

NWS Diversity Management Council Meeting
2:30 p.m. ET, Wednesday, June 21, 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:

Hope Hasberry	James Su	Kati McNeil
Dave Rowell	Ian Morrison	Jason Wright
Cheryl Latif	Brooke Bingaman	Kim Montgomery
Delyne Kirkham	Mary Dunbar	Shari Mutchler
Carolina Walburn	Patricia Taylor	Wendy Levine

The following agenda items were discussed:

Diversity Council Business:

- 1) **Women's Panel:** Dave noted that Pete would have an update on the direction of the group either on the next Council call or maybe beforehand via email.

Affinity Groups, Panels, Team - Reporting:

- 2) **Training Team:** Dave reiterated Todd's interest in rebooting the team. It was noted that a call out would be made for new volunteers for the team – hopefully in the form of an all-hands to cast the net wide for enthusiastic volunteers. Delyne added that one of the main reasons for the reboot was that the certification courses have changed with CLC migration, and thus the certification path no longer exists in the current iteration of the CLC – this though would have to be verified with Jerry Griffin. Delyne further indicated her support, and seconded by Dave, that Todd lead the new effort in keeping with his previous steadfast work and leadership. Dave will set up a call with Todd, Delyne and himself (and Pete if he cares to join) to ascertain Todd's interest and commitment going forward. [\[Action Item Dave\]](#)
- 3) **Council Social Media Team:** Earl reported that a number of LGBT posts for the affinity month had been posted to: NWS Diversity Matters FB, NWS LGBT FB, and NWS Insider.
- 4) **Ambassadors: Nothing reported**

Region and HQ Reporting:

- 5) **ERH:** Cheryl – nothing to report

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- 6) **SRH:** Jason indicated that SR had nothing to report at this time but more forthcoming
- 7) **CRH:** Jenifer reported that the CR diversity newsletter went out last month. Jenifer also questioned Hope as to the decision on which activities reporting mechanism should be used. Hope indicated that while the new form from EODMD did incorporate suggestions and got good feedback from the Council and Focal Points, that there was a directive in place that reporting is to be done through NOEES. Hope thanked all for their efforts in vetting the new form but with the directive in place NOEES should be used. Dave asked that a definitive decision and notice be issued from EODMD to that point. [Action Item Pete to confirm reporting procedures ASAP] Delyne added that training for NOEES is needed and would be very helpful to Focal Points and Council members. [Action item EODMD – identify possible training]
- 8) **WRH:** Brooke – Mary E. will be visiting the Sacramento office. The WRDAC produced several LGBT videos. These videos were made available through the Diversity Matters FB page, and links were also posted to NWS Insider. It was noted that the videos were vetted by Comms and placed on non-public/unlisted Youtube. The videos were very well received and the Council encourages further projects like this. Shari asked about the use of LGBT vs LGBTQ. It was noted that officially it should be LGBT as an NWS legal position. The Q (Queer) is still seen as a derogatory term. Dave noted however that the term is being more recently embraced, especially by youth as covering gender variant, gender fluid, gender expansive etc. Mary stated that while that is true all NWS employees must still only use LGBT in their work.
- 9) **ARH** – N/A
- 10) **PRH:** - Ian indicated their Diversity Committee charter should be signed off on in the very near future. Posts are filled and a budget has been approved. Ian asked the Council for suggestions on use of the budget. Suggestions included: training (& associated travel if needed), supplies and equipment, books and other resources, ...
- 11) **NCEP:** Kim reported that on June 14 Tony Chapman presented an interactive workshop for NESDIS and OAR “Working on Decades of Difference”. A google form as been created to capture feedback from the session, but by all accounts the event was a big success. Approximately 45 staff attended the session in person and another 45-50 attended remotely. An insider article will be written about the event.
- 12) **EODMD:**
 - Mary reminded all that all of the upcoming “belongingness”, and encouraged all to attend in echoing Mary E. interest in seeing broad attendance.
 - SASH (Sexual Assault and Harassment) posters and accompanying brochures are being made ready to distribute to all offices.
 - Delyne asked of EODMD to provide the latest basic demographic #s to all Council members. Hope said she would do so [Action Item Hope]

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13) **Other National centers and HQ offices:** N/A

14) **NWSEO:**

- Jason - nothing to report at present but more to be forthcoming.

No further activity was reported or discussed.

Meeting adjourned