



CONNECTIONS

Linking EEO, Diversity and Science

Volume 1, Issue 17

EEO/Diversity Newsletter for NOAA Research

June 2012

Native American Women in STEM at SAIGE

Robbie Hood, NOAA's Unmanned Aircraft Systems (UAS) Program Director, participated in the Native American Women in Science, Technology, Engineering, Math (STEM) panel at the Society of American Indian Government Employees (SAIGE) National Training Program (NTP) in Broomfield, CO June 4-9, 2012. She was joined by Lisa H. Loneflight, a graduate researcher in remote sensing at Montana State University and Tolani Francisco, Dept. of Agriculture/APHIS Area Epidemiology Officer for Colorado.



Robbie Hood

Each woman shared their story on how they got interested in the sciences and what they currently do at their jobs. In her opening remarks, Robbie said that while employed at NASA, she received the "2002 Women of Color Government and Technology Award," and she could see the questioned look on people's faces, what color? Robbie said she is very proud of her Cherokee heritage. She is a direct descendent of John Ross, who was the Principal Chief of the Cherokee Nation from 1828-1866. Ross led the Cherokee through forced relocation to Oklahoma, a route they called The Trail of Tears.

Robbie grew up on a farm in Neosho, MO and Picayune, MS. While in MS, she saw the damage caused by Hurricane Camille and it is what sparked her interest in becoming an atmospheric scientist. Her current work involves exploring a full range of UAS technologies from small UAS launched by hand to very large high altitude UAS to observe high impact storms such as hurricanes. She said that working at NOAA is not just about her science background, but having the people skills to pull projects together, to be able to sit at the table and get a project completed.

Robbie also gave a presentation on NOAA careers to over 50 college students participating in the SAIGE Youth Track, and networked with representatives from the American Indian Science & Engineering Society (AISES) and Society



SAIGE Youth Track Participants. Photo by David Barehand.

for the Advancement of Chicanos Native Americans (SACNAS), who invited her to speak at their conferences.

This was Robbie's first time at SAIGE and she became a SAIGE member. She said the conference had a profound effect on her, especially the strong emphasis on American Indian culture.



Read more on the Native American Women in STEM panel, Lisa Loneflight, Francisco Tolani and Robbie Hood, in Indian Country Today Media Network, <http://indiancountrytodaymedianetwork.com/2012/06/14/native-women-tackle-science-and-win-118024>. Photo and article by Carol Berry.

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Special Emphasis Highlights

Federally Employed Women (FEW) Rocky Mountain Regional Training Program *Empowerment through History and Education*

A historical portrayal of Augusta Tabor, by Mary Jane Bradbury, a Colorado Humanities speaker and actress, kicked off the FEW Regional training program held in Denver, CO on March 23, 2012. It was followed by the following workshops, *All About FEW: Compliance, Diversity, Legislative and Training* by Arlena Fitch-Gordon, National FEW Executive Vice President; *Trust Building: The Driver of Job Holder Commitment and Productivity* by Joe Schumacher, OPM; and *Women in the Federal Government: Ambitions and Achievements*, by Judge Laura Albornoz, Merit Systems Protection Board (MSPB). The luncheon keynote speaker was Shiona Ward, Deputy Chief, Program Management Division at Buckley Air Force Base. She gave a very inspirational talk on her career path which began as a Palace Acquire Intern to her current position and the challenges and successes along the way. The MSPB study, *Women in the Federal Government*, revealed some encouraging data including women holding 44% of positions in the professional and administrative fields which is the pipeline to SES positions, and a majority of students getting degrees are women. However, there is still a need for improvement in Law Enforcement, STEM and upper level management positions. You can read the full study at www.mspb.gov/studies.

Northwest Indian College (NWIC) Students Explore Future at NOAA

Lauren Koellemeier, PMEL Outreach Coordinator, attended the NOAA-NWIC career fair and training symposium as an exhibitor on April 24, 2012, in Bellingham, WA. She provided various NOAA materials and information on careers to both high school and college students. NOAA and NWIC have collaborated on environmental issues for several years, and this event is an extension of the partnership in exposing NWIC and the surrounding tribal community to careers at NOAA. This training symposium is also in line with the recent Executive Order 13592, Improving American Indian/Alaska Native Educational Opportunities.

In addition to the exhibit hall, there were workshops on *Navigating Internships*, *Effective Steps to Securing Permanent Employment*, and *Opportunities in Natural Resources*. The event also included keynote speakers, Temryss Lane, Lummi tribal member and Q'orianka Kilcher,



James Daugomah and Lauren Koellemeier meet with students at NWIC. Photo by NWIC.

actress and human rights and environmental activist. Her talk was titled, *The Power of a Few: Taking a Stand, Making a Difference*.

Learning about NOAA at the Wyoming Women In Science (WIS) Conference

The OAR EEO Office provided support to the Wyoming WIS program which was held on May 8, 2012. There were close to 500 students who participated in real life, hands on experiences and firsthand knowledge about STEM careers from professionals. The NOAA Boulder Outreach Coordinating Council (BOCC) participated as exhibitors and provided two workshops, "Having a Bad Air Day?" and "Observing Animals from the Arctic." The goal of WIS is to encourage young women to pursue careers in STEM. Read more on the conference at: <http://www.uwyo.edu/uw/news/2012/05/women-in-science-conference-at-uw-provides-stem-career-possibilities.html>

Earth Explorers Make Connections with ESRL Science Community

The mission of Earth Explorers is to open doors to science and 21st century skills by educating and mentoring underrepresented youth. The students are taught video and new media technology, interviewing and storytelling. Stewart Walker, Earth Explorers Coordinator, said that the program is constantly working on increasing the diversity of the scientists that work with them as well as the diversity of its mentors and all those who work with the students.

This year, ESRL employees, Sergio Pezoa (PSD), Taneil Uttal (PSD), Raul Alvarez (CSD), and Ryan Neely (GMD),

Special Emphasis Highlights



Earth Explorer Students make first field trip to NOAA, NCAR & CU Boulder.

all volunteered to participate in the program. They each worked with a team of four 8th graders from Trail Ridge Middle School in Longmont and their science mentor. The students visited the employees twice, the first visit was to informally meet with the employees and learn about their work, and the second visit involved a formal interview and videotaping of the scientists in their lab. The students also presented their 5 to 8 minute videos at a public gala with the school, the scientists and the community.

For the ESRL employees that participated, it was all worthwhile and gratifying. Sergio Pezoa, born in Santiago, Chile, said it was great to promote his experience working as an Electronics Engineer at PSD and he enjoyed sharing his story with the students. Sergio works in the Weather and Climate Physics Group and one of his tasks is to set up and install Turbulent Flux System on research vessels.



Sergio Pezoa with Earth Explorer Students at NOAA Boulder.

In addition to promoting science, the higher goal of Earth Explorers is to introduce the possibility to these young people that they can become scientists, engineers and mathematicians. Most of these students will be the first in their family to finish high school, much less go to college. This is the third year that NOAA Boulder has participated in the Earth Explorers program.

You can view the videotapes of the ESRL employees at: <http://vimeo.com/earthexplorers>

Executive Order 13548 - Increasing Federal Employment of People with Disabilities

On June 21, 2012, a training session on Executive Order 13548, "One Year Later: Meeting your Responsibilities to Become a Model Employer and Increase Federal Employment of Individuals with Disabilities" was held in Denver, CO. Speakers included Dinah F.B. Cohen, Director, Computer/ Electronics Accommodations Program (CAP), Department of Defense, Jo Linda Johnson, Director, Training and Outreach, Equal Employment Opportunity Commission (EEOC), and Joyce Bender, President & CEO, Bender Consulting.

Outreach/Recruitment Resources:

Schedule A Hiring Authority for People with Disabilities videos:

www.usajobs.gov/individualswithdisabilities.asp.

Workforce Recruitment Program for College Students with Disabilities (WRP)

www.wrp.gov

OPM Shared List of People with Disabilities database available on the Max Federal Community
www.max.gov.

OPM has contracted with Bender Consulting to populate a shared list of people with disabilities applicants, who are Schedule A eligible and have an interest in working for Federal agencies.

EEO/Diversity Across OAR

OAR

Alice Gottschling was NOAA's Employee of the Month for June. Alice is a Computer Assistant in the OAR CFO Oversight and Policy Division (OPAD). Alice's daily work activities seamlessly embrace assignments for OAR headquarters, the ESRL Boulder Laboratory, and OAR's Cooperative Institute Program. Alice has Stargardt disease, a macular degeneration that causes progressive



Alice Gottschling. Photo by Will Von Dauster

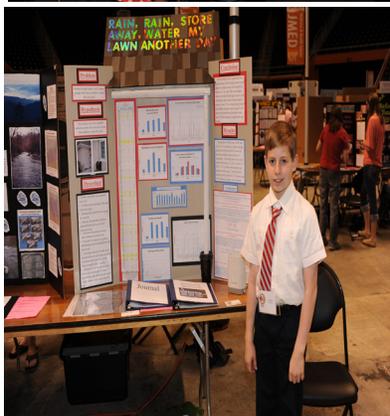
vision loss usually to the point of legal blindness. She also has sensitivity to bright light and light glare. In the performance of her many duties, she uses adapted technology that includes screen magnification software and reading software and even a handheld magnifying lens. This condition does not deter her from serving OAR scientists and administrative staff, both in Boulder and Silver Spring. She is an inspiration to all that come in contact with her.

AOML

Todd Kimberlain, NWS, supervised the Spanish Language Version of the Frequently Asked Questions (FAQ) web page on Hurricanes on AOML's web site. Several Florida International University (FIU) Meteorology students, the National Hurricane Center (NHC) Spanish Translation team (Gladys Rubio and Felix Garcia), and the University of Puerto Rico translated the content of the FAQ into Spanish. After final review by the team, the contents were published late last year. It is the Hurricane Research Division's goal that this would serve as a model for other NOAA NWS group web sites. This valuable tool for informing the Spanish-speaking community about the basics of hurricane science is online at: http://www.aoml.noaa.gov/hrd/tcfaq/tcfaqHED_esp.html.

ARL/ATDD

On March 20, 2012, Ed Dumas and Rick Saylor judged



Students display their NOAA (National and ATDD) related projects at SASEF in Oak Ridge, TN.

the 2012 Southern Appalachian Science and Engineering Fair (SASEF) at the University of Tennessee. Garrett Mesmer, a student at St. Mary's School in Oak Ridge, was selected as the winner of a \$100 bond and plaque for his project "Rain, Rain Store Away, Water My Lawn Another Day." Madelyn Fahhoum, also a student at St. Mary's School received a Certificate of Excellence for her project "What to Expect of the Aspect" which investigated the effect of aspect ratio on the efficiency of

wind turbine blades using ATDD's wind tunnel. SASEF provides a great opportunity to nurture and encourage young student's interest in science and technology. Ed stated, "Our participation was well worth the effort while having great fun interacting with the students." ARL employees have participated in the yearly SASEF event. SASEF is the premier science competition for students in middle and high school in the 23-county service area of East Tennessee.

ESRL

Carol Knight, Outreach coordinator, facilitated the "70 Seconds of Science, Speak Easy" first-ever "elevator pitch" contest on April 11, 2012, in Boulder, CO. The contest encouraged employees to sharpen a short pitch about what they do at NOAA in 70 seconds. The panel of judges included Tim Barnes, NCAR;

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Stephanie Chasteen, University of Colorado; Briggs Gamblin, Boulder Valley School District; and Laura Snider, Boulder Daily Camera. About 26 employees participated in the contest, including Katy Stewart, Chair of the EEO Advisory committee. The goal of the contest is to help employees explain and educate the community and the wider world about the science conducted at NOAA Boulder. The winner was Bill Moninger, GSD/CIRES.

ESRL/GSD

Penny Granville is the Vice President of the FEW Rocky Mountain Chapter. On June 13, she coordinated a brown bag lecture at NOAA Boulder, featuring Shannon Mahan, President of the FEW Rocky Mountain Chapter. Shannon gave an overview of FEW and highlighted their main focus areas which includes Diversity and Training. Shannon said that FEW is committed to training by providing initial orientation to new members, as well as providing equal opportunities to people with disabilities for FEW sponsored training programs. About 20 women attended the brown bag session.

Sher Schranz, Senior Research Associate with GSD's



Sher Schranz

Technology Outreach Branch/CIRA, was selected as GSD's Employee of the Month for March 2012. She received this recognition for outstanding efforts in assisting GSD and TOB throughout the year. She managed a number of National Weather Service (NWS) tasks during a difficult budget environment and highlighted the

importance of this work. She serves as the deputy program manager for the FAA/NNEW and NWS/NextGen program. Sher's responsibilities include developing new IT task proposals, tracking the tasking, budgeting and deliverables for these cross-branch programs. These tasks are important and time consuming activities that Sher handled with talent and efficiency.

ESRL/PSD

Bill Otto was a science judge for the National Ocean Science Bowl (NOSB) Regional competition at the University of Colorado Boulder in March. Bill has been an active participant with the NOSB for the past 10 years. Part of his job is grading the Team Challenge Questions where he gives the final word on a team challenging the answer to a question. The students are from high schools throughout Colorado. Bill said, "It is fun to see the students and the knowledge that they have picked up, and their strategies for the competition. They sometimes ask questions, especially if they know you have been out to sea on a research vessel." NOAA is a sponsor of the NOSB. For further information on the NOSB, visit the web site at www.nosb.org.

GFDL

Marian Westley participated in career day at Biotechnology High School on April 5, 2012, in Freehold, NJ. She gave her talk on "Marian Westley: Oceanographer" to the entire junior class in four 40 minute sessions with about 20 students in each. She shared that her love of the oceans is why she became an oceanographer, and spoke about her studies on ocean emissions of the greenhouse gas nitrous oxide in graduate school. Marian described the breadth of NOAA's mission and some exciting research that is happening at GFDL, and talked about her current job responsibilities in climate science and policy. "I always get a real charge from talking to young people," Marian said of her outreach experience, "and it's a way to recruit interns to the lab."

NSSL

Dr. Bob Rabin is serving as a mentor to Nimrod Micael, a student at North Carolina A&T University, a Historically Black College and University (HBCU). Nimrod is working with Dr. Rabin on a project researching and analyzing satellite data which he needs to complete for his Master's Degree. As a mentor, Dr. Rabin will hold regular meetings to provide tutorials and to review Nimrod's research. Dr. Rabin has also been participating in phone call

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Internship Programs

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meetings with Ann Thorne (ESRL/GMD) and faculty at Ilisagvik College, a Tribal College and University, in Barrow, AK. The purpose of the meetings is to discuss student interest in environmental science and NOAA activities near the college. Ilisagvik will be sponsoring a STEM camp "Science in Cultural Context: Climate change-Understanding our Climate" for Native American high school students in July and have requested NOAA to be an active participant.

PMEL

Captain Mark Koehn, Deputy Director, supervised the Meteorology event at the Western Washington Science Olympiad on March 10, 2012. Mark prepared, administered and judged the competitions. This year's focus was Climate, with other events in Geology, rocket building and glider-building. Science Olympiad is a national competition among middle and high school students. The regional competition determines a national champion school. Each school assigns a group to each event and competes in about 20 science-related events throughout the day with each school. Each team is evaluated in each event and a school champion is selected. Mark said, "The benefit is that this event develops an interest in science in kids at a young age in a fun way. Overall, the kids really get into it and their enthusiasm is evident." This event brings communities together and teaches kids about science and engineering that are typically beyond the classroom curriculum.

OAR Welcomes Student Interns

Student Orientation Week here in Headquarters is always a huge event sponsored by NOAA's Office of Education. Each Line Office has the awesome opportunity to showcase the work that makes NOAA the great place that it is to work. Dr. Bob Detrick launched OAR's presentation using the theme of the famous Dr. Seuss, *Oh, The Places You'll Go!* What a wonderful way to highlight the different places that OAR's research can take the students who choose OAR as a place to do an intern and one day, a permanent Federal employee. The highlight of Dr. Detrick's talk was the video of the underwater volcano! The students responded with enthusiasm.

One could hear words like, "cool", "awesome", "wow" reverberating through the auditorium. In addition to Dr. Detrick, other speakers included Dr. Dian Siedel, Dr. Libby Jewett and Dr. LaToya Myles.

There was also a career fair and students were able to talk more in detail about OAR research with Dr. Frank Parker, Dr. Libby Jewett, Fred Gorell and Rochelle Plutchak.

This summer, OAR will welcome 26 interns. Stay tuned for more on our interns and the work that they will accomplish this summer in an upcoming issue of *Connections*.

MPOWIR Interns Share Work Experience at NOAA

by Susan Lozier, Chair, MPOWIR Steering Committee

During the summer of 2011 the OAR EEO Office funded two student internships at NOAA labs. These internships are the result of a three-year partnership between NOAA and MPOWIR (Mentoring Physical Oceanography Women to Increase Retention), a community-based program whose overall goal is to increase the retention of women in the field of physical oceanography. MPOWIR is also funded by NSF, DOE, NASA and ONR for other activities focused on mentoring junior female oceanographers.

For the past three summers, two students have been selected as NOAA/MPOWIR interns. When they apply for these internships, students choose from projects of joint interest with researchers at either AOML, GFDL or PMEL. Once selected, students are integrated into ongoing programs over the course of 8 to 10 weeks, yet also work on a project tailored to their particular interests. This opportunity introduces junior women to current research conducted at NOAA labs, and gives NOAA scientists the opportunity to meet and work with current graduate students. Over the summer of 2011, Caitlin Whalen (Scripps) and Sarah Brody (Duke

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Internship Programs

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University) were awarded NOAA/MPOWIR internships. Both Caitlin and Sarah spent the summer at NOAA's Geophysical Fluid Dynamics Lab (GFDL).

Caitlin spent last summer becoming familiar with modeling under the guidance of Dr. Sonya Legg, a scientist in the atmospheric and ocean sciences program. She stated, "The MPOWIR internship allowed me to pursue one of the questions sparked by my observational research by using the MITgcm (MIT General Circulation Model): could an increase in mixing be caused by interactions between eddies and internal waves?" Over the course of the summer Caitlin learned how to set up, run, and explore the output of the model. She said, "This was my first time working with a model, so the practical experience I gained will dramatically assist any similar work in the future. Additionally, the ability to examine more variables than observations typically provide deepened my physical intuition about internal waves."

Sarah worked with Dr. John Dunne, a scientist in the GFDL climate and ecosystems group. Her work at GFDL focused on "examining phytoplankton bloom phenology in the Southern Ocean, a relatively unstudied area of the global ocean regarding bloom initiation." Her preliminary results from her work over the summer opened the door for further opportunities for research. She presented her results at the 2012 Ocean Sciences conference, and plans to write her dissertation on the physical controls on phytoplankton bloom phenology in the Southern Ocean.

Both Sarah and Caitlin noted the long lasting effects of their internships. Both interns stated this early opportunity accelerated their skills in particular tools for research, as well as their integration into the physical oceanography community. Caitlin stated "The effects of the MPOWIR internship will undoubtedly continue to influence my future work." Students gain skills and tools for taking on challenges that carry over from their graduate work into professional life. Furthermore Caitlin noted "The internship has also

accelerated my integration into the greater physical oceanography community by diversifying my set of mentors and contacts. I will definitely recommend this internship to other graduate students."



Sarah Brody, MPOWIR intern.

To learn more about MPOWIR's initiatives and the 2012 NOAA/ MPOWIR internship visit www.mpowir.org.



MPOWIR members at 2011 Pattullo conference.

NOAA Research EEO/Diversity Program Office

CONNECTIONS NEWSLETTER

Connections is published quarterly by the OAR EEO Office. The purpose is to share accomplishments and to link Diversity, EEO and Science within all of OAR laboratories and programs.

If you have any newsletter ideas, suggestions and stories, please email to Georgia Madrid georgia.madrid@noaa.gov.

ABOUT US

The EEO Office provides services to OAR employees, managers and applicants for employment.

VISION OF EEO OFFICE: To assist the Agency in creating a diverse workforce that is inclusive and free of discriminatory and retaliatory actions.

EEO MISSION: To bring awareness to employees, applicants for employment and management about EEO through the following:

Empowerment: Consultation services to employees, managers and applicants for employment.

Exposure: Recruitment and outreach activities for short and long-term recruitment.

Education: Federal EEO Mandated training, Special Emphasis programs and *Connections* newsletter.

Evaluation: Monitor employment statistics to prepare reports for NOAA, DOC, EEOC and OPM.

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www.eeo.oar.noaa.gov

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Employees, NOAA Corps Officers, or applicants for employment with NOAA who believe that they have been discriminated or retaliated against may contact an EEO Counselor. The Counselor will attempt to resolve the matter and furnish information about filing a complaint of discrimination. To preserve your rights under the law, you must contact an EEO Counselor within 45 CALENDAR DAYS of the date of alleged discrimination.

To initiate EEO Counseling or for more information, contact:

Civil Rights Office, NOAA

VOICE (301) 713-0500

TDD (301) 713-0982

1-800-452-6728

Website: www.eeo.noaa.gov

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Website: www.adr.noaa.gov