



He Kumu Mea Hou

- New Beginnings -



NWS DIVERSITY/EEO NOTES FROM MAY 2011-JULY 2011 THE COMMUNITY

SUMMER ISSUE

Defining Diversity and Inclusion

By Kaila Lindo

“My definition of diversity is that it includes everyone.” Garciela Meibar, Vice President of global sales and global diversity for Mattel, Inc., wrote an article about her interpretation and experiences with diversity and inclusion. She felt that a request to “include everyone in a diversity discussion” was redundant because of her belief in the holistic meaning of the word. Yet, not everyone shares this definition. Some people associate diversity with minorities and women only.

“Diversity is reality, inclusion is a choice.”

Meibar made the powerful distinction between the two. “Diversity is the way of life today and inclusion is the choice we individually make as it relates to others.” We decide what to accept and how to interact.

It was not until the age of 12 that Meibar began learning English. Due to the later introduction to the language, she carries a Spanish/Cuban accent in her speech. To her, the accent symbolizes her

knowledge of another language and that is something that makes her proud. Unfortunately, through experience, the accent has also brought embarrassment when people intentionally make fun of her mispronunciations. Meibar says she welcomes and even appreciates corrections, but when made fun of, she feels like an “outsider.” She wants to encourage people to realize that behind any accent is a greater knowledge of language, ideas and abilities that could be beneficial to an organization.

“Diversity is everyone; inclusion is ensuring everyone works together to achieve common goals and objectives.” Diversity is not something that should be promoted or accepted; it is what is real. However, inclusion is what should be encouraged and improved to bring reality, if nowhere else, the workplace.

Supporting Article:

Meibar, G (2011, June). Defining Diversity and Inclusion. *Insight Into Diversity*, 14-15.

2011 LGBT Month Observance

By Kaila Lindo

In recognition of Lesbian, Gay, Bisexual, and Transgendered (LGBT) Month, NOAA sponsored a program hosted by former Civil Rights Director, Mr. Larry “Jerry” Beat on June 30, 2011 in SSMC3 Conference Room (4527). Mr. Beat is currently the new Director of the Office of Equal Employment Opportunity at the US Merit System Protection Board (MSPB) in downtown Washington, DC. The two hour observance featured the documentary titled: “*Bullied: A Student, a School, and a Case that made History.*” The documentary displayed a young boy’s struggle with anti-gay tormentors as well as his victory in his prosecution of the school officials held responsible for enabling the harassment. Other videos from the “*It Gets Better Project*” website were shown. Those videos were messages of hope from gay adults in an Internet-based effort to prevent suicide in LGBT youth. One video in particular showed a diverse group of men and women singing “True Colors” by Cindy Lauper. The music video for “Far Away” by singer Marsha Ambrosius was shared to display the effects of LGBT discrimination on both the individual and their family/friends. Following the films, Mr. Beat revealed the statistics about the stress and tensions that LGBT adults face in the workplace. The program was a moving experience that encouraged LGBT support and awareness.

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we choose pride over prejudice.

Jose Garcia:

It is quite an honor to serve as the Diversity Chair of your NWS Diversity Management Council (DMC). I am pleased to report that the council has been very active and busy. More than two years ago, a major initiative was launched by the DMC based on the need to improve diversity awareness. In order for NWS employees to understand more about diversity, we had to find a way to "market" diversity. In 2009 a Diversity Management Marketing Team was created within the DMC to address this issue. The council called on MIC, Steve Kuhl to lead the team in identifying several marketing methods that would help employees understand and learn more about diversity. What resulted was the charter of several national teams, composed of individuals from across the NWS, to work on marketing projects. To date, teams have completed many of these projects which represent numerous hours of coordination and hard work. Here are a few of the highlights:

1) Development and distribution of a national Diversity Management Poster –

A contest was held across the NWS to find some very creative individuals to design this poster.

2) Creating a E-learning Diversity Management Curriculum –

The curriculum is now currently available on the NWS Learning Management System (LMS). The council has created a standing team to monitor the curriculum and develop a certificate of completion.

3) Developing a Web-based Diversity Management Toolbox –

The toolbox has just been completed. Check it out at:
www.weather.gov/eoo/toolbox/

4) Revising and developing a Diversity Management PowerPoint –

The presentation is complete and is available on the Diversity Management Toolbox. Managers and diversity facilitators can use this presentation to aid in diversity discussions within their offices.

5) Improving Diversity Recognition -

This is ongoing work, but I'd like to remind everyone to consider recognizing those who lead and support diversity efforts throughout the NWS. Now is a perfect time to do so as there is a diversity category of the *Isaac Cline Award*. Please nominate someone at your local and regional levels!



As you can see there has been great effort to "market" diversity across the NWS. Those who served on the original marketing team and all of the national sub-teams are to be congratulated for their outstanding work. However, completion of these projects required a lot of support, including NWSEO and NWS leadership (in particular current and past NWS Deputy Directors, Laura Furgione and Vickie Nadolski). Also, a solid bedrock of support was provided by the Office of EEO and Diversity Management (OEODM) who helped in providing resources and assistance to all of the teams and the DMC.



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NOAA's 3rd Ping Pong Tournament

By Xiaobiao Fan

NOAA Office of Climate, Water and Weather Services

Ping-Pong is now the fifth fastest-growing sport in America, ahead of soccer, baseball, and even football. NOAA's Ping-Pong tournament has become a major annual event. A week after President Obama and British Prime Minister Cameron played Ping-Pong while visiting the Globe Academy in London, NOAA's 3rd annual Ping-Pong tournament got underway on May 31st, 2011 in Silver Spring, Maryland.

Joseph Hairston, Civil Rights Office Director, greeted all the guests, players and all spectators, and Chang Zhao, President of NOAA Chinese-American Association, explained the rules and how the tournament would be run. The tournament officially began with the "Executive Matches" between NOAA Deputy Under Secretary Mary Glackin, NWS Deputy Assistant Administrator Laura Furgione, NMFS Deputy

Assistant Administrator Holly Bamford and John Oliver. First up, Holly defeated both John and Laura in separate games, later John and Laura together beat Holly, finally Mary and Holly won double match over John and Laura.

More than 60 NOAA registered employees played a total of over 200 run-off games, until reaching the top six of the final tournament. Over 80 spectators cheered on the players as they gave a wonderful competition.



Holly Bamford and Mary Glackin take on Laura Furgione and John Oliver

OEODM's New Addition

NOAA's Student Temporary Employment Program (STEP) has introduced a new motivated and dedicated intern, Kaila Lindo, to the National Weather Service as the most recent addition to the Office of Equal Opportunity and Diversity Man-



agement. Excited about her new position, Ms. Lindo plans to be an asset to her office.

"I am extremely grateful for the opportunity to be a member of STEP. The office has been nothing but welcoming. I look forward to my upcoming responsibilities as well as the skills I will gain. I have no doubt about enjoying my time here."

STEP is a program providing temporary employment to high school, college, and graduate

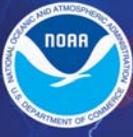
students. Through the paid student employment program, interns are able to explore various Federal Government occupations via their exposure as an employee in the workforce.

Ms. Lindo will be working with Mrs. Sabrina Johnson on the EEO newsletter as well as other diversity management duties and events.

Kaila will be a sophomore at the University of Richmond in the

fall. She is a biology major with a pursuit in medicine.

"Diversity is more than culture and ethnicity; it is experience and perspective as well. Therefore, every field of work needs diversity in order to create a well round workforce. I look forward to my involvement in this matter."



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Do Workplace Policies Matter?

By Kaila Lindo

Research has shown an increasing fear and stress in the lesbian, bisexual, gay and transgendered community. What is the cause of this concern? Policies and discrimination in the workplace. LGBT individuals face the trouble of determining whether or not to reveal their gender identity due to potential workplace discrimination. Yet, despite the choice to disclose the information or not, LGBT individuals are affected. Gay and lesbian employees, according to research, are less likely to report perceived discrimination. This is the cause of the stress-related health problems they often face. A dozen community studies involving minorities and gay men from 1987 to 2000 found a positive correlation between discrimination and psychological distress. In another study, 53 transgendered male to females feared their trans-sexuality would result in the loss of significant relationships, such as employment. This resulted in strong signs of psychological distress. Severe cases of stress can lead to symptoms similar to Post-Traumatic Stress Disorder (PTSD): distress, numbing responsiveness, and increased difficulty with sleep and concentration. Currently, federal law only protects individuals from blatant or extreme discriminatory acts. The subtle discriminations are not addressed. Institutions are striving to develop policy-based protections to create more inclusive working environments.



Supporting Article:

Chun, E (2011, June). Do Workplace Policies Matter?. *Insight Into Diversity*, 8-9.

Federal Employee Women's 2011 National Training Program

By Hope Hasberry

NWS EEO/Diversity Specialist and Federal Women's Program Manager

Hello Everyone! I just wanted to tell you about this conference I attended recently: IT WAS FANTASTIC! The Federally Employed Women (FEW) held its 42nd National Training Program (NTP) from July 18-22, 2011 in Philadelphia, Pennsylvania. Philadelphia is a beautifully historic city. The theme of this

year's NTP was "Your Future: Let it Ring the Sound of Success".

FEW is a private membership organization working as an advocacy group to improve the status of women employed by the Federal government and the District of Columbia

government. Training has always been at the forefront for FEW. It is the belief of FEW that training is one of the key elements of professional and personal success. The NTP provided training and workshops in a variety of areas including Leading People, Continual Learning, Technical Credibility, and Inter-



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A Brief Summary of The 2011 Annual Conference of Federal Asian Pacific American Council (FAPAC)

By James Su

During the week of May 9 through May 13, 2011, Charly Wells and James Su participated in the FAPAC's 26th Annual National Leadership Training Conference held in Bellevue, WA on Seattle's eastside. The theme was: 'Diversity, Leadership, Empowerment, and Beyond'. There were pre-conference agency forums on Monday, May 9, 2011. The Conference featured nine plenary sessions and 27 workshops. The topics covered in the plenary sessions and workshops included: White House Initiative on AAPI, EEO and Diversity Management issues, leadership, healthcare, working with government, and more. At the Conference, there was an 'Executive Coaching One On One' session, in which, conference participants could sign up to talk to mentors regarding career advancement and job related issues. Many government agencies and private companies also set up exhibit booths at the Conference site. In particular, The Conference also featured a Career Day on May 12 for students free of charge.

At the Conference, Charly Wells presented a workshop on Diversity Management and served as a mentor at the session of Executive Coaching One On One. Participants from many government agencies approached Charly and invited him to give presentations at their agencies' events.

James Su volunteered to help with the Conference proceedings, especially workshops. In addition, he served as a facilitator for four workshops in two afternoons.

Several volunteers from NOAA helped with the FAPAC Conference this year. In addition to Charly Wells and James Su, there were Evelyn Channer of National Marine Fisheries Service (NMFS) and Tron Williams of Staff Office (SO).

The Conference concluded at noon on Friday, May 13, 2011 and the proceedings went well.



Myers-Briggs Training

By Catherine Kenney

On June 7, 2011 the NCEP Central Operations (NCO) held the Myers-Briggs Type Indicator training session conducted by Hope Hasberry and Sabrina Johnson from the NOAA/NWS Office of Equal Opportunity and Diversity Management office, and Melissa-Johnson-Bailey from NOAA's NOS. This training was offered to all NCO staff and there were fifteen participants in attendance.

The training location was in the large 3rd floor conference room at the Airmen's Memorial Building across the street from the World Weather Building in Camp Springs, MD. We would like to thank Hope Hasberry, Sabrina Johnson, Melissa-Johnson-Bailey, and the participants for making this an enjoyable interactive personality test and learning experience.



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Ping Pong Tournament (Continued from page 3)

The final results are:

- Men's Champion:** Guoxian Zhou, NWS/OST
- 2nd Place: Zhangyan Jiang, NESDIS/STAR
- 3rd Places: Mark Cohen, OAR/ARL and Lin Gan, NWS/NCEP
- Women's Champion:** Jingtao Deng, NWS/OST
- 2nd Place: Chenjie Huang, NWS/OST



Mary Glackin in the play	Holly Bamford cheers John Oliver	Laura Furgione in the play
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<= (right to left) Ying Jin, Zihou Wang, Jiang Zhangyan, Xiaobiao Fan, Guoxian Zhou, Lin Gan, Mark Cohen, Chenjie Huang, Joseph Hairston, Jingtao Deng, Chang Zhao

All Photos credit: Wufeng Zhou



The program was held in honor of National Asian Pacific American Heritage Month and was sponsored by NOAA Civil Rights Office Director Joseph Hairston, Office of Equal Opportunity and Diversity Management Director Charly Wells, and NOAA APA Network President Xiaobiao Fan.



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Federal Employee Women's 2011 National Training Program

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personal Skills. In addition to outstanding training, we had an opportunity to take advantage of one of the biggest networking events of the year and of our careers. Approximately 2,000 federally employed women and men gathered from numerous agencies across the country to participate in this event.

I attended the DOC/NOAA agency forum, which covered 4 specific topics: the status of women in NOAA's workforce, career ad-

vancement opportunities at NOAA, prohibited employment practices-what you should know, and we also covered a presentation on dealing with different personality types. Since I am an Equal Opportunity/Diversity Management Specialist, I attended classes on employee relations, labor relations, recruitment, managing diversity, and I even had an opportunity to take a class on mail merging in Microsoft Word. I finally learned to merge. There were at least at two hundred different

classes that I could have taken over the 4 days. I hope to attend next year. I strongly encourage NWS employees to attend this Training Program if ever given an opportunity. Next year the NTP will be held in Detroit, Michigan. Mark your calendars! To learn more about FEW and the NTP, please visit the following website:

<http://www.fewntp.org>.

ACT-SO Report/Summary

By Carl McCalla

The 2011 National NAACP Afro-academic, Cultural, Technological, and Scientific Olympics (ACT-SO) of the Mind were held at the Los Angeles Convention Center in Los Angeles, California, from July 18-25. This year, I served as a judge in the category of Earth and Space Sciences where nine students competed for gold, silver and bronze medals. Medal winners were also awarded scholarship money and other prizes.

In the category of Earth and Space Sciences, the titles of the gold, silver and bronze medal winning projects were as follows:

- 1) *Effects of Soil Organic Matter Content and Functionality on Sorption of the Insecticide Imidacloprid*
- 2) *Does Use of Recycled Rubber in Concrete Strengthen or Weaken Concrete's Effectiveness as a Structural Building Material?*
- 3) *An Alternative Pathway for Waste Streams: Optimization of the Synthesis of Biochar An Evaluation of its Soil Amending Capabilities and Biofuel Feasibility*

To provide just a bit of context and historical background, ACT-SO is a yearlong enrichment program designed to recruit, stimulate, and encourage high academic and cultural achievement among African-American high school students. ACT-SO winners of their local enrichment competitions go on to compete at the national competition which is held annually. ACT-SO began as an idea with Vernon Jarrett, an African-American journalist, television and radio personality and influential commentator on race relations, politics and African American history. His idea was to bring African American high school students together from across the United States for the purpose of competing in an "Olympics of the Mind." Over the years, ACT-SO has become one of the NAACP's most valued programs and now serves as an enduring legacy and tribute to the thoughtfulness and foresight of Mr. Vernon Jarrett.

Finally, NOAA has been a corporate sponsor of ACT-SO for more than ten years. NOAA supplies both in-kind services (e.g., science judges) and logistical support to ACT-SO. Next year's ACT-SO competition will be held in Houston, Texas.

Women's Equality Day - August 26, 2011

By Charly Wells

From the eloquent delivery of the Mistress of Ceremony, Mrs. Michelle Crocket, EEO/Diversity Manager for NOS, to the opening message of from Mrs. Laura Furgione, the DAA for Weather Services, this year's Women's Equality Day tribute was truly one for the record. As the room filled with men and women paying tribute to the Visionary Women in their lives, we heard the passionate personal story from Dr. Holly Bramford, DAA for NOS, to the sterling account of women representation in the Federal Government from Mrs. Cynthia Ferentinos, of the MSPB. As the program came to a close, the day's event was summed up by the scholarly and well versed closing speaker, Mrs. Natalie Huff, the EEO/Diversity Manager for NMFS. While these women in action shared their expertise and personal story, they helped to make this Year's tribute a special event.

We can never overlook the contributions from the women of the past and those yet to be made from the *Visionary* women in today's society. Thus, we within the Federal Government are very fortunate to have some of those visionary women as our leaders, mentors, and part of our support mechanism to make this great nation continue to sparkle and accomplish our mission.



We within the Federal Government are very fortunate to have some of those visionary women as our leaders, mentors and part of our support mechanism to make this great nation continue to sparkle and accomplish our mission. (pictured: Cynthia Ferentinos, Laura Furgione, Dr. Holly Bramford, and Natalie Huff)

Women's Equality Day Participants





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NWS Diversity Reminders

Upcoming Events:

August

26th Annual Federal Dispute Resolution (FDR) Conference-

August 8-11, 2011

Palm Desert, CA

14th Annual Excel Conference-

(EEOC Training Institute)

August 16-18, 2011

Baltimore, MD

Blacks in Government-

"Department of Commerce Collaborating Efforts to Achieve you Goals"

August 22-25, 2011

Boston, MA

Women's Equality Day Program

August 26, 2011

Rm 4527 Building II

September

Prevention of Sexual Harassment

TBD

Conflict Management

TBD

November

Hispanic Heritage Month

November 8, 2011