

# NOAA's NATIONAL WEATHER SERVICE STRATEGIC PLAN FOR DIVERSITY MANAGEMENT



## *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 3<sup>rd</sup> 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 4<sup>th</sup> 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 4<sup>th</sup> Quarter - FY06

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

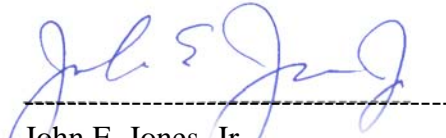
**Objective 4:** Assure the OEODM Director is present at senior management's meetings where performance elements, workplace initiatives and proposed changes to same are being discussed (i.e., NWS weekly staff meetings and the NWS Corporate Board Workforce and Human Capital Committee meetings).  
Completion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



David L. Johnson  
Assistant Administrator for Weather Services



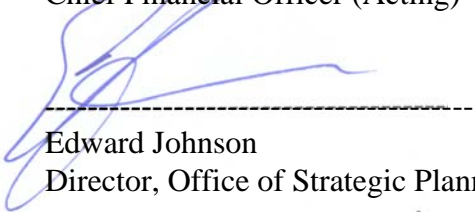
John E. Jones, Jr.  
Deputy Assistant Administrator  
for Weather Services



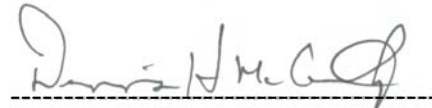
John Potts  
Chief Financial Officer (Acting)



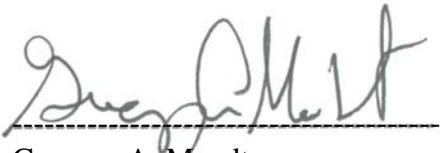
Paul Chan  
Chief Information Officer



Edward Johnson  
Director, Office of Strategic Planning & Policy



Dennis H. McCarthy  
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Weather Services



Gregory A. Mandt  
Director, Office of Science & Technology

 2/21/06

Gary Carter  
Director, Office of Hydrologic Development



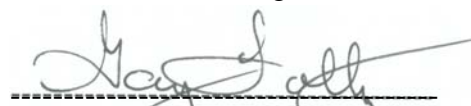
John McNulty  
Director, Office of Operational Systems



Dean Gulezian  
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William X. Proenza  
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Gary Foltz, Acting Director  
Director, Central Region



Vickie Nadolski  
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