



CONNECTIONS

Linking EEO, Diversity and Science

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EEO/Diversity Newsletter for NOAA Research

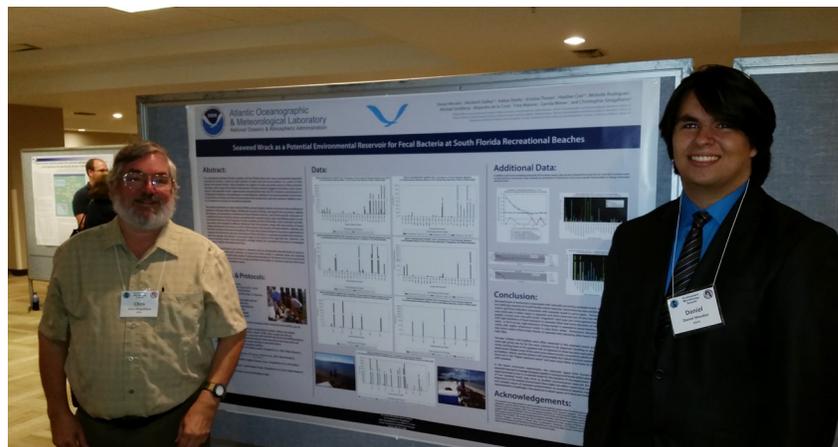
September 2014

“Hispanics: A legacy of history, a present of action and a future of success”

Sept. 15 to Oct. 15 is Hispanic Heritage Month (HHM). In this issue, we highlight Danny Morales, a high school student intern at AOML, who epitomizes the 2014 HHM theme, “Hispanics: A legacy of history, a present of action and a future of success.”

High School Intern Explores Careers in IT and Environmental Research at AOML

At first, Danny Morales was unsure about working for a Federal agency. He thought it would be a nine-to-five job and a cold environment. Working for AOML as an intern changed his whole perspective and now he wants to seek a career with a Federal agency. “I am amazed at the family environment at AOML. Everyone has been helpful to me and Dr. Atlas has even taken time to talk with the interns about his career path.”



Danny Morales and mentor Christopher Sinigalliano at the 2014 Southeastern Microbiology Summit.

Danny was born and raised in Miami, FL. He is a high school senior attending Miami Lakes Educational Center, a magnet school in Miami. He first heard about AOML through academy teachers who met Alejandra Lorenzo, AOML Information Technology (IT) Specialist, at a STEM conference. She was seeking an intern to help manage and design the South Florida Federal Executive Board (FEB) website. One of his high school graduation requirements was to complete a senior Capstone Project in IT and the internship offered the perfect venue. Danny said he not only learned a lot from his work with the Computer Network and Services Division but gained valuable speaking skills. He said he assisted Alejandra with presentations at various schools promoting IT to at-risk girls.

What Danny did not anticipate was the opportunity to do research in environmental microbiology and public health. Dr. Christopher Sinigalliano and Dr. Maribeth Gidley asked Danny if he would be interested in assisting on a research project. Since July of 2013, he has been helping them

in the lab with sample processing and analysis. “This summer I began working with them more closely to develop my research on coral pathogens and ocean acidification. I also participated in the summer student beach sampling program in the Florida Keys.”

(Continued on page 2)

| <i>Inside this Issue</i> | |
|--|-------------|
| | <i>Page</i> |
| Hispanic Heritage Month - Featuring High School student: Danny Morales | 2 |
| Hispanic National Organizations | 3 |
| EEO/Diversity Across OAR | 4-5 |
| Know Your Rights | 6 |

Special Emphasis - Hispanic Heritage Month

Danny Morales (continued from page 1)

Through the support of the OAR EEO Office, Danny was able to present the results from his summer research at AOML by giving a scientific poster presentation at the 2014 Southeastern Microbiology Summit (a joint conference of the Florida & Southeastern Branches of the American Society for Microbiology) held at Ponte Vedra Beach, FL, from September 5-7, 2014. His presentation was titled, *Seaweed Wrack as a Potential Environmental Reservoir for Fecal Bacteria at South Florida Recreational Beaches*.

Danny said his experience at the conference was simply spectacular. "I presented my poster and a good group of people came and asked questions. I was able to share how we conducted the research and why it is important, especially since the beaches are a main attraction in Miami." Danny also had the opportunity to network and meet professors at some of the colleges he is interested in attending.



Danny and fellow intern, Mishelle Rodriguez, out in the field collecting samples.

Danny said he has a better understanding and appreciation for the work of AOML and would definitely promote students working at AOML as interns. "Often times, NOAA gets confused with EPA or NASA, but now I am able to say this is what AOML does and our hurricane and environmental research is saving lives. He said that high school students are not sure about their career path, so it is important for NOAA to get out into the community, visit schools and promote the types of careers and backgrounds of the scientists." Danny met a sophomore student that wanted to go into meteorology and so he has connected him with AOML. "It is good for a high school student to get a feel for what the government does and determine whether or not it is something they want to do." Because of his research experience at AOML, Danny is considering a career in public health. He hopes to attend the University of Miami to study Biology/Microbiology, and he plans to continue his internship with AOML.

Americas Latin Eco-Festival (ALEF), A New Shade of Green

The 2nd Annual ALEF was held in Boulder, CO on September 11-16, 2014. The event was billed as the world's largest environmental festival hosted by Latino-Americans. There were workshops, conscious talks, K-12 eco exhibits and film forums. Latino activists, scientists, actors and artists such as Pati Ruiz Corzo, 2013 UN Champion of the Earth, and Dolores Huerta, labor leader and civil rights activist, were present. For more information, visit the website at americaslatinoecofestival.org

The Nations Diverse Latino Population Presentation

At a National Hispanic Employment Program Managers meeting in August, Mark Hugo Lopez, Director of Hispanic Research, presented this PowerPoint presentation: http://eeo.oar.noaa.gov/announcements/lopez_census%20meeting_dept%20of%20commerce_2014-3.pdf

National Hispanic Organizations - Upcoming Events

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| HACU - Hispanic Association of Colleges and Universities | Oct. 4 – 6, 2014 Denver, Colorado Theme: To Champion Hispanic Success in Higher Education: Investing In America’s Future www.hacu.net/ | HACU fulfills its Mission by: <ul style="list-style-type: none"> - promoting the development of member colleges and universities; - improving access to and the quality of post-secondary educational opportunities for Hispanic students; and - meeting the needs of business, industry and government through the development and sharing of resources, information and expertise. |
| MAES – Latinos in Science & Engineering | October 15 – 18, 2014 San Diego, CA www.mymaes.org/ | Mission To promote, cultivate, and honor excellence in education and leadership among Latino engineers and scientists. |
| SACNAS - Advancing Hispanics/ Chicanos and Native Americans in Science | October 16-18, 2014 Los Angeles, CA Theme: Creativity, Vision, & Drive: Toward Full Representation in STEM www.sacnas.org | Mission SACNAS is a society of scientists dedicated to fostering the success of Hispanic/Chicano and Native American scientists—from college students to professionals—to attain advanced degrees, careers, and positions of leadership in science. |
| SHPE – Society of Hispanic Professional Engineers | November 5 – 9, 2014 Detroit, Michigan www.national.shpe.org/ | Mission SHPE changes lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support and development. |

The NOAA Educational Partnership Program (EPP) 7th Biennial Education and Science Forum October 26 - 29, 2014

The NOAA EPP 7th Biennial Education and Science Forum will occur on the beautiful campus of UMES, an 1890 Land Grant Institution located in Princess Anne, MD, in the heart of the Delmarva Peninsula, surrounded by the Chesapeake Bay and the Atlantic Ocean.

Theme: Developing a Premier Future STEM Workforce to Support Environmental Sustainability.

Purpose: 7th Biennial Forum provides an opportunity to showcase results of collaborative research and education projects between scientists and students at NOAA EPP-funded academic institutions and NOAA scientists, to discuss new engagement opportunities, and to promote career opportunities for Science, Technology, Engineering, and Mathematics (STEM) graduates with academic, government, and public/private sectors.

For more information: <https://eppforum.meetingservicesinc.com/>

EEO/Diversity Across OAR

Atlantic Oceanographic & Meteorological Laboratory (AOML)

As a member of the South Florida Federal Executive Board, Howie Friedman attended a meeting with OPM Director Katherine Archuleta, the first Latina to serve in the position. Howie said that her talk was mainly directed to what OPM is doing to improve recruitment and retention in all Federal agencies. She specifically addressed the President's Pathways Program and how OPM plans to tweak it to make it more useful to job applicants, as well as updating the USA Jobs website.

Howie also mentioned that Ms. Archuleta is interested in working with underrepresented groups from Historically Black Colleges and Universities (HBCUs), Women's colleges, Hispanic Serving Institutions, and Tribal Colleges and Universities.

In her talk, Howie reported that Ms. Archuleta stated that at a recent meeting with managers and directors of large Silicon Valley tech firms, she was told that the government can't offer the salaries and benefits that would attract the best and the brightest applicants. However, the government has one thing to offer that many young people seem to be interested in when choosing a place to work, "a purpose-driven mission."

Air Resources Laboratory (ARL)

Chris Vogel, Randy White, and LaToya Myles visited Union County Summer Camp at Horace Maynard Middle School in Maynardville, TN. The trio introduced the students to NOAA with slide presentations and a video. They then discussed atmospheric research and meteorology before launching a weather balloon.

Great Lakes Environmental Research Laboratory (GLERL)

GLERL staff talked with the public about GLERL programs and Great Lakes issues and distributed Great Lakes poster and stickers at the annual Green Fair in Ann Arbor, MI. There were over 100 exhibits with local environmental information and hands-on activities for youth. Areas included: Environmental Leaders, Clean Energy Expo, Green Commute Options, WasteKnot Business Partners, and more.



Pearl Zeng, Ashley Baldridge, and Ruth Armbruster manning the NOAA-GLERL booth at the Ann Arbor Green Fair on June 13, 2014.

National Severe Storms Laboratory (NSSL)

Bob Rabin participated in a STEM activity with students from the Chickasaw and Choctaw Nation at the USGS South Central Climate Science Center in Norman, OK. Bob led a hands-on activity that involved measuring surface temperature with a hand held infrared thermometer and an introduction to satellite measurements. See full article: <http://www.doi.gov/csc/southcentral/news/sc-csc-and-partners-conduct-climate-change-activities-with-native-american-stem-students.cfm>



Bob Rabin, NSSL, with students participating in the STEM camp at the USGS South Central Climate Science Center. Photo by Kim Merryman

Bob Rabin also participated in the 2014 Indian Education Summit in Norman, OK on September 9, 2014. He gave a presentation to teachers on student learning activities and a discussion session on how to bring scientists to the classroom. This was a part of the *Weather and Climate Scientists in Action Tour*. Attendees also received a special behind the scenes tour of the National Weather Center (NWC) where teachers received a glimpse into OU's School of Meteorology, the NWC Roof Top Observatory, classroom and laboratory facilities, as well as NOAA's Storm Prediction Center, the Norman National Weather Service Forecast Office, and NSSL.

Rising Voices Workshop



Over seventy participants, including representatives from OAR, participated in the Second Rising Voices workshop at the National Center for Atmospheric Research (NCAR) in Boulder, Colorado on June 30-July 2, 2014. The purpose was to discuss what the science, information, support and research needs are of tribal communities to facilitate respectful and appropriate adaptation solutions to climate change and variability. Rising Voices is a community of engaged Indigenous leaders, Indigenous and non-Indigenous environmental experts, students, and scientific professionals across the United States, including representatives from tribal, local, state, and federal resource management agencies, academia, tribal colleges, and research organizations. If you would like more information, please contact Georgia Madrid at georgia.madrid@noaa.gov.

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/