



He Kumu Mea Hou

- New Beginnings -



NWS Diversity Management/EEO Notes From the Community

Fall, Issue 5

November 9, 2010

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National Hispanic Heritage Month



The National Weather Service (NWS) proudly observes National Hispanic Heritage Month from September 15 – October 15, 2010.

The Federal government started recognizing and celebrating the Latino culture

in 1968 when President Lyndon Johnson enacted National Hispanic Heritage week into law. Two decades later, in 1988, President Ronald Reagan started an observation called, Hispanic Heritage month.

Since 1968, September 15th has marked the beginning of National Hispanic Heritage Month. The 15th of September is the anniversary of the independence of five countries in Latin America: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. They all declared independence in 1821.

The cultural traditions of the Hispanic-American community has made a remarkable impact on American Society. National Hispanic Heritage Month is an opportunity to honor these contributions and celebrate the cultural traditions of our Hispanic American community.

The National Weather Service hosted NOAA's

Hispanic Heritage Month program on October 5th. The program was hosted by Dr. Daniel Melendez in the NOAA Auditorium.

Dr. Daniel Meléndez is the lead at the NOAA Office of Science and Technology for tropical cyclones and weather radar. He has published articles in many professional scientific journals and has given numerous public and technical presentations. Dr. Meléndez also has experience as an operational forecaster with NOAA. His activities resulted in receiving various awards at NOAA and NASA.

It was an honor to have Dr. Melendez to host the National Hispanic Heritage Month program. At the program, the audience was able to participate in Latin American Dance and also, they enjoyed a great keynote address given by Mr. Gilbert Sandate. "Gilbert Sandate presentation was very informative," said a NOAA employee.

Mr. Gilbert Sandate, President and CEO of Sandate and Associates consulting firm was the guest speaker. Mr. Sandate spoke about the differences between the Hispanic culture and other cultures. He also addressed the underrepresentation of Latinos in the Federal government's workforce. "As of June 30, 2009, Hispanics only represented 8% of the Federal Workforce," he said.

National Hispanic Heritage Month is an opportunity to celebrate diversity as well as support civil liberties and rights for all.

View pictures on pg. 8

BIG 32nd Annual Training Conference



Blacks In Government (BIG) hosted its 32nd Annual National Training conference, in Kansas City, Missouri on August 16-20, 2010. The theme of the conference was, "The New BIG: Taking Chances, Making Changes and Preparing Leaders."

BIG has a "commitment to be an advocate for equal opportunity, eliminate practices of racism and racial discrimination, promote professionalism, develop

and promote programs that will enhance ethnic pride and educational opportunities, established a mechanism for gathering and disseminating important information, and provide a non-partisan platform on major issues of local, regional and national significance that affect Blacks in Government," said Shirley A Jones, Regional XI, 1st Vice President.

Many federal government employees attended the conference. Sabrina Cook and Nydria Humphries represented the National Weather Service's Office of Equal

Opportunity and Diveristy Management.

"The Blacks in Government Conference was very inspirational and motivating. The workshops I attended were informative and they addressed exactly what I wanted to learn," said Nydria Humphries. This was her first time attending the conference.

Next year, the Blacks In Government Conference will be held in Boston, Massachusetts. For more information, please visit: www.bignet.org.



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Message From the Under Secretary

National Oceanic and Atmospheric Administration Policy Statement on Non-Discrimination and Equal Employment Opportunity (EEO)

I join Secretary Locke's call to ensure Equal Employment Opportunity for all Department of Commerce employees and support his policy issued on September 10, 2010. The National Oceanic and Atmospheric Administration (NOAA) is firmly committed to ensuring compliance with our Nation's Equal Employment Opportunity (EEO) and Civil Rights laws and maintaining a work environment where discrimination, retaliation, and harassment are not tolerated. Therefore, I want to take this opportunity to remind all employees that it is NOAA's policy to prohibit discrimination based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, national origin, age (40 years of age and over), genetic information, and disability (physical or mental). NOAA is also committed to providing reasonable accommodation to qualified applicants and employees with disabilities. In addition, our employees and applicants must be free from retaliation based upon participation in the EEO process, or for opposing discriminatory practices.

All employees are encouraged to promptly bring concerns regarding discrimination, retaliation, and/or harassment, in any form, to the attention of management or the NOAA Civil Rights Office. Harassment is defined as any unwelcome conduct based on race, color, religion, national origin, sex, sexual orientation, age, genetic information, or disability that is sufficiently severe or pervasive to create a hostile or abusive work environment. Employees who believe they have been discriminated against and wish to initiate an EEO complaint must contact the NOAA Civil Rights Office within 45 calendar days of the alleged discriminatory event. For more information on the EEO process call 1-800-452-6728 or visit www.eeo.noaa.gov.

Employees may also consider alternative dispute resolution (ADR), including mediation, to resolve conflict. ADR allows both parties to put the dispute behind them and direct their attention to making effective and productive contributions to the work and mission of the agency. To learn more about NOAA's ADR program or to request ADR, employees should send an e-mail to adr@noaa.gov, or visit: <http://www.adr.noaa.gov/>.

While I expect managers, supervisors, and EEO officials to take steps to prevent and/or correct discriminatory practices and behaviors, every NOAA employee has an obligation to comply with this policy. Working together, we can create a workplace at NOAA that is free of all forms of discrimination.

Dr. Jane Lubchenco
Under Secretary of Commerce for Oceans and
Atmosphere and NOAA Administrator

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Diversity Management Council Members

Charly Wells, Director
Jose' Garcia, Chair
Ursula Jones, Vice Chair
William Proenza, Senior Advisor
Barbara Edler
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Cheryl Latif
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Gena Morrison
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Joshua Scheck
Kenneth Graham
Kimberely Montgomery
Margi Garner
Michelle Swinton-Sulewsky
Nydria Humphries
Patricia Taylor
Reginald Ready
Robert Ebaugh
Sabrina Cook
Stephan Kuhl
Todd Hall

Meet the New Diversity Management Council Leaders



Jose
Garcia, Chair

José Garcia graduated from the University of Texas at Austin in 1982 with a Bachelors Degree in Engineering Science. After College, he interned at the Weather Service Forecast Office in Albuquerque, New Mexico from 1982-1986. Then he became a Agricultural Meteorologist at the Agriculture Weather Service Center in College Station, Texas. While working at the AWSC he enrolled in Graduate School and later received a Masters degree in Public Administration from Texas A & M University.

In 1991, José became the Warning Coordination Meteorologist and served in that capacity until he was selected as an MIC in 1993. Currently, he is the MIC at the Weather Forecast Office in Amarillo, Texas. He also, is the Southern Region Diversity Coordinator and the Chair of the National Weather Service Diversity Management Council.

Mr. Garcia has served on the National Weather Service Diversity Council from its inception in the mid 1990's. As the Diversity Management Council Chair, he says, "I hope to continue the great work done by my predecessors to market diversity management and to educate all NWS employees on the value of diversity in our organization."



Ursula
Jones, Vice Chair

Ursula Jones is an Administrative Support Assistant in Juneau, Alaska. She received her Associate of Applied Science in Computer and Information Office Systems in 2002. Ms. Jones became involved with the Alaska Region Diversity Committee when she took the position as the Federal Women's SEPM from 2002 to 2003, then served as the committee recorder from 2004 to 2005.

In 2005, Ms. Jones became the first Alaska Region Diversity Catalyst, and remained in that position until becoming the committee Chair from 2007 to 2009. Ms. Jones is currently the Diversity Catalyst until her term expires in 2011.

In 2007, Ms. Jones received a regional-level Isaac Cline Award for Diversity Management, for partnering with Nikole Gallegos to develop the first Alaska Region EEO/Diversity newsletter.

Ms. Jones became involved with the Alaska Region's EEO/Diversity Committee to pursue her desire to increase diversity awareness and to ensure that all employees feel comfortable in their work environment. She plans to make every effort to help the NWS Diversity Management Council continue to be as successful as it has been.



Top 10 Annoying Habits at Work

The National Weather Service's Office of Equal Employment and Diversity Management provides leadership for the NWS EEO program and Diversity Management Initiative programs. We are committed to serving the employees of the National Weather Service. We will share any information with our community that may contribute to an effective and productive working environment.

In the article below you will find some tips that may help you avoid conflicts in your working environment. The article below is called the "Top 10 Annoying Habits at Work." It was written by Jen Star of The Jennifer Group, a New York City-based recruiting firm.

1. You're Unprepared

"Showing up for meetings, interviews or arranged work sessions without the equipment or data that you need demonstrates a lack of respect for your coworkers and yourself. And it wastes time. Get off on the right foot, and make like a scout and be prepared."

2. You're Not a Team Player

"You have to be willing to pitch in when another member of the team needs help. There's nothing more annoying than watching somebody do a crossword puzzle while you're buried in work."

3. You're Not Self-Reliant

Ask for help only when you really need it. Try everything you can to solve your own problem before involving somebody else.

4. You, Umm, Smell

Your scent is important, especially when you're working in a small, poorly ventilated space with lots of other people around. Be considerate of your neighbors by taking care not to generate strong smells that will permeate their space.

5. You're Loud on the Phone

Loud telephone conversations can be offensive to your neighbors, so try to keep your voice low and even. And keep personal calls short.

6. You're Unhealthy

If you're sick, stay home. If you have the sniffles or must come in, cover your mouth and do whatever you can to avoid infecting your coworkers.

7. You Walk Like an Elephant

Try to move around the office quietly to avoid disturbing the people around you. And if you must speak to another colleague, keep your voice down.

8. Your Cell phone is Always On

Unless absolutely necessary, cell phones should be turned off while you're in the office. If you need to keep your phone on, use a soft or silent ringer or vibrate mode.

9. Your Computer Volume Is Blasting

Nobody wants to hear somebody else's bells and whistles when they're trying to concentrate.

10. You Shake Hands Like a Fish and Avoid Eye Contact

"When somebody won't look me in the eye or give me some energy in their handshake, I feel like they're avoiding me or snubbing me in some way," Jen Star says. "I like a firm handshake and a friendly smile."



Jackson State University's Meteorology Program 35th Anniversary

By Ashton Robinson Cook

The Meteorology Program at Jackson State University celebrated its 35th anniversary this week, and as a result, alumni of the program gathered to host a professional development workshop, scholarship banquet, and memorial luncheon to commemorate the event. The function was coordinated by a few key alumni (Latrice Maxie, Freddie Zeigler, Patricia Brown, Ashley Hayes, and Bill Parker, all of the National Weather Service) and had the full support of the University. It featured several key events aimed at preparing the current students of the program for success, such as rallying alumni for continued support of the program and raising funds for scholarships.

The professional development training featured panel discussions from alumni and friends of the Meteorology program, who had experience in three main career areas: media/journalism, federal government, and academia. Those with experience in the media discussed the importance of having job experience prior to graduation and preferably during the school year and in summers. They expressed that students should be assertive and pursue the opportunities they want, in addition to making solid grades, taking care of their appearance, and expressing confidence in themselves that they can do whatever job is set before them.

Continued on pg. 8

Mark your Calendars for the STEM Conference

In February, STEM will host it's 25th Black Engineer of the Year Award Global Competitiveness conference. So, if you missed out on the Women of Color STEM Conference in October, please attend the BEYA STEM Conference which will be held in Washington, DC from February 17th -19th.

MARK YOUR 25th BEYA STEM GLOBAL COMPETITIVENESS CONFERENCE

The 25th Silver Anniversary BEYA
STEM Global Competitiveness
Conference in Washington, D.C.
FEBRUARY 17TH - 19TH, 2011
Marriott Wardman Park Hotel

Don't miss this HISTORIC event!
www.beya.org

**CELEBRATES
25
Years**

CALENDARS

BEYA in Washington, D.C. February 17th - 19th, 2011

For more information
please contact:
Career Communications
Group, Inc.
729 E. Pratt Street, Fifth Floor
Baltimore, MD 21202
410-244-7101

Technology Awareness
Programs:
Miller Roberts, ext. 124

Disability Awareness Month



NOAA celebrated its 2010 Disability Employment Awareness Month by hosting a program that focused on educating employees about student employee programs, schedule A appointments, and reasonable accommodations. The program was sponsored by NOAA's Marine Fisheries program and the Office of Civil Rights.

The keynote address was given by Kendra Duckworth, who is the Disability Program Manager for the Equal Employment Opportunity Commission. She spoke about the EEOC's goal to increase the amount of disabled workers in the federal government.

After a panel discussion and questions from the audience, the program ended with a special presentation called, "Empowering People with Disabilities" that was presented by Antoinette Dublin.



Diversity Management Poster Contest



The two winners are holding the plaques above, Ben Deubelbeiss and Bill Ash, both received a cash award and two framed copies of their winning posters signed by Laura Furgione, NWS Deputy Assistant Administrator.

The description below of the Diversity Management Poster Contest was posted in the National Weather Service News:

In fiscal year 2009, the NWS Office of Equal Opportunity and Diversity Management (OEODM) and the NWS Diversity Management Council chartered a Diversity Management Marketing Team to develop a plan in FY2010 to increase diversity knowledge and awareness throughout the agency. The Plan's Business Case is: "To educate the workforce on diversity management and infuse this knowledge throughout the organization to achieve NWS mission and goals." One of the five initiatives proposed by the Marketing Team was a poster design contest. NWS employees were asked to design and create a poster that "embodied and vividly portrayed the concept of Diversity Management" within the National Weather Service. It is the policy of the NWS to manage the diversity of our employees by fostering an inclusive work force, and building an environment which respects the individual, and offer opportunities for all persons to develop to their full potential. Each employee 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.

Twenty one excellent entries were received from across the country, and the Poster Contest Team was tasked with selecting only one as the winner. Members of the Poster Contest Team were: Carolyn Willis, Hope Hasberry, Kari Fleegel, Vanessa Pearce, Kenneth Podrazik, Steve Smart, and Freddie Zeigler. The poster designed by Ben Deubelbeiss and Bill Ash, was selected as the winner. Bill is a Hydrometeorological Technician at the NWS WFO in Elko, Nevada, and Ben was recently selected as a Journey Forecaster at the Chicago WFO. On October 21, 2010 the two winners were invited to the NWS Headquarters in Silver Spring, Maryland where they received a cash award and a framed copy of their poster signed by the NWS Deputy Assistant Administrator, Laura Furgione. Beginning on November 1, 2010, the OEODM will begin distributing copies of the winning poster to all NWS offices nationwide. The OEODM is asking each office to formally acknowledge receipt of the poster with some sort of local presentation, e.g. staff meeting, diversity workshop, etc. The Congratulations to Ben and Bill!

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Why Some Managers don't get Disciplined for Discrimination?

Managers are not perfect people. In fact, no one is perfect. Although, there are policies and regulations that control how people behave in the workplace, some people will ignore them at times. When policies and regulations are ignored there are usually consequences. However, this is not the case for many managers who engage in discriminatory harassment.

One headline posted in this month's Federal EEO Advisor, read, "Why don't some managers get disciplined for discrimination?" The article was written by Allison Uehling. In the article, Uehling claimed that most managers are not disciplined for discriminatory behavior. The subject was brought up at the Federal Dispute Resolution Conference in Atlanta.

"As we were discussing the fact that the EEOC can't order an agency to discipline a perpetrator of discrimination, the question of manager accountability was raised," said Allison Uehling.

As for the reasons why managers are not punished for discriminatory behavior, they vary. Sometimes agencies don't recognize it, so they "inexplicably ignore EEO vio-

lations done by managers...some have even argued that a unified complaints system would prevent managers from not being disciplined," said Uehling. Presently, when a manager is disciplined they can easily get off the hook. They can appeal the charges to the Merit System Protection board, and then, the board will most likely conclude that the discrimination did not occur.

If the EEOC and the Merit System Protection Board merged, would managers be disciplined for engaging in discriminatory harassment? Some people do believe it will, but presently, a unified complaint system is a implausible idea. However, if the numbers of managers, who are rated on their obligation to EEO, continue to fall, then something have to be done soon.

The article states that, in the Annual Report on the Federal Work Force Fiscal Year 2009, the EEOC noted that only 80% of agencies evaluated managers and supervisors on EEO." Of course the number should have been higher because Title VII prohibits employment discrimination.

In the EEOC's Management Directive

(MD) 715, there are guidelines for managers and supervisors aimed at keeping them on track. "The EEOC's MD-715 recognizes the crucial role managers and supervisors play in achieving a successful EEO program, said Uehling. If you are unfamiliar with the NWS MD-715 Equal Employment Opportunity Status reports, you can check it out on our website at http://www.nws.noaa.gov/eoo/md-715_eoo_status_report.php. The National Weather Service is committed to making sure that all employees have equal and fair working environments.

Source: Federal EEO Advisor Paraphrased from the EEO Observer's "Why don't some managers get disciplined for discrimination?" Volume 13, Issue 10, November 2010. For more information on the Federal EEO Advisor or other LRP products, please call (800) 341-7874 or visit www.shoplps.com.

NWS Equal Employment Opportunity and

Diversity Management

Conference in April

New Orleans, LA

April 25th-29th

Save The \$DATE



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Pictures from 2010 SACNAS Conference

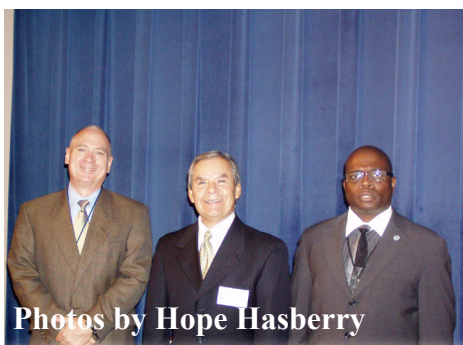


JoAnne Swanson, Dan Valle



Victoria Dancy, Charly Wells, Sandra Saruis

2010 National Hispanic Heritage Month Program Pictures



Photos by Hope Hasberry



(L - R) Dr. Daniel Melendez, Gilbert Sandate, Salim Abddeen, Cassidy Fludd, Dance In Time Productions.

Jackson State Meteorology Program (Continued from page 5)



(L-R) Ashton Robinson Cook, Charly Wells, Latrice Maxie, and Paul Trotter.

These talks were quite informative and motivating and featured broadcasters from local and national media outlets, including Yolanda Amadeo (WALB-Albany, GA), David Tillman (KTRK-Houston, TX), Paul Williams (WLBT-Jackson, MS), and Eboini Deon and Vivian Brown (both of the Weather Channel in Atlanta, GA), all alumni of Jackson State. I would like to thank Char-

ly Wells, Director of the NWS Office of Equal Opportunity and Diversity Management for sponsoring my travel to Mississippi for the Professional Development Workshop. Without his support, my participation would not have been possible. I also acknowledge staff at the Storm Prediction Center, National Weather Service Forecast Office in Jackson, MS, Jackson State University, and the University of Oklahoma for their support through this point of my career.



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Poster Contest (Continued from pg. 6)

As previously stated on page six, in the Diversity Management Council's Marketing Team's business case, the goal of the marketing team is to educate the workforce on Diversity Management issues by infusing knowledge and awareness throughout the agency. There are three committees that make up the Diversity Management Team: the Diversity Management Clearing House Tool Box Team, E-learning Diversity Management Curriculum Team, and the Diversity Management Power Point Presentation team. The three committees are looking for new members to get involved. The next Diversity Management Council meeting will be held on December 15th. We hope to see you there.

If you have any questions regarding the NWS Diversity Management Council's Marketing Team, please contact Charly Wells at (301) 713-0692 ext. 201.

First Graduate of Jackson State University Meteorology Program



were fighting to expand.

Jackson State College was leading the way, adding new programs and expanding others. In March of 1974, Jackson State reached university status. One of the Programs introduced was Meteorology. With very few believing the Meteorology Program would succeed, Jackson State partnered with several agencies and universities to help establish the Program. In 1975, with the support of the National Oceanic and Atmospheric Administration (NOAA), the University Corporation for Atmospheric Research (UCAR) and the American

The climate around the nation in the late 60s was volatile with several large on-going movements for equality coming to fruition in the early 1970s. Mississippi had begun to change due to the Civil Rights movement and was now engulfed in the next great fight. This time it was for advancement and equality in higher education. Many of the Historically Black Colleges and Universities were struggling to maintain their existence and others

Meteorological Society (AMS), the Jackson State Meteorology program was formed. It is the first in Mississippi.

NOAA was dedicated to the Jackson State University Program, providing one of the first professors, Dr Keith Johnson. With the Program established, a curriculum in place and professors ready to teach, the next challenge was finding students. The faculty and staff of the General Science Department worked diligently to find students for the program. Finally, they had three students, among them was Patricia Brown.

In 1980, Patricia Brown became the first graduate of the Meteorology Program at Jackson State University. After graduation, she became a NOAA employee. During 29 years as a NOAA employee, Ms. Brown has worked in different capacities at four offices: WFO Atlanta, GA; West Gulf RFC; WFO Jackson, MS; and WFO New Orleans/Baton Rouge, LA. She has served as a NOAA Facilitator, Southern Region Chairperson for the National Weather Service Employees' Organization (NWSEO), and as a leader for many projects and teams

With being the first graduate of Jackson State University, it was one of the greatest accomplishments in Ms. Brown's life. Patricia Brown has paved the way and set the foundation for the next 75 students that followed her. The next generation of students is currently matriculating through the Jackson State University Meteorology Program.



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Office of Equal Opportunity and Diversity Management (OEODM)

The OEODM Newsletter is posted to the National Weather Service Website on a quarterly basis.

Comments should be directed to Nydria Humphries:

Email:
nydria.humphries@noaa.gov
Phone: 301.713.0692

Editing and Layout:
Nydria Humphries

The NWS Celebrates the following Special Emphasis Observances:

Dr. Martin Luther King, Jr. Commemorative Holiday — January (3rd Monday)

National African-American History Month — February

National Women's History Month — March

National Asian/Pacific American Heritage Month — May

National Jewish Heritage Month ----May

National Lesbian, Gay, Bisexual and Transgender Pride Month --- June

National Hispanic Heritage Month — September 15 to October 15

National Disability Employment Awareness Month — October

National American Indian Heritage Month — November

National Veterans Day — November 11

National Oceanic and
Atmospheric Administration

National Weather Service





Reminders:

Mark Your Calendars:

November 2010

American Indian Science and Engineering Society (AISES)- November 11- Albuquerque, NM

April 2011

HR and EEO in the Federal Workplace Conference - April 2011

NWS Equal Opportunity and Diversity Management Conference - April 2011 - New Orleans, LA

May 2011

Northwest Indian College (NWIC) - May 2011 - Billingham, WA

July 2011

Federally Employed Women (FEW) - July 2011 - Philadelphia, PA

EEOC Examining Conflicts in Employment Laws (EXCEL) - July 2011

August 2011

Federal Dispute Resolution (FDR) Conference -August 2011

Blacks In Government (BIG) - August 16 - August 2011 - Boston, MA

September 2011

Society of Advancing Hispanics and Native Americans in Science (SACNAS) - September 2011

We want to hear from you! If you have stories or news articles to be featured in the Office of Equal Opportunity/ Diversity Management's (OEODM) Newsletter, please submit them to: Sabrina.cook@noaa.gov and Nydria.humphries@noaa.gov by the 15th of each month for the quarterly postings to OEODM's website. Please remember when submitting articles to have them edited and verified prior to submission.

Office of Equal Opportunity and Diversity Management

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