***Present:*** Margi Garner David Rowell

Catherine Kenney Hope Hasberry

Marie Hoffpauer Shari Mutchler

Cheryl Latif

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

***Diversity Council Business:***

The Council Vice Chair position is still unfilled. Nominations are requested and should be submitted to Hope.

The inaugural **Diversity Matters Newsletter** was completed by Tony (and many accolades are deservedly sent his way) with many submission from several sources. The Newsletter was sent to all council members, and will also be disseminated via an all-hands in the coming week. The announcement will also include a call for future issue articles from the field. Everyone agrees this is a great venture that will yield exposure and improvements to the diversity program.

The **essay contest** was announced in the newsletter and the submission deadline has been adjusted to the first week of Jan 2015.

The proposed **Recruiting and Retention team** was formed with 13 volunteer members.An initial call was held Nov 12. It was decided that Hope, Sabrina, and Sarah Jamison will share leadership; and a google docs folder was set up for the team’s work. . Hope reported that the formation of the team is very timely as it fits perfectly with one of the outcome action items of the Geneva WMO gender conference as well as with Laura’s interests and goals.Hope would like to see the team come up with a first draft plan in 6 weeks with a plan template, best practices, barriers, and strategies going forward.

**Ambassadors**– Dave reported there are two new Ambassadors onboard … Teresa Murphy from NWSTC will pick up with the focus area of Age/generations, and Bill Parker from the Shreveport WFO will focus on Diversity Worklife and Career issues.

**Training Team** – it was noted that the team is still reviewing courses.

***Roundtable/activities:***

**HQ and Regional Reports –**

Hope (OEODM) reported that she and Dave, as part of a team, assisted in prepping Laura for her participation in the World Meteorological Organization’s (WMO) Conference on the Gender Dimensions of Weather and Climate Services held earlier this month in Geneva. Hope, Vankita Brown(social science), and Michelle Hawkins(climate and health) attended the conference with Laura. The conference focus on issues of weather and climate that impact health and safety (e.g. women’s health and safety are impacted differently and more severely by weather and climate than men’s health and safety). The conference discussed ‘gender mainstreaming’, that is incorporating gender sensitivity into programs, planning, research, communications, … . The outcomes of the conference were germane and significant. Laura’s presentation pointed out the NWS progress in this in such programs as WRN, and was very well recieved. It was also noted that parts of Laura’s message presented in Geneva will also be used in a presentation at an AMS conference in Jan. held by the AMS Board of Women, of which the same team will assist in prepping.

Hope also reported that she and mary Dunbar received an award for their work in implementating a nursing mother’s program in HQ, which included getting funding for lactation facilities and equipment. It was noted that NWS and NOAA leadership was very supportive in this. Hope still wants to survey the field about best practices for working nursing mothers.

Marie (CRH) - Central Region is gearing up for MLK celebrations, and plans on showing a video for CRH, NWSTC, and AWC.

Dave reported on planned diversity workshops in Shreveport (Jan), KC (April) and LaCrosse (May). Dave encouraged attendance by council members and field focal points to any of these if funds permitted.

Before adjourning the meeting Dave made a point of encouraging the council members to reach out and connect with local Diversity Focal points. The council should be representative of their concerns and issues, and the best way to ensure that is through active dialogue.

Next meeting is scheduled for December 17, 2014 at 2:30 pm ET, but may get deferred due to the holidays (subject to necessary business).