

NWS Diversity Management Council Meeting
2:30 p.m. ET, Wednesday, January 15, 2014
Minutes

Present:	Ursula Jones	Dave Rowell
	Mary Dunbar	Margi Garner
	Hope Hasberry	Marie Hoffpauer
	Sabrina Johnson	Cheryl Latif
	Monique Royal	Pat Taylor

The meeting was called to order at 2:30 pm Eastern Time, led by Ursula Jones. The following agenda items were discussed:

Diversity Council Business:

Theme Poster Contest – Hope reported that the Women’s History Month poster contest was announced on December 19 and ends February 7. There haven’t been any submissions received yet, but she expects to see some as we draw closer to the end date.

Essay Contest – While discussing the essay contest, it was decided that the next step would be to meet to discuss the logistics of the contest and then move forward from there. The first contest would be on Generations and would run in place of the next poster contest. Hope will contact Joshua Scheck to discuss the next steps.

Marketing – Sabrina contacted Marie Hoffpauer and Tony Merriman about Central Region’s Diversity program and Marie responded with an email to Sabrina and Ursula. The plan is for Ursula to review the email and report back to the Council on possible next steps for marketing.

Focal Point Certification Guide – Pat stated that the courses picked for the Focal Point Certification have been retired and replaced with other courses. She needs to identify the new courses for the Guide and then contact Jerry Griffin at CLC. Once Jerry has entered the Focal Point courses, then we can begin advertising the Guide. Pat thought that giving the Focal Points three months to take the necessary courses for the certification would be sufficient time and other Council members agreed.

Once the Guide is ready to share, the plan is to email the Focal Points and to post it on the Diversity Toolbox.

Roundtable:

Regional Reports –

- a) Hope mentioned that Shari Mutchler inquired about the Council having a Facebook page. After a discussion, Hope said that she would check with the communications office to see if we could use the NWS Facebook page to share items or if we would need to host our own Facebook page.
- b) Dave is hosting another diversity workshop to be held in Kansas City on April 23.

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- c) Hope's office is putting on a women's conference on March 18 sponsored by NESDIS and OEODM. She hopes to having is stream live for all of NOAA, but isn't certain that will be successful. Either way, she will record it and post it on the OEODM web site. Activities will include training in the morning discussing six obstacles the EEOC identified and assist with overcoming those obstacles. The afternoon will be a marketplace, offering information on health issues and cultural awareness booths.
- d) Hope's office is working National Alliance on Mental Illness (NAMI) on setting up a speaker to discuss mental health in the workplace in February.
- e) Mary Dunbar reported the NOAA Civil Rights Office, along with NOAA Line Office's, Office of Equal Opportunity and Diversity Management (OEODM), hosted an informational briefing on LGBT Rights and Benefits on January 7. Melissa Brand, Esq., with the Equal Employment Opportunity Commission spoke about LGBT rights and how they have changed for LGBT federal employees since the Supreme Court ruling about Defense of Marriage Act (DOMA). Also, Lori Osborne with NOAA's Workforce Management Office explained the benefits now available to federal employees' same-sex spouses and how to apply for them. Approximately 110 employees attended from different line offices throughout NOAA.

In addition to the presentations, an email account was setup for employees to email with questions about benefits and rights, and new law information. The email is:

lgbtplanningteam@noaa.gov

- f) Dave hopes to lead a GLBT webinar sometime in early summer.
- g) Hope asked that if employees had any questions about the Nursing Mother's Program, to contact her.

Next meeting is scheduled for February 19, 2014 at 2:30 pm ET.