

NWS Diversity Management Council Meeting  
2:30 p.m. ET, Wednesday, MAR 15, 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 including:

Jenifer Prieto	Wendy Levine	Earl Breon
Dave Rowell	Ian Morrison	Jason Wright
Cheryl Latif	Brooke Bingaman	Margi Garner
Sabrina Johnson	Teresa Murphy	Mary Dunbar

The following agenda items were discussed:

***Diversity Council Business:***

- 1) **Council Charter:** Dave reported that a charter with proposed changes was sent to all Council representatives, with feedback requested by Feb. 28. The Council's Charter updates reflect the current Divisional office structure, and in addition includes new language indicating that other persons (from other Diversity Resource Groups, e.g. DIMAC, Ambassadors, etc...) can be invited onto the monthly council call by the Council Chair and the OEODM Director. Dave noted that this has been a key practice of his to ensure transparency and information flow. Some feedback was received and incorporated which correctly identified HQ representation to the Council. On this call attendees were asked if anyone had any concerns or objections to the updates - none. And Dave asked if all Council members present approved the changes – they did. The updated charter will be provided to the DAA for final approval.
- 2) **Vetting/Approval of Postings.** Dave noted that as NWS D&I program director Pete has the responsibility and prerogative to require vetting/approval of D&I info being disseminated to any NWS employees. Jason W. did note one example whereby a women's history month flyer came under criticism as being politically biased. Dave also cautioned however, that while vetting is a good thing he hoped that vetting procedures would not squelch field initiatives by Focal Points. As Pete was not able to attend further discussion and clarification will take place on the April call.
- 3) **D&I Activity Reporting:** Dave noted that some headway was being made in settling upon procedures for field offices and regions to report their D&I activities to EODMD. Dave had seen a draft form being developed by Hope, which would be submitted quarterly. As Hope was not able to make this call and elaborate, this item will be carried over to next month.
- 4) **Shift Work Team** – as reported by Jason:
  - -co-mgmt Chair Jeff Evans has started the process of putting some of the initial summary recommendations of this team into a PowerPoint format. He is asking team members to start this process too. The PowerPoint is being developed presently into this format, so that an initially briefing to Mary E. and Dan S. can occur in the upcoming weeks on the progress of this team.

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- The team has received a lot of good feedback
- 5) **GMWG** report: Dave and Hope reported the following:
- The NWS Code of Conduct is still awaiting final approval. It is sitting with OGC whom it is understood to have feedback comments for the team. Thus far the team or EODMD has not received that feedback.
  - GMWG and OEODM worked together to put up a Web site for Women's history month in March – "31 days of WoW" (Women of Weather), which posted stories of a highlighted NWS female employee for each day. There is still a webinar coming up on Mar 21 - Empowering (women in )The NWS. Kudos to Hope, Sabrina and Vankita for all their work toward this great outcome.
- 6) **Council Social Media Team:** Earl reported that the month saw many great stories posted to various Facebook pages, including NWS Diversity Matters and NWS Women in Science, related to Women's history month.

***Region and HQ Reporting:***

- 7) **ERH:** Cheryl Latif – nothing to report concerning ER activities; however Cheryl indicated she would like to withdraw as a Diversity Ambassador so she may concentrate on regional D&I activities. Dave thanked her for her efforts as an Ambassador and indicated he would ensure the Ambassador website was changed [Action Item Dave]
- 8) **SRH:** Jason indicated that SR had nothing new to report
- 9) **CRH:** - As reported by Jenifer
- There were some concerns voiced about some of the CR one-pagers. Jenifer will be working to better the vetting process. Overall however the flyer in CR are well appreciated.
  - The CRH Diversity team is planning new projects (e.g. data sharing, focal point activities...)
- 10) **WRH:** - As reported by Brooke :
- The WRDAC has its Charter nearly finalized.
  - Carolina W. is making a call out to all office managers to verify office Focal Points are identified.
  - WR is working to establish comms to share D&I stats etc..
- 11) **ARH** – had no representative/report
- 12) **PRH:** - Ian M.
- The PR Diversity team Charter is ready and is with the PR RD and NWSEO awaiting approval.
  - The team is now gathering articles to publish it's first newsletter

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13) **National centers and HQ:**

- Margi Garner noted the Council Web site and new Charter are now out of sync in terms of representation. Dave said this will be adjusted once the new charter is signed off on by the DAA.
- Sabrina (EODMD) reported on the huge success of Shreveport's GLOW event which she attended.
  - The event was attended by over 250 persons, and a large number of organizations participated (U.S. Forest Service, CNN coverage etc...) , and including many great activities including viewing of leadership videos by both Mary E. and Laura F. .
  - It is hoped a permanent web page for GLOW can be established; and that the event is replicated at other offices.
  - Great ground floor effort with long terms results.

14) **NWSEO:** Jason had nothing further to report

No further activity was reported or discussed.

Meeting adjourned