

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

Delyne Kirkham	Mary Dunbar	Kati McNeil
Dave Rowell	Mirta Jackson	Earl Breon
Kim Montgomery	Jason Wright	Sabrina Johnson
James Su	Shari Mutchler	Ian Morrison
Patrica Taylor	Brad Temeyer	Brooke Bingaman
Jill Walker		

The following agenda items were discussed:

Diversity Council Business:

1) Anti-harassment campaign: Dave reiterated that EODMD in cooperation with the Diversity Council is having an anti-harassment campaign this month. A number of activities are planned: webinars, Podcasts, Social Media Panel dialog on real scenarios, various trainings, etc... Hope is leading the charge on behalf of EODMD. Dave expressed his excitement over all that may be done in this important area. Delyne added that NWSEO was fully onboard and supportive of such activities including a gender-champion pledge campaign.

2) Council Goals:

- Dave reported that it is his, and Vice-Chair Delyne's, intent to make the Council more active this upcoming year, and to foster that they wish the council to be not only more goal oriented, but also much more proactive as catalyst to good things.
- Delyne remarked how a key effort is in communications. That such is always two-way with the Council in the middle to get info down to the focal points from HQ, and issues and feedback up from the Focal Points to HQ/EODMD. Delyne also thanked Earl for all he has done to improve communications in a number of new facets.
- Brooke added a reminder about how large a role WR region videos, CR one-pagers, and the like contributed to this overall effort. The Council noted it's appreciation of all such efforts.
- Dave asked all members and participants of the Council to consider goals the Council might take up and pursue over the coming year and discuss them on the next Council call. **[Action item all Council members to assist in identifying Council Goals for 2018]**

Affinity Groups, Panels, Team - Reporting:

3) GFWG: Dave reported that the team has provided input and feedback to the anti-harassment campaign.

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4) Training team:

- As reported by Shari – the team has another meeting scheduled this month. The team still has some 200+ courses being parred down, and then subsequently to be fully reviewed.
- Delyne noted that this is a huge effort but the result will be a certification path for Diversity.
- Dave asked if the Council could provide anything else or assist in any way to remove any hurdles to progress. He instructed Council representatives to consider if there might be other Focal Points that would be willing to assist in the time-consuming reviewing process.

5) Council Social Media Team: Earl reported nothing new, but continued progress on all fronts.

- Earl asked Council members to encourage all to participate in all our social forums as some great discussions have been had and can be had.
- Delyne reminded the Council that Pete/EODMD has a reserved Insider page for publications of articles. Sabrina noted that all articles are eagerly accepted but have to get approved through Comms which generally takes about 3 weeks.

6) Ambassadors -

- Dave reported that a couple of Ambassadors did record a Podcast (today) that highlighted the Diversity Ambassadors program.

Region and HQ Reporting:

7) **ERH:** No representative/No report

8) **SRH:** Dave reported on behalf of SRH that SRH is recruiting volunteers within the region to start up a new SR DAC (likely modeled after WR DAC). Dave applauded this effort.

9) **CRH:** Brad indicated CRH had new one-pagers in the works for Women's History month.

10) **WRH:** Delyne applauded the WRH continued efforts with their videos developed under the auspice of the WR DAC.

11) **ARH** – Mirta Jackson reported that AR continues it's own Sexual Harassment Awareness Campaign/Activities . Currently they are finishing up the creation of a sexual harassment survey with feedback from EODMD.

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- 12) **PRH** – Ian, noted that PR is having a diversity call every other month. PR focal points do produce their own one-pagers, often times centered around a food theme. Delyne asked that PR share such in the future.
- 13) **NCEP, National Offices and HQ offices:**
- Kim M. noted that Camp Springs (or college Park ?) was looking at new Diversity events yet for 2018.
- 14) **EODMD**
- Patricia: Mandatory training for all employees (except WR as they already received the training) for prevention of sexual harassment was forthcoming. An all-hands announcement will be out within a week. The training will be in the format of a video available via the CLC
 - Sabrina: Pete and Earl will be presenting webinars. Among them a 2-part presentation for African American history month on the topic of African Americans in Times of War.
 - Sabrina: EODMD is looking to enhance and expand it's k-12 outreach efforts; and is looking for volunteers to help in this.
 - Sabrina: Pete and/or Ken Baily (Director NOAA Civil Rights Office) will soon be conducting Technical Assistance Visits at a number of offices. The 'TAVs' will look for D&I and Civil Rights compliance in a number of areas (30-40) including such as poster/flyer postings. Offices will have advance warning. Mary can provide a complete checklist ahead of time and will make it available to the Council [Action Item Mary]
- 15) **NWSEO** – from Jason – nothing to report.

Additional notes, comments, ideas, suggestions:

- 16) **Council Membership Face-to-Face:** Mirta suggested it would be highly beneficial to get Council members/representatives together in a single location for meetings and training. It was noted that EODMD used to do such but funding was no longer available. Dave suggested that perhaps regions could self-fund their representative. The Council agreed this was a great idea. Dave asked Mirta to get him a draft proposal similar to what was done in the past. [Action Item Mirta and Dave]
- 17) **Diversity Activity creation/dissemination:** Brooke (post call) suggested to Dave that it would be of great help if EODMD (or the Council) could provide diversity activities to Focal Points. Dave noted that it was and is a plan to have such in a Toolkit off the EODMD website. Dave further suggested that perhaps a volunteer team could be formed by the Council to create monthly activities. Dave asked Brooke to create a proposal to present on the next Council call [Action Item brooke and Dave]

No further activity was reported or discussed.

The next call is scheduled for Mar 21.

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Meeting adjourned