

NWS Diversity Management Council Meeting
2:30 p.m. ET, Wednesday, May 21, 2014 Minutes

Present: Ursula Jones Dave Rowell
 Hope Hasberry Marie Hoffpauer
 Monique Royal Todd Hall

The meeting was called to order at 2:30 pm Eastern Time, led by Ursula Jones. The following agenda items were discussed:

Diversity Council Business:

Essay Contest – The current plan is to send out the announcement next week and begin the contest on June 2, 2014. The idea is to give people five to six weeks to send in a one page submission with the contest ending around July 8, 2014. This first contest will have the theme of “Generational Differences”. The judges will be the same from the poster contest, Mary Dunbar, Hope Hasberry, Sabrina Johnson, Ursula Jones, Shari Mutchler, Dave Rowell, and Pat Taylor, as well as Joshua Scheck. There will be an announcement in the NWS Insider and posting all the entries in the Diversity Toolbox.

Training Team – Todd shared the effective Friday, May 23, 11 of the 13 DMC courses will no longer be available. Jerry Griffin, CLC Administrator, has run some reports on this topic to find out the gravity of the impact in the NWS and found that as of today:

- 19 people have not completed the Diversity Management Curriculum Learning Plan
- 150 people have at least 1 or more of the Diversity Management Curriculum Courses in progress at this time
- 35 people started some of the DMC courses in the past six months

All of the people from the list above have been emailed, letting them know that the courses were going away.

The next step will be to post a note about the curriculum on the CLC stating that the list of courses is being revamped and to expect to see an updated course listing by early fall.

On the same note, some of the Focal Point Certification was affected by the same issue. Pat is working diligently on the project and should have an update at our June meeting.

Diversity Photo Contest – As part of an overall idea to increase diversity awareness, Dave suggested that we hold an annual diversity photo contest. The idea would be for each participant to submit a single photograph accompanied by a line or two of why the photographer felt the picture inspired them to think of diversity. The contest winner will be shared with all through NWS Insider and posted on the web. There won't be a specific theme for this year, but that's not set in stone, and future contests may have a specific theme. This contest will be advertised in the first issue of the Council's newsletter.

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Roundtable:

Regional Reports –

Hope will be sharing an LGBT presentation that Dave created with the Focal Points in late May. The slides are self-narrated and setup for the presenter to run through the slides and hold a discussion afterwards.

Shari shared via email that she is participating in the "experimental" mentoring program through the NWS. If anyone is interested, please contact her for more information.

Hope gave a WCM briefing on May 6, 2014 entitled "Diversity: How it Impacts Your Services, Products & Outreach." During the briefing she talked about how NWS needed to do a better job at providing outreach to under-served/vulnerable communities: disabled, minority, the elderly, low income, immigrant, etc. How we needed to improve our communication mechanisms, such as through our webpages and brochures; producing them in other languages. She also talked about increasing outreach to minorities and women organizations and schools to improve recruitment. The purpose would be to increase the number of women, minorities, and individuals with disabilities who pursue careers in NWS related sciences. Lastly, she mentioned the reformation of the WCM Initiatives Team (WIT). This was a teamed initiated about 15 years ago to do the varies things mentioned above but fell to the wayside after several key members retired.

Hope's office has been working with WFMO in an effort to publish the vacancies for the Pathways program. There should be an announcement posted soon for the program. If you know of any minority organizations that have scientists that might be interested in the program, please share the announcement when it is published. Here is a little information about the program -

The most common form of paid employment opportunities for students throughout the NWS is through the Pathways Program (formerly Student Career Experience Program - SCEP and the Student Temporary Employment Program - STEP). The Pathways program is designed for both undergraduates and graduate students. This program offers participants formal periods of work experience directly related to their academic field of study. Participants in this program may be eligible for permanent employment without competition after successfully completing their education and work requirements. Guidelines and the number of openings are determined on a regional and national scale, and are subject to budgetary limitations.

<http://www.nws.noaa.gov/oeodm/eo/studentresearchopportunities.php>

Marie said that the Central region had sent out their newsletter in late March. To view this and other newsletter for their region, go to: <http://goo.gl/p94Uvq>.

Next meeting is scheduled for June 18, 2014 at 2:30 pm ET.