

NWS Diversity Management Council Meeting
2:30 p.m. ET, Wednesday, Nov 15, 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:

Cheryl Latif	Mary Dunbar	Todd Hall
Dave Rowell	Jenifer Prieto	James Su
Earl Breon	Margi Garner	Ian Morrison
Aaron Sorenson	Shari Mutchler	Wendy Lavine
Patricia Taylor	David Cook	Christina Heyse
Jason Wright		

The following agenda items were discussed:

Diversity Council Business:

- 1) Diversity Materials Distribution:** As a follow-up to this item from last call Dave stated his (changed) position that while he, Vice-Chair Delyne, and Council Representatives should maintain strong, consistent, frequent and direct communications with all Focal Points, it is not the case that the Council have the same relationship with MICs/HICs and other management officials. Dave noted that the Council's primary 'customer' was the Focal Points and the Council's principle role is to share information to/from the Focal Points and EODMD, and also fully support Focal Points in all their activities, and take up initiatives on their behalf. Distribution for all D&I materials (flyers/posters, one-pagers, videos, etc...) will be via the Council to the Focal Points. 1. Such materials will first be sent to EODMD (Pete) for vetting/approval 2. Be passed to Dave and Delyne for distribution via the maillists for Focal Points, and Council members. While the Council will not distribute items directly to MICs etc... it is hoped, and will be very strongly encouraged by this Council, that Focal Points will actively share all information with their Management, and in so doing actively engage management in D&I items. In this way it is hoped the Council will help be catalyst for that local Diversity Focal Point & Management Partnership.
- 2) Diversity Awards:** As a follow-up to previous discussion on this item, Dave noted that while new Diversity Awards have been discussed a number of times by the Council in the past, that the consensus was that utilizing the Diversity Category of the Cline Award was what should be advocated. Dave indicated that this Council will take responsibility to make known the Cline award option to all Focal Points, and the Council would encourage FPs to partner with local management in identifying nominees at the local level, and subsequently to move such forward for the national award. A discussion ensued about the timing of the award, and emailing Cline information to the Focal Points – it was concluded that the Council should send an email to the FPs in early summer to encourage their involvement in the process that will hopefully result in more nominees and more awards.

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Affinity Groups, Panels, Team - Reporting:

- 3) **Women's Panel/Barrier Analysis Team:** Nobody present to report.

- 4) **Council Social Media Team:** Earl reported that :
 - There are now 4 "Hip Pocket" Podcasts; these Podcasts have become very popular. The next one will be on mentoring, and other ideas are queued up. Earl is looking at how to provide Podcast transcripts in the future.
 - There has also been a lot of activity on the Facebook pages (NWS Diversity Matters, NWS Women in Science, NWS LGBT and allies) including 2 well received Facebook live sessions.
 - Earl again asked all Council members to feed him any ideas they may have for stories etc... that can be posted in any of the social media outlets, including videos, ... ; and Earl encouraged all council members to 'advertise' all these D&I information resources.
 - Dave and others on the Council thanked Earl for great work in this area.
 - Jason mentioned, and Earl believed that it would be initially possible, that a future podcast could be focused on the Diversity Ambassadors. It was pointed out by members of the Council that the Ambassadors are not that widely known, and have not been very active as of late. Dave noted while the Ambassador program was a Council initiative it has transitioned over to being under the auspice of EODMD, and as such Pete may want to provide some direction on this.

- 5) **Ambassadors/GFWG:** Dave reported that as both an Ambassador(gender) and a member of the Gender Focus Working Group he:
 - Facilitated the Women's Leadership Workshop for WMO held in Geneva in conjunction with JCOMM. This was well received by the WMO and all participants.
 - Will be presenting at the AGU national conference next month on the topic of "Redefining (Gender) Balance. This same topic will be subject of a future Podcast and webinar.

- 6) **Training team:** As reported by team-lead Todd ... The team has completed phase 1 – mined out about 230 diversity relevant courses from the CLC. The team is beginning phase 2 to par down the list by 40-60%. Many gems have been found during the search including a number of very short courses that can easily be taken anytime someone has a few minutes. Dave and the Council thanked Todd and his team for their good work and acknowledged the great amount of work done.

Region and HQ Reporting:

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

- 8) **SRH:** – Nothing to report

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- 9) **CRH:** Jenifer – Nothing to report
- 10) **WRH** (reported by Todd):
- Carolina W. has taken over as interim WRDAC Chair. A call has been put out for nominations for a new permanent Chair
- 11) **ARH** – David Cook – Nothing to report
- 12) **PRH** – Ian M. – Nothing to report
- 13) **NCEP, National Offices and HQ offices:**
- In speaking for NCEP(AWC) Shari noted that in posting items for Native American Heritage Month there was some disagreement as to whether “Native American” should be used or “American Indian”. It was determined per EODMD that Native American was proper.
 - The AFSO/COO D&I Committee has awarded 2 contracts for support with their D&I activities. The first will provide a training workshop in December for D&I committee members on neuroscience-based D&I, to help inform future work of the committee. The second supports holding focus groups in AFSO and COO to identify any D&I issues or concerns that need to be addressed.
- 14) **EODMD** – as reported by Pat and Mary:
- Additional Podcasts and webinars are in the works, most notably Reasonable Accommodation and 501 compliance. (mental health will also be tied into Reasonable Accommodation.
 - There will be a brown bag lunch with Mary E. next month to discuss take-aways from the Diversity and Inclusion Summit. All summit attendees and registrants will receive invitations. Council members can also join in by requesting an invite from EODMD.
 - In regard to the last item, Christina H. noted the D&I summit had great feedback across the board. She found the session by Steve Robbins especially rewarding and engaging and encouraged council members to look at his books, videos, etc.
- 15) **NWSEO** – Jason
- Jason has been made aware that the meeting theme for the NWA Annual Meeting next year in St. Louis in late August will be centered around diversity. Jason would be interested in collaborating on a presentation with someone. Dave said he would try to find additional information.

No further activity was reported or discussed.

The next call is scheduled for Dec 20.

Meeting adjourned