjourned