***Present:*** Delyne Kirkham Jason Wright Earl Breon

Sabrina Johnson Todd Hall James Su

Dave Rowell Kim Montgomery Bill Parker

Shari Mutchler Pat Taylor Teresa Murphy Jenifer Prieto Elinor Lutu-McMoore Sina Soloman-Tilo

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! The following agenda items were discussed:

***Diversity Council Business:***

1. **Newsletter**.
   * + Dave Reported that he had received an email from Pete earlier this day announcing that the Diversity Matters Newsletter was approved to be disseminated all-hands via NWS Insider from this point forth.
     + The details are in Pete’s email which was forwarded to all Council members
     + All were in agreement that this is wonderful news
     + Dave noted the ONLY downside was a limit to the number of articles that could be included with each issue, but the limit was still far generous enough to meet our needs.
2. Dave also reported that he also received an email from Pete indicating the NOAA Diversity and Inclusion conference was being rescheduled to Oct 25 (though the concrete around the new date was not entirely settled yet).

1. Dave reported on activities by the **Gender Mainstreaming Working Group**. The team:
   * + Is slated to present Gender mainstreaming at the D&I Conference
     + Has taken possession of all CapComm (Women in Weather) graphics and social media deliverables to be used in varied yet undetermined ways.
     + Has submitted an abstract for a presentation at the annual AMS conference in Jan (An International Partnership in Creating Gender Sensitive Services).
     + Continues to support the efforts of the planned WMO Women’s Leadership Workshop in Dec.

1. In regard to **Diversity Ambassadors,** Dave reported that although the group was now under the auspice of EODMD he had emailed a suggestion to all Ambassadors that they each commit to one Diversity Matters Newsletter Article a Year, and one Diversity Matters Facebook page posting per quarter on a subject related to their focus area. The other Ambassadors present on the call were in agreement.
2. Dave initiated a conversation about a new issue brought to his attention– that of lack of management support (at local and sponsorship levels) for work with national teams – Lack of understanding by local management and lack of “top cover”.
   * It was noted that a number of council members shared (or know of other focal points or national team members that had) similar experiences whereby a person has volunteered for a national team to do work on behalf of the agency yet felt unsupported in doing so.
   * It was noted that such does occur with some folks working diversity activities (e.g. Focal Points) but also employees working with other national teams as well.
   * There are a number of consequences, or ‘costs’, experienced – local awards pulled back, work seen as selfish, not given resources (including time), volunteers feeling pulled in multiple directions and unsure of priorities and authorities, etc… (it was also noted by Shari that sometimes favoritism plays a role in who gets such assignments).
   * It was noted that many times push back (at times understandably so) is due to staffing and budget issues.
   * Sabrina pointed out that it may be a larger issue that plays into workplace satisfaction which could show up in surveys.
   * Solutions suggested by the Council largely focused on getting letters of support from sponsoring management down to local management.
   * Earl further suggested that groups can do some of that of their own accord by sharing activities and accomplishments of team members with management; And the Council could do the same on behalf of Focal Points.
   * Dave indicated, the discussion will continue on subsequent Council calls
3. Dave initiated a conversation about another new issue suggested by Delyne – that of inter-group coordination in the realm of diversity initiatives.
   * Dave researched the Council Charter and noted to the Council that in the Charter Item E. under “Functions” stated that the Council will “maintain liaison with other various committees and councils throughout NOAA and NWS”.
   * With that in mind Dave will be asking EODMD for a list of all such councils, teams etc…
   * Dave will also reach out to such groups (once known), and make room on the Council Agenda for such groups to (voluntarily) report on their activities. For example Dave would like to see the Shift Work team participate in Council calls and will reach out to Donna Franklin.
4. Dave asked Delyne if she cared to report further on ideas for Local Office Diversity Plans, and diversity elements in MIC performance plans.
   * Delyne reiterated to the group that she, Pete and Dave had agreed to see what the W.R. DAC came up with, see it in practice for a period of time and subsequently determine if such could be used as a model for a national initiative.
5. Delyne reported on efforts to update all of: Focal Point listing, Council Member listing and Ambassador info. These efforts have advanced well. Dave indicated his appreciation for such.
6. Dave initiated a discussion concerning possible permanent rescheduling of the day and time for Council meetings. It was decided by all to keep the day and time as is.

***HQ and region Reporting:***

**Western Region** – reported on by Todd

* + The reinstallation of the DAC is progressing very well.
  + They have had several productive meetings with DAC members, management and NWSEO.
  + They have 12 months of DAC activities penciled onto a calendar.

**Central Region** – reported on by Jenifer

* + Central region has built a database of all office schedules which is now mostly populated.
  + They are working on new office layout for several offices due to new incoming furniture and equipment.
  + They have been pulling together resources for regional diversity focal points of which the resources are being well received. Dave indicated that he and Pete are quite interested in the national diversity toolkit being better populated with resources and thus Dave asked Jenifer if C.R. would be willing to share. It was agreed to pursue.

**Pacific Region** – reported on by Elinor

* + P.R. is busy getting a list of their Focal Points together – and it is coming together.
  + Elinor and Sina both indicated that they were very glad in being able to join in the council calls and activities.
  + Todd offered the assistance of W.R. to assist with moving the P.R. region diversity program forward. The offer was gratefully received.

No further activity was reported or discussed.

Next meeting is scheduled for Aug 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, 07:30 am SST*

Meeting adjourned