***Present:*** Hope Hasberry Aaron Sorenson Delyne Kirkham

Monique Chapman Jennifer Saari Jason Wright

Trevor Boucher Cheryl Latif Mary Dunbar

The meeting was called to order at 2:32 pm Eastern Time, led by Delyne Kirkham. Thanks to all who were able to attend! The following agenda items were discussed:

***Diversity Council Business:***

1. Diversity Awards Update.

**Hope Hasberry** updated the DMC on the Diversity Awards for Pat Taylor who was on travel.

* + Pat sent to the DMC the 2015 guidance for the Diversity Isaac Cline and the 2015 documents.
  + Pat is still working with Delores Frazier to see if a member of the DMC could possibly be on the committee to review the nominations submitted (at least for the diversity category).
  + Jason Wright (NWSEO rep) ensured AWC was following all Issac Cline Award guidelines, as in May’s DMC call over there seemed to be some questions on the selection of the AWC Cline Diversity award. Shari had mentioned that the union steward had indicated Cline nominees must be union members. It was confirmed that an AWC non-NWSEO member has been nominated (at least two years in a row) specifically for the Diversity Cline Award and that AWC was following all guidance correctly.

1. **Trevor Boucher and Jennifer Saari updated DMC on the Deaf and Hard of Hearing Outreach Team (DaHHOT) webinar.**
   * Link attached for DMC review of webinar https://docs.google.com/presentation/d/1la-zYJvUGA-L\_X0U5HnAJIZFa5Pf7ghAgsh\_Ro\_6jG0/edit#slide=id.p4
   * Target date is September 2, 2015 with Hope to determine the best time (Hope was checking to see around or after 1 pm EDT is available).
   * Trevor went over what he plans to focus on. They have performed DaHHOT DSS webinars for most of the regions. They have all been received well. Please see the webinar (link above) for more information. A snapshot of some of what he will discuss:
     + 1. Culture – some differences and misconceptions between what aspects the “hearing” community and DaHH (Deaf and Hard of Hearing) communities perceive.
       2. Challenges with inadequate subtitles/captioning.
       3. ASL (American Sign Language) is not necessarily “standardized” across all regions, countries, areas, etc. Sometimes the same sign has different meanings. Also, messaging “thunder” and understanding what thunder is. How does that help the DaHH community if they can’t “hear” thunder?
   * Jennifer went over the areas she plans to focus on:
     + 1. The history of the team and what they’ve done/and do.
       2. The work and activities that they plan to do, including the WRN Homepage for Deaf and Hard of Hearing.
       3. How to get started and potential obstacles.
       4. Focusing on Social Media to market. Reposting, retweeting the webring, etc.
       5. The success of the webinars and working with the WCM’s in the different regions (last webinar was for Alaska and Western Region WCM’s.)
   * There was discussion about several subjects.
     1. Sign Language Interpreter Requests for NOAA Events? Email requests for Deaf and Hard of Hearing interpreting can be sent to both Rosa.Sorrell@noaa.gov and Debbie.A.Ferrara@noaa.gov at least 5 business days in advance of an event. Hope mentioned that it is generally utilized for NOAA employees that are attending the event and would like interpretation. <http://www.wfm.noaa.gov/workplace/RAC_inter_bus_rules.html>
     2. There are also challenges with this, as one needs the ability for a screen in screen picture, or duplicate screens.
     3. Telecommunication Devices (TTY's)
     4. Whether the webinar had a limited number of lines, as would like to promote as much as possible (Delyne is checking to ensure best available number of accessible lines).
     5. Vince Wood from NSSL was also talked about as a resource.
     6. There were several suggestions on how to “market” the webinar.
2. **Update on the Recruiting and Retention Team:**

**Hope Hasberry** updated the DMC on the Recruiting and Retention team’s status.

* + The draft recruiting and retention document is waiting for review by EEO professionals, including Dave Murray.
  + After review the document will be forwarded to Laura Furgione.

1. Poster Contest Update: Hispanic **Hope Hasberry**
   * The email was sent out by NWS Office of Communications to nws.all.hands on July 6th.
   * The “Hispanic Americans: Energizing Our Nation’s Diversity” poster contest is open through August 21.
   * The goal is to increase knowledge and help educate the NWS workforce on notable Hispanics and their contributions to the Nation.
   * There will be another reminder email sent out before the contest is over.
2. **Diversity Matters Newsletter Articles/Status/Dissemination/Suggestions:**

Diversity Matters Chief-Editor **Aaron Sorensen** updated the DMC on the newsletter status.

* + There has only been one article submitted, 2 Veteran photos, no weather or diversity photos submitted. Perhaps the Director of the NWS Office of Equal Opportunity and Diversity Management will want to write a Director’s Corner?
  + Aaron asked about sending out the newsletter to nws.all.hands to get better newsletter coverage, as many focal points aren’t receiving or distributing it. Hope explained that she had previously talked to the NWS Office of Communications and that they wanted only one “official” NWS newsletter sent to nws.all.hands. She did say that she would revisit the issue with Greg Romano.
  + Aaron wondered what the alternatives were available if not sent through nws.all.hands-perhaps we could have a diversity section in the current NWS Insider? Although that would not be his first preference, he would like to see additional distribution and that may be the way to do it. Hope will also discuss this with Greg Romano.
  + Requested approval for a new timeline for the next Diversity Newsletter, with the next newsletter being the Winter Edition.
    - Nov. 10 - All articles due to Hope
    - Nov. 18 - All articles due to Aaron
    - Dec. 1 - Draft Newsletter sent to Hope
    - Dec. 7 - Any edits sent back to Aaron
    - Dec. 10 - Newsletter posted
  + Aaron said with the additional time in the “new” timeline, he could write the article about persons with disabilities that are hidden or 'invisible'. Hope said that having more than one person write such an article would a good idea. The article(s) will address challenges for people that appear to NOT have a physical disability, when in fact they have some debilitating disease, or degenerative bone or joint disorder, or some other invisible ailment. All DMC members are welcome to submit articles to Hope.
  + Requested the council consider writing articles for the winter newsletter which would be due to Hope by November 10th. This could including the following recognitions/celebrations that either were observed or will be observed:
    - **September** is Hispanic Heritage Month and Deaf and Hard of Hearing Awareness Month/Week.
    - **October** is National Disability Employment Awareness Month, LGBT History Month, and Bullying Prevention Month.
    - **November** is Native American Heritage Month and Veterans Day is Wednesday, November 11th.
    - **February** African American History Month

1. **Update on the Diversity Curriculum Training Team:**

Diversity Curriculum Training Team Chair **Todd Hall** emailed the team’s status.

* + The “new” CLC has not transferred all the classes and transcripts over yet. Todd and his team will continue to review the new CLC and see what next best step to take will be to market the curriculum.

1. **Gender Team Activities/Action Plan:**

**Hope Hasberry** updated the DMC on the WMO Gender Conference/Gender Team Activities.

* + Hope and a small team are working on initiatives for the 2016 action plan that will include a policy or directive about training on “gender” and how people think about gender.

***Roundtable HQ and Regional Reports, and other activities:***

Hope said there was a selection made for the Director of the NWS Office of Equal Opportunity and Diversity Management (Richard Hill).

Hope reminded everyone to encourage qualified employees (GS-14 and GS-15 levels) to get involved in an 18-month leadership development training program. The Senior Executive Service Candidate Development Program email was sent out July 15th to the DOC. (Announcement number OS/OHRM-2015-0027 through USAJobs).

Dave presented a Team Diversity workshop for WFO El Paso at the end of June.

Dave continues to work with Hope and Laura on the Gender Action Plan, gender equality policy and an education/gender forum along with some trans/gender non-conformance activities in coordination with NOAA Civil rights office (like a webinar or townhall).

Dave and Vankita Brown are also developing Social Science Training for WCM’s in the NWSTC WCM class.

Delyne reminded everyone that the DMC continues to work on the online Diversity Toolkit <http://www.nws.noaa.gov/oeodm/diversity/toolkit/training_resources.php> that has some great presentations and resources. If anyone has any additional suggestions or has something to submit for the toolkit, please send it to Hope Hasberry.

Noted upcoming webinars:

* WorkLife4You breastfeeding webinar on July 22 that focuses on the issues working mothers may encounter as they transition back to the workplace.
* "Networking for the Network Challenged" Thursday, July 23, 2015 1:00pm – 2:00pm.
* "Building Self-Confidence", Thursday, August 6, 2015, 1:00pm-2:00pm ET

*Meeting adjourned at 3:12 EDT - next call is tentatively scheduled for August 19 (Dave may reschedule the call) 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*