***Present:*** Hope Hasberry Jason Wright Delyne Kirkham

Richard Hill Shari Mutchler Dave Rowell

Pat Taylor Sabrina Johnson Kim Montgomery

Mary Dunbar Cheryl Latif

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

***Diversity Council Business:***

1. Diversity Matters Newsletter Discussion:
   * + Dave indicated the Fall edition draft had been circulated and would be finalized this week according to Aaron.
     + Jason asked as NWSEO representative to see draft issues before distribution in the future. Jason also indicated he had an article intended for this issue that did not get into the draft [Dave Action item: Aaron will be informed of the missing article and instructed to get draft copies to Jason in the future; the schedule for the next issue will also be determined].
     + Delyne indicated she was considering writing an article on weight discrimination.
2. Discussion on NWS Diversity and Inclusion Strategic Plan:
   * + Dave opened the discussion by noting that EODMD would be producing a Strategic Plan and it was Pete’s interest to get input from the Council (and others involved in diversity and inclusion efforts/activities). Dave had emailed council members to that effect, and had three items for EODMD consideration 1) that the plan not overlook partnerships 2) that the job title ‘Intern’ be abolished 3) that each office has its own Diversity Inclusion Plan. Of the later Dave suggested that each office annually produce a plan for the coming year (and approved by their regional office) that includes planned activities related to diversity and inclusion such as outreach, education, recruiting, etc... – Hope concurred. The question arose on how such a plan would be implemented in regard to MIC performance Criteria and critical elements. Hope indicated such elements should exist in current MIC performance plans, and milestones could be tracked. [Pete Action item: look at MIC performance plan elements related to diversity].
     + Pete took some time to clarify his vision in regards to the plan. First reiterating his interest in getting input from the group and from the field. Pete also stated that an overall Strategic Plan might not be the place to address external partnerships and intern job titles and the like. Rather the Strategic Plan is on overarching visionary guide as to where EODMD is taking the diversity and inclusion program as a whole; and one that will be implemented *uniformly* across the entirety of the NWS. The plan would establish a “common core” across the field. Having said that the plan can/would allow for local addendums to account for the specific environments and needs of various offices – thus allowing office to take the master plan and apply it locally. Pete asked that further input from the Council be submitted to him by Nov. 15.
     + It was also noted by Hope that Southern region was working to reestablish its diversity council. The effort is being led by Bill Parker and Jesus Haro. And Delyne noted that Western Region is temporarily distributing the diversity duties among several individuals at this time.
3. Pete continued laying out his vision for EODMD and the council.
   * One of Pete’s main goals is to “establish a pipeline to the field”. This includes ensuring there are identified regional and local points of contact for diversity. The (6) regional contacts are especially important and should have backups, at every level, for redundancy, so that if one person cannot be reached another can be.
   * Dave noted that being a pipeline is the principle function of the council (in his view), and the regional reps should be those that are (already) appointed to the council.
4. Discussion on a possible diversity conference in spring 2016.
   * + Dave stated that discussion had been taking place with Pete, Hope, Delyne and members of the Gender Mainstreaming Working Group. Originally the GMWG was looking to host a ‘gender Forum’; however, the discussion has expanded to whether the event be limited to gender or become a larger Diversity Workshop. There is also debate between on the site as either D.C. or Kansas City; and debate over whether it should be an NWS or an NOAA event. The determinate factor is likely projected audience as decided by EODMD or Laura.
     + Delyne and a couple other members of the council voiced that they would like to see it not be limited to gender and include all of NOAA.
5. Round Table: Additional HQ/Regions Activities reports...ideas...suggestions...feedback…
   * + Mary Dunbar spoke to a meeting she had with Michelle Moore and Kay McGraw both of NOAA concerning a proposal by Dave as NOAA LGBT Special Emphasis Program Manager that NOAA EEO host a LGBT townhall. Dave clarified that this was a proposed NOAA-wide event that would be an open phone-in/conference-call townhall announced agency wide. Mary went on to say that as a result of the meeting it was determine that a survey would be soon conducted (NOAA wide) in advance of the townhall (likely winter 2016) that would help structure the conversation.
     + Pat Taylor updated the DMC on the Hispanic Poster Contest update. The selected posters are ready for framing. An article announcing the winner will appear in Diversity Matters.
     + Pat also updated the council on Cline Awards. In the category of diversity there were 4 submissions received and reviewed, and forwarded for formal selection. The council voiced their appreciation to Pat for her efforts in getting the Council a voice in the process – a seat at the table. An article will be written once the final selection is formally announced. Pete indicated he wanted to see further promotion and elevation of the Cline Diversity award in the future.
     + Delyne noted to the council that January is Martin Luther King’s birthday and February is Black History month, either or both of which could be topics for the next newsletter, or noted for recognition.
     + Hope noted that she and Pete were going to Jackson State University to help them celebrate the 40th anniversary of their meteorology program.

Nothing else was reported.

Next meeting is scheduled for November 18th 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