



CONNECTIONS

Linking EEO, Diversity and Science

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EEO/Diversity Newsletter for NOAA Research

June 2014

Native Pride and Spirit: SAIGE 2014 National Training Program

The Society of American Indian Government Employees (SAIGE) held its 11th annual National Training Program (NTP), *Native Pride and Spirit: Yesterday, Today and Forever*, at the Isleta Pueblo Hotel in Albuquerque, N.M., June 9-13, 2014. The training provided forums on current issues, opportunities, and challenges facing American Indian and Alaska Native government employees.

Every year, SAIGE hosts its NTP in different parts of Indian Country. This year, the NTP highlighted the contributions and rich culture of the Pueblo Indians of New Mexico.

The opening ceremony featured the Governor of Isleta Pueblo, Eddie Paul Torres, Sr. He spoke about the history of Isleta and its economic development. Manny Pino, Professor, Scottsdale Community College, gave an overview of *Sky City – Acoma Pueblo*. He also presented a workshop with Theresa Pasqual, Acoma Tribal Historic Preservation Office, titled, *The Protection of Sacred Sites: Mt. Taylor, Traditional Cultural Property Status*. To the Acoma, Mt. Taylor is called *The Snow Place* and an integral part of their central core values as it lays the foundation of where things all began for their people. Dr. Gregory Cajete, Santa Clara Pueblo, and author of the books, *Look to the Mountain* and *Native Science: Natural Laws of Interdependence*, reiterated this concept at his keynote address. He spoke about the interdependent relationships and life processes of the Pueblo Indians to the natural world. He also talked about the re-emergence of Indigenous Education.

As part of the yearly NTP, SAIGE sponsors a Youth Track to encourage a new generation of American Indian government employees. The Youth Track is designed



Georgia Madrid, OAR EEO Office, with members of the SAIGE Colorado Front Range Chapter. Photo Credit: Jason Edwards.

to provide students an opportunity to learn about government careers, network with American Indian/ Alaska Native employees, and gain first-hand knowledge on the positive role that American Indians can bring to their respective agencies, to better fulfill the federal trust

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Special Emphasis Events

SAIGE NTP (continued from page 1)

responsibility, and honor the unique federal-tribal relationship. This year, fifty-five students representing various Tribes/Nations participated in the program. The students were from both mainstream and Tribal Colleges and Universities (TCUs), and in different career fields including Science, Technology, Engineering and Math (STEM). At the end of the conference, the students presented group skits, which highlighted the leadership skills they developed during the conference.

Overall, the SAIGE conference offered a packed agenda with plenary sessions and workshops that were all educational and informative. The main tracks include Federal Indian Law, Indian Country and Professional Development. Some of the workshops included, *A Career that Clicks: How to Be a Better Leader and Achieve Your Most Important Goals*; *Outstanding Consultation Efforts with Tribes*; *The Federal Trust Responsibility to Indian Tribes*; and *Creating an Inclusive Workplace*.

For more information on SAIGE, please visit their website at www.saige.org.

“There are lots of opportunities out there for women to work in these fields, ... Girls just need support, encouragement and mentoring to follow through with the sciences.” Sally Ride

WYOMING Women In Science

By Annie Reiser, BOCC Member, ESRL Director’s Office

NOAA Boulder once again supported the University of Wyoming’s annual *Women in Science* (WIS) event, May 13 in

Laramie, WY. Boulder Outreach and Coordinating Council (BOCC) members, Debe Fisher and Annie Reiser set up an informational booth to introduce NOAA science and research to 600 girls from grades 7-12.

Hilary Peddicord taught three groups of girls about the effects of climate change. In her interactive presentation, *Earth as a System: the Butterfly Effect*, Hilary got the girls to commit to ways that they could personally help mitigate their own carbon footprint.

WIS conferences (supported by local agencies, schools, and businesses) are designed to allow young women to learn first-hand about careers in STEM from accomplished professional women.



Hilary Peddicord gives her presentation, *Earth as a System: the Butterfly Effect*, to girls attending the WIS conference.

NOAA NURSING MOTHERS PROGRAM

By Sami Grimes, NOAA Nursing Mothers Committee Member, OAR Sea Grant



NOAA has a [Nursing Mothers Program](#): a comprehensive pilot lactation support program for NOAA employees, which provides services and resources for expecting parents and nursing mothers. Elements of the Program include:

- [Program Web Pages](#) - information on nursing resources for NOAA employees and managers.
- [24/7 Access to Lactation Consultants](#) - 24/7 toll-free access to International Board Certified Lactation Consultants is available to eligible Federal employees through the WorkLife4You Working Mothers Lactation Program. If interested in lactation consultations, contact the Worklife 24 hour call center; dial 1-877-WL4-NOAA (or 1-800-873-1322 for TTY/TTD service).
- [Breastfeeding and Return-to-work Webinars*](#) - Breastfeeding and return-to-work webinars to help mothers get a good start with breastfeeding and making the transition back to work.
- [Peer Support Network*](#) - A peer support network to help facilitate mother-to-mother and parent-to-parent support opportunities including regular lunchtime breastfeeding discussion groups and a buddy support program.
- [Educational resources*](#) - Educational resources to help mothers prepare for and reach their infant feeding goals while successfully completing their work responsibilities.
- [Counseling services](#) - Counseling referral services for dealing with the challenges of breastfeeding or becoming a new parent.
- [Working Mothers Lactation Kit](#) – the WorkLife4You Working Mothers Lactation Program provides eligible employees with a starter kit containing helpful products and information including articles and guides, milk collection storage bags, and infant feeding documents.

*Also available to contractors

This program began as a grassroots effort by a small group of employees to provide a lactation support program that serves all new parents across the Agency. With the passage of Section 4207 of the Patient Protection and Affordable Care Act (ACA), and the amended Fair Labor Standards Act of 1938, the Executive Branch has placed renewed emphasis on the importance of supporting new parents and providing appropriate space and time for mothers wishing to provide breast milk to their infants. Guidance from the U.S. Office of Personnel Management (OPM) came out in 2010 recommending agencies establish lactation programs to support their nursing workforce and encouraging agencies to go beyond the requirements of the ACA. NOAA's Program does just this – helping parents prepare for and reach their infant feeding goals while successfully completing their work responsibilities. The Program improves support for returning parents by providing improved communication, information, services, and facilities for nursing mothers helping them successfully meet their family and work goals.

For more information on the NOAA Nursing Mothers Program, please visit: <http://www.wfm.noaa.gov/workplace/NursingMothersProgram.html> or contact nursingmothers@noaa.gov

EEO/Diversity Across OAR

Great Lakes Environmental Research Laboratory (GLERL) - Reaching Out to the Community and Promoting Diversity Awareness

GLERL participated in several outreach activities promoting NOAA science and sponsored two Diversity events. Jennifer Day staffed the NOAA table for the University of Michigan's School of Natural Resources and Environment (SNRE) Masters Student Project and discussed career opportunities at NOAA.



GLERL staff score answer sheets at the National Ocean Science Bowl Competition.

In February, GLERL staff volunteered in the National Ocean Science Bowl (NOSB) Great Lakes Quiz bowl competition held at the University of Michigan. Sixteen teams from



Steve Ruberg – Career Day presentation at Old Redford High School, Detroit, MI.

throughout the state of Michigan participated. In March, GLERL took part in the Southeast Michigan Science Fair, where Hank Vanderploeg selected the recipients of two GLERL Aquatic Science Awards. The winning projects were: *The effects of nutrients on algae growth* and *How does global warming affect people?*

Steve Ruberg gave a presentation on the Great Lakes and data gathering equipment at Old Redford High School Career Day in Detroit, MI.

As part of its diversity activities, GLERL presented a lunch time two-part screening of the film, *Silver Wings & Civil Rights: The Right to Fly*, a documentary about the Tuskegee Airmen. A Celebrate Diversity potluck lunch was held on March 19th and featured ethnic dishes and old family favorites. Over 50 people attended.



GLERL and CILER (Cooperative Institute for Limnology and Ecosystems Research) staff enjoy the Diversity Potluck lunch.



GLERL EEO Committee members, Rita Williams (left) and Sarah Mark (right) coordinated the Diversity Potluck lunch with help from Laura Newlin (center).

Air Resources Laboratory (ARL)

James Wood gave a presentation, *Weather and Climate of Southern Nevada*, to 3rd Graders at Priest Elementary School which is classified as a Title 1 school. Title 1 schools are defined as having a high percentage of students in a low-income household.

Dr. LaToya Myles and Randy White welcomed an East Tennessee Girl Scout troop for a tour and air pollution presentation at ARL/ATDD. The tour included a show-and-tell of various instruments in addition to a discussion of education and career options with NOAA. The troop was interested in learning more about air pollution in East Tennessee and wanted project ideas that could be used to earn Science and Technology badges. With valuable assistance from Will Pendergrass, Barbara Shifflett, and Gabrielle Land, ATDD staff offered to help the girls design an experiment to measure atmospheric ozone in their local community.

National Severe Storms Laboratory (NSSL)

Bob Rabin attended the 41st annual American Indian Higher education Consortium (AIHEC) student conference in Billings, MT. The conference provided an opportunity for students and educators from TCUs to share knowledge



Science Bowl contestants at AIHEC conference. Noel Stewart, (right) is a mentee of Bob Rabin, NSSL.

and ideas in workshops, forums, science presentations and competitions. Bob staffed the NOAA booth to inform students of NOAA careers and research activities, and judged the oral and poster presentations for quality and benefit. The judging provided an excellent opportunity to meet and interact with students. Bob also attended a workshop titled, *How can Tribal Colleges and Universities (TCUs) collectively help their communities respond to climate change threats*. From interactions at the

conference, Bob identified several possibilities for collaboration of OAR scientists with TCUs.

Bob also met with faculty and students working on a project to build an earth imaging satellite (BisonSat) at the Salish Kootenai College (SKC) in Pablo, MT. BisonSat is a “CubeSat” satellite funded by NASA. (CubeSats are a class of research spacecraft called nanosatellites). The SKC is the only tribal college to design, build and implement its own satellite. Bob has been mentoring Noel Stewart, one of the students who is interested in hydrology. Bob provided expertise to the BisonSat project on satellite data visualization and on methods to compare data collected with that from NOAA and NASA satellites. While at SKC, he gave a joint presentation with Noel on project plans to team members and visiting tribal emergency managers.

Environmental Science Research Laboratory (ESRL)/Physical Science Division (PSD)

Daniel Wolfe participated in the Earth Explorers program. The mission of Earth Explorers is to open doors to science and 21st Century skills by educating and mentoring underrepresented youth using video and new media technology. Dan worked with four middle school students from Longmont, CO, who interviewed him about his work and his life in general. To complete their video, they visited Dan at the Boulder Atmospheric Observatory (BAO) with the tower as the background. The overall theme for their video was titled, “What kind of conditions would a shoe experience as it falls from a plane through the atmosphere?” Dan enjoyed working with the students and said that “they were sharp and very much at ease in working with him.” For more information: www.earthexplorers.org.

Pacific Marine Environmental Laboratory (PMEL)

Mark Koehn participated in the NW Washington Science Olympiad competition as event supervisor for the Meteorology event. The competition involved 32 schools. The Science Olympiad is a national competition among high schools and middle schools wherein teams of students compete against their peers in a wide variety of science and engineering challenges, from anatomy to geology to airplane design. NOAA sponsors the Meteorology event for Science Olympiad’s Division B (grades 6-9), which emphasizes current topics in weather and climate sciences. For more information on NOAA’s involvement: www.education.noaa.gov/Special_Topics/Science_Olympiad.html.

NOAA Research EEO/Diversity Program Office

Staff

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
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ABOUT US

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.

Website:

www.eeo.oar.noaa.gov

KNOW YOUR RIGHTS

EEO COUNSELING:

Federal law prohibits discrimination based on race, color, religion, national origin, sex (including sexual harassment and pregnancy discrimination), age (40 years and over), physical or mental disability, including the provision of reasonable accommodations for qualified applicants and employees with disabilities or genetic information (GINA), gender identity, and retaliation for participating in activities protected by the civil rights statutes. In addition, NOAA prohibits discrimination based on sexual orientation.

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

ALTERNATIVE DISPUTE RESOLUTION:

NOAA's Alternative Dispute Resolution (ADR) Program provides mediation and other services and seeks early resolution.

Website: www.wfm.noaa.gov/adr/