NOAA’s National Weather Service Policy Statement on Diversity Management

It is the policy of NOAA’s National Weather Service (NWS) to manage the diversity of our employees by fostering an inclusive work force, building an environment that respects the individual, and offering opportunities for all employees to develop to their full potential. Diversity is the mixture of differences and similarities each employee brings to the workplace to accomplish the goals of the NWS.

Diversity management is a long-term change strategy enabling the NWS to improve its culture to ensure all employees are making maximum contributions to the mission of the NWS. We will foster an inclusive, supportive, open, challenging and innovative work environment to enable employees to be positive, creative and reach their full potential.

Each employee, at all levels within the organization, has an active role in implementing the NWS Diversity Management Initiative. Management officials at all levels share responsibility and are accountable for achieving our diversity management goals. If diversity management is to be embraced, it must be integrated successfully into all facets of the organization’s structure. Established NWS diversity management initiatives must continue to be guided by the leadership’s full commitment and employees’ full participation. Full support of the NWS Diversity Management Policy is critical to diversity implementation initiatives.

NWS DIVERSITY MANAGEMENT STRATEGIC GOALS

GOAL 1: Improve NWS Management Accountability in Diversity Management

Objective 1: Establish Office of Equal Opportunity and Diversity Management (OEODM) process to review the critical element addressing diversity management for all NWS rating officials.

Completion date: End of 3rd Quarter - FY06

GOAL 2: Educate all NWS Employees on the Principles of Diversity Management

Objective 1: Diversity management training/experiential learning will actively compete for funding through the NSTEP process and the OEODM director will be part of the NSTEP Team.

Completion Date: Next budget cycle - FY06
Objective 2: Develop NWS Online Diversity Management Training module
Completion Date: August 30, 2006

Objective 3: Establish Diversity Management Resource Library
Completion Date: End of 4th Quarter FY - 06

Objective 4: Establish NWS Champions of Diversity Award
(Alternative to this is to aggressively market the NOAA SPECTRUM and Best Practices)
Completion Date: June 2006

Objective 5: Publish one diversity related article in NWS Focus every quarter
Completion Date: On going

Objective 6: Ensure OEODM involvement in Workforce Human Capital Planning,
Succession Planning, Training, and Strategic Planning.
Completion Date: On going

GOAL 3: Implement and Monitor NWS Diversity Management Performance Metrics and Goals

Objective 1: Develop NWS Diversity Management Performance Metrics and Goals
Completion Date: August 2006 - FY06

Objective 2: Establish Means to Monitor and Review Performance Metrics
Completion Date: End 4th Quarter - FY06

Objective 3: Assure NWS Diversity Management Performance Goals are included in the NWS Annual Operating Plan
Completion Date: March 2006

Objective 4: Assure the OEODM Director is present at senior management's meetings
where performance elements, workplace initiatives and proposed changes to same are being discussed (i.e., NWS weekly staff meetings and the NWS Corporate Board Workforce and Human Capital Committee meetings).
Completion Date: On going

Milestone(s): It is reasonably expected that the implementation process will begin immediately after the appropriate signatures are secured, validating this plan. The NWS OEODM will monitor the plan and report progress, failures, and improvement activity to the Assistant Administrator for Weather Service on a quarterly basis.

This plan is an evolving document. Adjustments will made as deemed necessary and appropriate. To review the specifics of each goal, refer to the OEODM Diversity Management Operating Plan designed to assist with the implementation of the NWS Strategic Plan for Diversity Management.