***Present:*** Hope Hasberry Jason Wright Earl Breon

Sabrina Johnson Pat Taylor Todd Hall

Pete Hill Kim Montgomery Bill Parker

Shari Mutchler Dave Rowell Catherine Kenney Monique Chapman

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. New **Diversity Facebook Page**:
   * Earl reported the new Page was up and running and had been available to invited members for a couple of weeks for review.
   * Earl also stated that the only issue was ensuring the rules of conduct for the page are solid and appropriate
   * Several council members had not had an opportunity to review and requested time to do so before the page went live. It was suggested that reviews be complete by early the following week. Dave said if no objections were heard from the review process the page should then go live. As Dave will be leaving on vacation he will defer to Delyne to make the go no-go call.
   * Hope said that an announcement email would go out to all Diversity Focal Points when green-lighted informing them of the page’s existence and instructing them on how to get membership. No other public announcements will be made as the page is not an official NWS site.
2. Todd reported on the state of **the Training Team** 
   * + There are still a couple of course to be replaced: Conflict Resolution, Conflict Mediation
     + There are also new course the team is looking into: Emotional Intelligence and Unconscious Bias
     + It was asked if commercial products were found and acquired could they be put in the library for sharing. More info was needed to answer the question.
     + Pete asked for a projection of completion as it is his/EODMD’s intent to put a certification procedure in place that includes a certificate signed by a member of executive leadership. The training team expects to be completed by 1st quarter FY17.
3. **NWS Diversity Conference(s)** reported on by Pete
   * The proposed Diversity and Inclusion conference slated for Oct 19 & 20 at NWSTC in Kansas City will not occur primarily due to travel caps.
   * Pete indicated there will be other conference events however:
     + Early FY17 (Maybe Oct 20 using FY 16 Funds) there will be a one day NOAA included D&I conference in Silver Springs. Though there are no group travel funds available all are invited to attend at their office’s expense. The agenda has not yet been worked out
     + FY17 – in conjunctions with the NWS MIC/HIC conference EODMD will present EEO training
     + FY18 – will target a national conference for field Diversity Focal Points.
4. Dave reported on activities by the Gender Mainstreaming Working Group. The team:
   * + Will be part of the NOAA D&I conference this fall, by presenting or paneling a session within the conference.
     + Is working with WMO:
       - Preparing a position paper etc… in support of the WMO’s Gender Action Plan
       - Assisting with the planning and funding (35K) toward their Women’s Leadership Conference to be held in Rome in Dec.
     + Is also exploring a NOAA one-day workshop/forum exclusively dedicated to gender/gender mainstreaming topics.
5. Dave noted he was unaware of any Diversity Ambassador activity.
6. Dave indicated that he and Delyne believed that having all field offices maintain a “Local Office Diversity Plan” would be of great benefit.
   * Pete concurred, with the caveat that local plans must mesh with national policy.
   * Dave did not want to go into detail until Delyne could join in the discussion as Delyne had some distinct ideas. Dave asked the Council to consider and be ready to discuss the matter on the next call.
7. Monique reported that she is leaving NWS for NESDIS and also reiterated interest from Eli Salahuddin (NESDIS EEO/Diversity) to do some cross-line office communication of diversity information and activity.
   * + Pete noted that such collaboration and information sharing was already occurring the Diversity and Inclusion Management Advisory Council team of which Eli is a member.
     + Dave reiterated his vision of the Council as first and foremost to elevate the issues and interests of the field to HQ, and thus in so doing focus on transparency and open free-flowing information and communication from all sources - flowing through regional council representative or direct to the council via Dave or Delyne. Hearing from other line offices on their concerns and activities did fit that goal and thus Dave (through Monique) would invite Eli onto the June Council Call.
8. Pete invited Pat Brown to speak regarding feedback she submitted to the Council (through Dave) and to Pete on the topic of minority representation.
   * Pete led off the discussion by providing the Council and call attendees with a ‘state of the agency’ briefing in regard to minorities. Pete reported:
     + The stats are dismal. The agency is greatly white dominant with far too few minority meteorologists.
       - Reasons being:
         1. In looking at the CLF there is a pipeline problem
         2. The course that minority (as well as many other) meteorology students are taking are not matching up with HQ requirements
         3. Unconscious bias is likely affecting hiring decisions
   * Pat Brown shared her observations and perceptions largely inline with Pete’s assessment, and especially her view of the need for local accountability, as local hiring and promotions were the key.
   * Other members of the council shared their (similar) views as well. And there was discussion on the various student, intern, and hiring programs.
   * Dave suggested that the proposed Local Office Diversity Plan could be the tool, or one tool, in building in such accountability as well as better practices in this regard overall.
   * Dave assured all that the matter was not only on the Council’s radar, but more actively – on the Council’s agenda.

Regional and HQ reporting:

**WRH: DAC** –

* Todd again reported that Western Region is reinstating its Diversity Action Committee. The effort is coming together and has good momentum.
* Todd also discussed the Underserved Survey (Todd can you clarify my notes are bad here)

**SRH**: Bill reported that SRH is interested in reinstating it’s DAC program also, but it is experiencing slow progress and lack of direction.

**HQ**: Hope reported that during the week of May 30th, the NOAA Education Office is hosting its 2016 NOAA Student Scholarship Orientation Training Program for the 150 students in the NOAA Undergraduate Scholarship and the Hollings Scholarship Programs.  As NOAA Scholarship winners, the students receive tuition assistance and a summer internship at a NOAA office.  The Undergraduate Scholars will do their summer internship this coming summer (2016) and the Hollings Scholars will complete their summer internship in summer 2017. During this week, the students are introduced to each of the NOAA Line Offices (LO).  Each NOAA LO is given a block of time to tell the students who they are and what they do.  The NWS will present on May 31st in the afternoon.

Note: Phone problems occurred causing some council members to be dropped from the call late in the meeting.

No further activity was reported or discussed.

Next meeting is scheduled for June 15th 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*

Meeting adjourned