

NWS Diversity Management Council Meeting
2:30 p.m. ET, Wednesday, May 17, 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	Todd Hall
Dave Rowell	Ian Morrison	Jason Wright
Cheryl Latif	Brooke Bingaman	Margi Garner
Sabrina Johnson	Mary Dunbar	Kim Montgomery
Delyne Kirkham	Pete Hill	Kati McNeil

The following agenda items were discussed:

Diversity Council Business:

- 1) **New EEO/D&I activities reporting procedures:** Hope had sent out to the Council for feedback a new Google based form to report/record local EEO/D&I activities (NOEES reporting has fallen out of use as noted by various council members). The new form was met with acceptance and good feedback. The forms will be sent to local Focal Points Quarterly for completion. Jason noted, and was echo by other Council members, that management (E.G. MIC/HIC) need to get the form as in some office the Focal Point made not be aware of all activities. Pete assured the Council that MIC/HIC will be directed to oversee the reporting per requirement. Pete will continue to assess the approach and adjust accordingly.
- 2) **New Women's Panel:** As reported by Delyne - She has put together the team/panel to work with the GMWG on Barriers, empowerment, women and men's issues, etc... Delyne will act as coordinator of the team on behalf of the Council. The Women's Panel Chair is Judy Levan, and the Vice Chair is Cindy Palmer. They will be working with Sabrina Johnson, Hope Hasberry, Kati McNeil, and Vankita Brown of the GMWG. In the group's initial call it was determined their work would start with barriers analysis. Other panelists (approx. 16 spanning all regions and various positions) have been identified and will convene on a call at the end of the month. The group will seek further guidance from Pete as they proceed. Brooke asked if the Panel would be resourced by Budget. Pete said not at this time but his office will support the group as needed.

Affinity Groups, Panels, Team - Reporting:

- 3) **Training team:** Dave asked Todd the current status of the team. Todd responded that a reboot is forthcoming.

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4) **GMWG** report: Dave reported the following:

- The NWS Code of Conduct has been declined by OGC and determined to be unnecessary given current EEO guidelines in place and no further policy was needed at this time. Dave note his discouragement given the Code of Conduct was not meant to be policy but rather a posted statement on how business and relationship should occur in NWS offices similar to what is posted in the halls of many a major organization. Work on this is now closed.
- GMWG will be working with and supporting fully the new Women's Panel.
- GMWG may be briefing LCDP participants on Gender Mainstreaming concepts again in Oct.
- GMWG will be working with EODMD to transition the Women's History month web page to one permanently highlighting Women of Weather and also providing Gender Mainstreaming information.

5) **Council Social Media Team:** Earl was not present, but reported via email beforehand that he had participated in the LaCrosse Diversity and leadership workshop which was a huge success. His participation included posting to our FB page updates on sessions throughout the two days. Earl noted in the future he would probably do single daily updates instead. Finally he indicated how valuable it can be to post information about such events in our social media outlets.

6) **Ambassadors:**

- James Su reported that NOAA OCR is sponsoring the NOAA 2017 Asian American & Pacific Islander Heritage Month Program, of which NOAA OCR is having a talk at the program in NWS HQ on May 30, by former President of Federal Asian Pacific American Council (FAPAC), M. Farook Sait, Esq..
- Dave Rowell reported he will be leading a Women's Workshop at NWSTC in Sept. sponsored by the Kansas City Federal Executive Board

Region and HQ Reporting:

- 7) **NCEP:** Kim reported two upcoming events 1) a May 19 lunch time leadership talk by Deidre Jones Director of NWS Facilities. 2) on June 14 Tony Chapman will present an interactive workshop for NESDIS and OAR "Working on Decades of Difference".
- 8) **ERH:** Cheryl – nothing to report
- 9) **SRH:** Jason indicated that SR had nothing to report at this time but more forthcoming
- 10) **CRH:** N/A

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11) **WRH:** Brooke - The WRDAC is going well with planning activities. The WDAC is actively reaching out to WR Focal Points for feedback and best practices.

12) **ARH** – N/A

13) **PRH:** - Ian M.

- One-Pagers have been sent out for Asian Pacific Heritage Month
- Intro to PR webinars being conducted for all new employees.

14) **EODMD:**

- Sabrina reported that on May 31 (2:30 EST) training will be delivered ‘limited English Proficiency Program Establishment’. Month. Part 2 will occur in June.
- It was noted that recordings of all EODMD sponsored or presented webinars will be made available via NWS Insider
- Mary indicated that all monthly training will be announced through “all-hands”.
- It was reported that NOAA OCR will be hosting an Open House which includes booths from all EEO program managers.
- Pete encouraged any and all barrier analysis information be provided to him and the assigned teams. It is hoped that active feedback on such will be culled and result in direct effect on the Strategic Plan.
- Pete also asked to help in identifying persons who may be interested in working toward establishment of a Hispanic Working Group.

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

16) **NWSEO:**

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

No further activity was reported or discussed.

Meeting adjourned