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

Pat Taylor Delyne Kirkham Dave Rowell

Monique Chapman Mary Dunbar Aaron Sorenson

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. Diversity Matters Newsletter Discussion:
   * + Articles for the next newsletter are due in by Feb 5, with publication to take place sometime between March 21-25, as reported by Aaron. It was also decided that the article submission dates, article instructions, and publications dates would be put in each newsletter [Action item for **Aaron**]
     + Dave indicated he would like to see the names of Diversity Council members and the names of Diversity Ambassadors published in alternating issues to increase awareness of diversity contacts. Action Item: **Dave** and **Hope** will provide listing and contact info to Aaron.
     + Discussion concerning bettering the dissemination mechanism … Hope noted that current distribution is to all regional and field Focal points (Hope also noted the list has recently been updated). Dave noted that Pete previously indicated that he would like the newsletter to have a higher profile and would approach Laura Furgione about the distribution being all-hands from her or Dr. Uccellini [**Pete** Action Item].
     + Discussion about there being a Diversity Matters link tab on the NWS Insider web page that allows access to issues of Diversity Matters from the NWS Insider site. [Action: **Pete** to include as discussion point with Laura {and comms}].
     + Discussion about archiving Diversity Matters and also Regional diversity newsletters off the EODMD website… Hope said this can/will happen. Council members aware of who is publishing regional newsletters to help coordinate this with Hope.
2. Dave stated his and Pete’s interest in improving channels of communications from the Field to EODMD through the Council, and in reverse.
   * Dave noted how this was one of the most important functions of the council. He also indicated he reached out to all Focal Points via an email iterating his intention to better enable communication flow.
   * Aaron suggested identifying a means so that personal could anonymously make known diversity concerns. Dave asked council members to consider such.
   * Aaron suggested surveying the field concerning diversity and Inclusion. Hope noted that surveys were a part of Pete’s strategic Plan.
3. Dave reported that he was approached by a field staff member about the possibility of creating a an unofficial Facebook page for NWS LGBT similar to NWS Women in Science.
   * The page would be closed group and serve the purpose of networking individuals to share concerns, ideas, and support.
   * Dave noted that he discussed this request with Hope and Michelle Moore. Hope ran it past general counsel who iterated that it could not be an official page with any logo-ing of any kind, and employees using such a page would need to adhere to department standards of social media use. Hope informed Dave that the idea need also to be run by Michael Krugar in communications at DOC. Dave emailed Mr. Krugar but has not yet received a response. **Dave** will follow up soon.
   * Council members questioned the use of the page in terms of sensitivity, but agreed in principle it was a good idea.
   * Dave asked Mary Dunbar as a member of NOAA LGBT team whether there would be interest in such being NOAA wide versus simply NWS. Mary indicated she would discuss with NOAA LGBT team members Michelle Moore and Kay McGraw [Action item for **Mary**]
4. The next item on the agenda was the Diversity Toolbox. However, as it was known that Pete had various thoughts on this topic the discussion was deferred until the next Council Call.
5. The next item on the agenda was EODMD’s draft Strategic Plan.
   * Dave reported that the draft was ready and a copy had been given to him by Pete with instructions to solicit feedback from Council representatives from each region. Dave noted it was sent to representatives of ERH, CRH, SRH, and WRH. Hope noted that she believed Pete’s intention was to get input from all council members; Action Item: **Dave** would thus make sure a draft copy was seen by all council members ASAP. Feedback is due Feb 12.
6. 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.
   * + The Gender Mainstreaming Working Group has settled on a plan to host a Diversity and Inclusion workshop with a gender focus. The event would be two days in duration; with day 1 having an internal focus, (e.g. staffing, recruiting, …) and day 2 having and External focus (e.g. products and services, partnerships, … ). The workshop would take place at NWSTC in late summer or early fall 2016. Hope noted that there is confidence that Laura is onboard with the idea, though travel funds are an issue this year.
     + The GMWG also has a draft article ready for the NWS Insider defining *Gender Mainstreaming*. Vankita is seeing to its publication.
     + Within the article is an announcement of a Gender Mainstreaming webinar to be presented in March by Dave and likely assisted by other members of the group.
     + Dave also submitted an abstract for a Gender mainstreaming as part of the IDSS virtual conference series.
7. Dave initiated discussion on a new issue – that of subtle workplace harassment and bullying specifically toward women among NWS staff but other groups as well.
   * Dave suggested an anti-harassment/anti-bullying campaign be launched this year. For example posters, articles, etc…
   * The council noted that it was a difficult issue to deal with, but one worth addressing.
   * Aaron suggested that a positive spin could be applied as well citing programs with “Safe Zones” concepts, fostering the idea of inclusive environments as a positive attribute of the workplace.
   * Dave asked all council members to consider such prior to the next call.
8. Dave reported he has had conversations with several people concerning the viability of the NWS Diversity Ambassadors.
   * Dave said with their present low profile that they were not being a resource as anticipated, though due more to lack of awareness by NWS staff, and time constraints of the volunteers, more so lack of interest.
   * Dave indicated that in discussion with Pete, that Pete still saw the Ambassadors as an asset to the agency.
   * It was suggested that the council could generate ideas of activities of which the Ambassadors might voluntarily assist.
   * Aaron indicated he would like to see suggestions for activities put forth by the Ambassadors such as reading, books, films that can be used as part of brown bag lunches for specific topics that correspond with special emphasis months. Dave noted such has been planned as part of the toolkit for some time, but never realized.
   * [Action] **Dave** indicated we would be in contact with the Ambassadors soon to share this information and get feedback.

Regional and HQ reporting:

WRH: Aaron reported that WRH has a Google site in which their regional diversity newsletter and The Diversity Matters newsletter will be made available to WRH employees.

Delyne: reported she will be traveling to DC next week and is looking forward to meeting with Pete, Hope and the rest of the staff. Dave reported the same for Feb. at which time he will also be meeting with GMWG members.

No further activity was reported or discussed.

It was left unreported that Dave and Delyne are working together on a webinar on apparel and appearance, and (non)conformance thereof in the workplace, with a delivery timeframe sometime in April or May.

Next meeting is scheduled for Febuary 17th 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