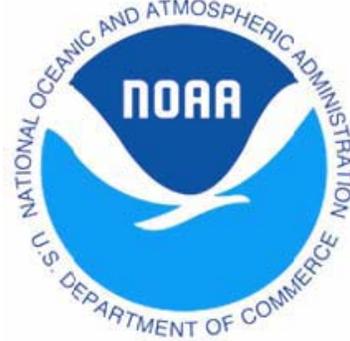


NATIONAL WEATHER SERVICE
STRATEGIC PLAN FOR DIVERSITY MANAGEMENT
(2008 - 2010)



National Weather Service Policy Statement on Diversity Management

It is the policy of the 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 our goals.

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 and 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: Enhance and Support NWS Management Participation in Diversity Management

Objective 1: Strengthen relationships with key partners such as NWS Workforce and Human Capital Committee and the OCWWS Training Division.

Completion date: 4Q FY09

Objective 2: Develop NWS Learning Management System Diversity Management Training module for NWS Managers and Supervisors (NWS Diversity Management Training Team).

Completion date: 4Q FY09

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

Objective 1: Establish NWS Diversity Management Training Team.

Completion date: 4Q FY09

Objective 2: Develop NWS Learning Management System Diversity Management Training module for All Employees (NWS Diversity Management Training Team).

Completion date: 4Q FY09

Objective 3: Establish NWS Diversity Management Marketing Team.

Completion date: 4Q FY09

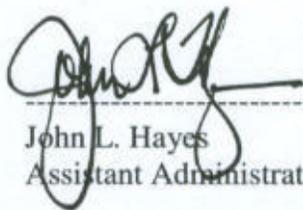
GOAL 3: Implement and Monitor NWS Diversity Management Performance Metrics and Goals

Objective 1: Develop and improve baseline NWS Diversity Management Performance Metrics and Associated Performance Goals.

Completion date: 4Q FY09

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.



John L. Hayes
Assistant Administrator for Weather Services