

NWS Diversity Management Council Meeting
2:30 p.m. ET, Wednesday, May 16, 2018 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:

Delyne Kirkham
Dave Rowell
Jason Wright
Cheryl Latif
Jill Walker

Margi Garner
Mirta Jackson
Sabrina Johnson
Earl Breon
Carolina Walbrun

Mary Dunbar
David Cook
Patrica Taylor
Shari Mutchler

The following agenda items were discussed:

Diversity Council Business:

- 1) **Council Face-to-Face:** Dave said he would get an update from Pete and let the group know. [Action Item Dave]
- 2) **Council (Brown bag) Learning Sessions for Council Members and Focal Points.** As discussed by Dave, Delyne, Mary, Mirta, Earl and other members. There was much discussion on the goals and logistics of this initiative. In the end it was decided that as a Trial Mirta would be given the last 15 minutes of next month's council call to present a D&I topic to the group.
- 3) **Outreach/Recruiting:** Sabrina reported that she attended a meeting which also included Pete, Greg Romano (Comms) and Mary Fairbanks to primarily discuss K-12 outreach. Some of the outcomes of the meeting included a probable GLOW event in Silver Spring, and a decision to do an outreach needs assessment as lead by Sabrina. Sabrina will get Focal Points involved in the outreach needs assessment. Focal Points have done well in getting their best practices in outreach to Sabrina following the request sent out by Dave last month. Delyne asked if there were ways by minority status of schools could be determined. Both Sabrina and Todd offered suggestion on how such information could be obtained. And Todd indicated he may volunteer to do a future Council brown bag on the topic.

Affinity Groups, Panels, Team - Reporting:

- 4) **Ambassadors** – Dave as LGBTQ Ambassador, and Mary as LGBTQ Program Manager have been having discussion on how to host a forum and gather LGBTQ issues within the agency. Dave and Mary are working this offline but an open-conference call may be help in the near future. On this same topic Mary noted that on June 19th NOAA Civil Rights will be hosting/sponsoring their LGBTQ event.
- 5) **Training team:** Todd reported the team is nearly complete reviewing all courses, but some more cross review needs done. The team is at the point where they can now start the elimination of courses. There are 163 course at present which range in length from 6 min to 3 hrs.

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- 6) **Council Social Media Team:** Earl is working with others in the field on “This is what an NWS employee looks like” campaign materials. He is also continuing working on creating transcripts of previous podcasts. The Diversity Matters Facebook page continues to be very active.

- 7) **GFWG** – nothing to report

Region and HQ Reporting:

- 8) **ERH:** Cheryl – Nothing to report

- 9) **SRH:** No report

- 10) **CRH:** No report

- 11) **WRH:** No report

- 12) **ARH** – Mirta reported that the Team Building and Conflict resolution training has been done in one office and was a great success. The ARH RD is now looking to do the training for the entire region.

- 13) **PRH** – No report

- 14) **NCEP**, as reported by Shari – Shari hosted the EEO/Diversity table for the latest group completing the "New Hires course at NWSTG in May 2018. With help from Hope Hasberry and Marco Bohorquez, Shari arranged to make sure the NOAA SASH (Sexual Assault Sexual Harassment hotline) brochure was included in every new hire packet. AWC hosted a tour by the American Heritage Girls.

- 15) **HQ offices:**

- Jill Walker for STI: STI has been diligent in posting all posters from EODMD and all one-pages as submitted through the Council & EODMD from the field.

- 16) **EODMD**

- Pat noted that Sexual harassment training was due to be completed by all staff. Dave asked for a completion percentage of which Pat said she would supply offline.
- Sabrina noted that Hope was offsite attending the Asian Pacific American Conference, where NOAA is hosting a table.
- May 22nd Pete and Earl will be presenting Unconscious Bias in Hiring webinar training to NCEP
- May 23rd is the Asian Pacific American program in Silver Spring. This includes dial line. Sabrina said she would provide dial-in information to the group [Action Item Sabrina]
- Sabrina reminded the group that EODMD D&I activities are being made known through the NWS Insider.

- 17) **NWSEO** – Jason – nothing to report

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Additional notes, comments:

Delyne noted that she was invited to address the annual AOP meeting by George Jungbluth, and Pete gladly gave up EODMD time for Delyne to speak for a few minutes about the Council, it's activities and positive impact. The words were well presented and received. From this all of Admiral Gallaudet, Dr., Uccellini and Mary Erickson voiced their support of the Council and the D&I program. Mary especially indicated her interest in seeing 360s used more widely in the NWS and her interest in conflict resolution training.

The next call is scheduled for June 20.

Meeting adjourned