



CONNECTIONS

Linking EEO, Diversity and Science

Volume 1, Issue 12

EEO/Diversity Newsletter for NOAA Research

March 2011

MARCH IS WOMEN'S HISTORY MONTH



NOAA employees participating in NOAA's Women's History Month program on March 9, 2011. Photo Credit: Anthony Robinson, National Weather Service.

This year's theme: *Our History Is Our Strength* was exemplified in a tremendous way at NOAA's Women's History Month program held on March 9, 2011 in Silver Spring, MD. Female employees, including OAR employees, Nancy Huang (China) and Marcey Guramatunhu (Zimbabwe, Africa), came together to represent the diversity in NOAA, and to educate employees about their native countries. China, Uganda, Zimbabwe and India were a few of the countries that were represented. It was indeed an experience in the NOAA Science Center for each employee who visited table after table of food samples, artifacts, native clothing, maps, music and specific facts about each country. The China representatives topped the event with their very own calligrapher, who wrote the names of employees in Chinese that promises to be a keepsake and a great example of *Our History Is Our Strength*.

In this newsletter, we also highlight two women in the field: Katy Stewart and Dr. Rong Zhang.

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Special Emphasis - Women's History Month (con't)

Katy Stewart is a Program Analyst for the ESRL Office of Director in Boulder, CO. She also serves as the Chair for the EEO Advisory Committee. She is



Katy and children in the plaza in Ollantantambo, Peru when she went on a medical mission with Centura Health.

fluent in Spanish and has done many translations for NOAA on her own time. Katy was born and raised in La Oroya, Peru, a mining town in the Andes Mountains, 14,000 feet above sea level. Katy has wonderful memories of La Oroya. She said the mining community was very international and included people from India, Scotland, Norway and China. "I was exposed to diversity at a very early age and it was a very protected community, the whole camp looked out for you." Katy said that learning about the different cultures was a great thing and prepared her for entering the workforce in the U.S. She also said the core values of family, work ethics, community, environment and a sense of caring have stayed with her and she draws inspiration when things get rough. In 1974, Katy left Peru to attend Denver University (DU) to study archaeology. "I was put on a plane and sent to DU and had to figure out everything for myself. I was lucky to know the English language but adjusting to the automation in the U.S. was tough." After a year and a half at DU, Katy transferred to the University of Colorado at Boulder where she studied Social Work. She then worked for the Boulder County Social Services for 15 years and started working for NOAA in 2001. Katy said that she appreciates the dedication and passion that NOAA has for science, but she is also very passionate about EEO and Diversity and the advancement of women and minorities. She said that she has always admired the women that have surrounded her such as her mom, sister and grandmother. "They always encouraged me to pursue my goals and to

give back to the community and make a difference." She said that Mother Theresa is also an inspiration because of her determination to get things done no matter what and where you are located. Katy believes that in order for women to advance in their careers and accomplish their goals, they need to stand up and be supportive of each other and come together as one voice. "More women need to ask, 'how can I help with your career?'" said Katy.

Dr. Rong Zhang, GFDL

I was born and raised in China. I received my undergraduate education from Tsinghua University in China, and obtained a Ph.D. degree in Climate Physics and Chemistry from MIT. I currently work as an Oceanographer in the Climate Change, Variability and Prediction Group at GFDL. One focus of my research is the Atlantic Meridional Overturning Circulation (AMOC) and its impacts on global and regional climate, such as Sahel and Indian summer monsoon rainfall, Atlantic hurricane activities, and Arctic climate. Examples of my research include the development



Dr. Rong Zhang

of AMOC fingerprints using satellite data, ocean subsurface temperature data, and coupled climate models. My recent research reveals the meridional coherence of AMOC variations and the latitudinal dependence of anthropogenically forced AMOC changes over the 21st century in density space, with potential implications for designing the AMOC monitor systems. I serve as an Executive Committee Member of the U.S. AMOC Program, the Co-Chair of U.S. AMOC Task Team II (AMOC State, Variability, and Change), and a member of the U.S. Climate Variability and Predictability (CLIVAR) Phenomena, Observations and Synthesis (POS) Panel.

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Women scientists often face many challenges. For me the key to overcome various difficulties in my career as a woman scientist is keeping up my confidence. When I was young, I was moved by the story of Maria Curie and pursued a career in science. However, throughout my school years there were not that many opportunities for me to discuss scientific problems with other classmates, because very few girls were interested in science or enrolled in scientific programs. On the other hand, the isolation gave me a valuable habit of thinking independently. My parents and teachers in schools gave me great encouragement to build up my confidence. One common challenge for women scientists is how to balance work and family responsibility. As a mom of a 4.5-year-old daughter, I learned to enjoy both my work and my family life with the great support from my husband, who always encourages me to pursue my career in science and remains an enthusiastic reader of the papers I write.

I am glad to see more opportunities are opening up for young women entering the field of climate science. I am a mentor in the NOAA Mentoring Physical Oceanography Women to Increase Retention (MPOWIR) internship program. I also look forward to co-mentoring a woman undergraduate intern with my colleague at GFDL this summer through the NOAA Hollings Scholarship Program.

FILMS ABOUT WOMEN AVAILABLE FOR CHECK OUT FROM THE EEO OFFICE

- Mothers of Invention (History Channel) - A film on women Inventors whose stories and creations were overshadowed by the exploits of their male counterparts. DVD
- The Life and Times of Rosie the Riveter - A film about the American women who went to work during World War II to do "men's" jobs. VHS
- The Spirit of Sacajawea – A film that examines the many controversies regarding her life, how her role in the Lewis & Clark journey impacted her tribes, and how they are surviving today. DVD
- Freedom Writers - A movie starring Hilary Swank based on the book, *The Freedom Writers Diary*, by teacher Erin Gruwell who wrote the story based on Woodrow Wilson Classical High School in Long Beach, California. DVD

Please call Becky Rios at 303-497-6439 if you are interested in checking out any of the films.

NOAA Observes Martin Luther King, Jr. Birthday and Black History Month

The NOAA Civil Rights Office, NMFS and NWS EEO Offices sponsored the **Martin Luther King, Jr.** birthday observance on January 13, 2011, in Silver Spring, MD. The featured speakers included Dr. Larry Robinson, Assistant Secretary for Conservation and Management, NOAA and Mr. Hilary O. Shelton, Director, National Association for the Advancement of Colored People (NAACP) Washington Bureau.



Dr. Larry Robinson

Dr. Robinson said that he did not always see Dr. King's birthday as a season of celebration because he was angered by the taking of Dr. King's life. He grew up in Memphis, TN as a teenager and said that he was subject to drinking from a separate fountain than the Whites. It took him a number of years to realize that anger would only obscure his view and he had to do his part to advance Dr. King's

dream. He said he was a member of the Oak Ridge branch of the NAACP and worked with colleagues to convince the City Council to officially establish Dr. King's birthday as a holiday. He said when the measure was adopted, he felt that Oak Ridge could be a place where he could raise a family, because it would not have been an option otherwise. Dr. Robinson said that evil never rests, and so we cannot rest or we will be allowing Dr. King's dream to go dormant.

Hilary Shelton addressed the theme, *Change We Can Believe, Change We Can Achieve*. He said that many say that Dr. King's dream is a dream that can't come true, but he has seen positive changes from what happened in 1968 to what is happening today. Hilary mentioned that he spoke with several people to tell him how Dr. King's life should be celebrated. He reached out to Reverend Andrew Young, former Atlanta Mayor and US Ambassador to the United Nations. Reverend Young told him that we should celebrate one's life in the way they lived. He recalled that on Dr. King's last birthday, they were sitting together in his basement planning for the poor people's campaign. They had addressed the issue in 1962 but

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wanted to make the challenges of poverty clear in 1968. He said after they sang happy birthday and ate the birthday cake, Dr. King insisted on continuing to work, "Day On versus a Day Off."

You can view the entire MLK program online at: http://www.weather.gov/eo/video/mlk2011/NOAA_2011_MLK_Celebration.php

African Americans and the Civil War presentation at NOAA in Boulder



Gary Blackmon, guest speaker at Black History Month program in Boulder, CO. Photo Credit: Will von Dauster.



BIG Members: Johnny Barideaux, Cheryl Williams, Richard Shields, Speaker Gary Blackmon, and Wilford Buggs at Black History Month program in Boulder, CO. BIG coordinates the yearly event in conjunction with the Boulder Labs Diversity Council and EEO Office. Photo Credit: Will von Dauster

Gary Blackmon, Immediate Past Chair of the Board of Directors of Blacks In Government (BIG), was the keynote speaker at the Black History Month program in Boulder on February 17, 2011. He provided information on the contributions and sacrifices of African Americans in the Civil War.

Gary highlighted the work of Frederick Douglass, a leader in the abolitionist movement, who also had his sons serve; Harriet Tubman and her work with the Underground Railroad; the runaway slaves who allowed themselves to be captured so they could be spies; and the 54th Regiment, one of the first official Black units in the Civil War where Robert Shaw served as the Colonel. Gary said that the Black men in the 54th regiment did not receive equal pay like the White soldiers. He said while White soldiers were paid \$13 a month, African-American soldiers were paid \$10 a month with \$3 withheld for uniforms, equaling \$7 a month. According to Gary, African American soldiers were called "the contraband troops" and were seen as a resource, not people.

The event was sponsored by the Boulder County and Denver Center Complex Chapters of BIG, with support by the Boulder Labs Diversity Council and the OAR EEO Office.

OAR Participates in Boulder Valley School District (BVSD) Minority Youth Leadership Institutes (YLI)

The BVSD Language, Culture and Equity Department (LCE) sponsored its annual Youth Leadership Institutes (YLI) for minority students. All the conferences were held at the University of Colorado at Boulder. The YLI are designed for students to learn leadership skills in order to become leaders at their schools and in the community. At each of the conferences, the students have an opportunity to discuss what they learned and what they will take back to their schools and communities. Community volunteers from local organizations, Federal agencies and corporations help plan and sponsor the YLI. The OAR EEO office was involved in the planning.

The **American Indian Youth Institute**, *First People, Still Proud and Resonating*, was held on January 14, 2011. The theme reflected on the contributions, strengths and values of American Indians and the desire to keep those traditions alive. The day started with a Science on a Sphere (SOS) demonstration at the Fiske Planetarium and a presentation by guest speaker, Timothy Terry, a member of the Akimel O'odham (Pima) Tribe. He gave a presentation on the

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Special Emphasis

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American Indian students view SOS at Fiske Planetarium. Photo Credit: Cita Gover.

ancient tales of the night sky passed down by his ancestors living along the Gila River in Arizona. In the afternoon, Timothy provided story telling about his culture that were passed down from his family. The stories presented ideas for the students on ways to deal with issues such as self esteem and bullying.



Latino students participate in workshop. Photo Credit: Becky Rios

Latino Leaders of Tomorrow, Today You Make the Move! was the theme of the **Latino Youth Institute**, held on January 24, 2011. Over 180 students attended the

conference and participated in 13 different workshops such as Expressions of Culture, Gang Prevention and Environmental Education. One workshop focused on relationships and addressed the question, "How do relationships influence your image of self and identity, and how can negative relationships change your image of who you are?" The students discussed their experiences in relationships and how it affected them, their families and friends. They learned about their culture and history and how it can be used to have a positive influence on



Annie Guo

who they are and how they see themselves.

Two hundred students participated in the **Asian Youth Institute**, *Balance of Life*, on February 7, 2011. The keynote speaker was Annie Guo, President of *Asian Avenue* magazine. Annie spoke about how and why she started the magazine. She said there was a need to feature Asian culture and lifestyle in the Denver area. Workshops

included, *Applying Technology*, about the different aspects of technological application and how it is applied to everyday life and *Self Expression*, that allowed students



American Indian participants and volunteers. Photo Credit: Cita Gover.

to work as a group and identify a common view amongst their peers. They then demonstrated their views on balance and morale by illustrating it on a canvas.

ARL's LaToya Myles Recognized for Leadership



LaToya Myles, ARL

LaToya Myles, lead scientist for ATDD in Oak Ridge, TN, was recently selected as an honoree of The Root 100, an exclusive list that honors one hundred individuals, aged 25-45, who represent the new generation of emerging and established leaders in the African-American community. She's portrayed as a "rising star in the environmental science and atmospheric chemistry." LaToya

works to reduce pollutants in the air, and says that a lot of the public she serves doesn't have a good understanding of the science of how to keep our oceans and atmosphere healthy. She feels that we all have an obligation to maintain a healthy and clean environment for ourselves and future generations. LaToya Myles was also selected as one of The Greater Knoxville Business Journal's "40 under 40." Each year the Business Journal recognizes East Tennessee's next generation of leaders in business and the community.

You can read more at:

The Root 100: www.theroot.com/root-100/2010/latoya-myles

The Greater Knoxville Business Journal's 40 under 40: www.knoxnews.com/40-under-40/2010/

ESRL/GMD Gives back to Community

Brooke Walsh was the coordinator of the GMD donation drive to assist the "I Have a Dream" foundation of the Boulder County classroom wish list. The mission of "I Have a Dream" is to motivate and empower children from low-income communities to reach their education and career goals by providing a long-term intervention program of mentoring, tutoring, and cultural enrichment. The Boulder County program helps low-income students with school supplies, tutoring, and after school programs to help them succeed in their education. They also provide tuition assistance for graduates of the program for college.

"As a lab, we feel it's our responsibility to give back to our community, as well as support the public. GMD responded with almost \$1000 in supplies and cash donations from individuals in the lab to the program." Brooke was overwhelmed by GMD's generosity and thankful for all of their help. She hosted the drive for a total of three weeks on a volunteer basis for anyone in the lab to donate. The donation drive was a huge success!

ESRL Participates in Earth Explorers (EE) Project

ESRL has been working with the Earth Explorers Project, a pilot program at Trail Ridge Middle School/MESA (Math, Engineering, Science and Achievement) program, located in Longmont, CO. Support for the project came through funding from the NOAA's Preserve America Initiative grant that the Boulder Outreach Coordinating Council won. One of the goals of the MESA program is to focus on students



EE students at September kick off. Photo Credit: Jenn Glaser

from groups that are historically underrepresented in science, engineering, and other math based careers.

Trail Ridge was chosen because many of the students at the school are from minority and under-privileged homes. If they pursue science in high school and college, they will be the first in their families to do so. There were 52 students that participated in the program. The students interviewed NOAA scientists about what got them interested in the sciences and participated in many field trips and tours. Twelve short films were premiered at the Boulder History



EE students filming during field trip to Laboratory for Atmospheric & Space Physics (LASP). Photo Credit: Jenn Glaser

Museum on February 17, 2011. For more information on the project, visit the website at: www.colorado.edu/atlas/earthexplorers/

PMEL's Dr. Carol Ladd, an MPOWIR mentor

Dr. Carol Ladd is participating as a senior facilitator for a mentor group with Mentoring Physical Oceanography Women to Increase Retention (MPOWIR), a community-based program that provides mentoring to physical oceanographers from late graduate school through their early careers. The goal is to reduce the barriers to career development for all junior scientists in the field, with a particular focus on improving the retention of junior women. The mentor group consists of six junior women from throughout the country and two senior facilitators. MPOWIR mentor groups are intended to provide peer and traditional mentoring primarily through monthly phone conversations. Carol became involved with MPOWIR after working with a MPOWIR summer intern last summer. She enjoys meeting and interacting with junior scientists and discussing the many career paths that scientists follow. Learn more about MPOWIR at: <http://mpowir.org>.

AOML Employees Serve as Special Category Judges

Sim Aberson (AOML/HRD) and Howard Friedman were special category judges at the Broward County Regional Science Fair, Friday, February 11, 2011. They represented

the American Meteorological Society (AMS), the Miami Meteorological Society (Miami Chapter of AMS), and NOAA.

Catherine Greene, St. David Catholic Middle School, was the middle school winner for her project title, "The effect of wind strength on wave size." The High School winner was Aaron Kraslow, University School for project title, "Effects of space and atmospheric weather conditions on short-wave radio signal quality." The winners will receive an AMS (National) certificate, a subscription to "Weatherwise" or other weather related gift, and *The Dr. Gordon E. Dunn Award*; a certificate of excellence from the greater Miami Chapter of AMS.

More than 700 Middle School and High School projects were entered into the science fair competition this year. Howard said that they considered about 15 middle school projects and 6 High School projects that were entered in the Environmental and Planetary Science, Engineering, and Physics and Astronomy categories. "This year, I found it encouraging that more of the students seemed to understand the scientific method." said Howard.

UPCOMING WOMEN CONFERENCES/EVENTS

April 8-9, 2011 – League of United Latin American Citizens (LULAC) National Women's Conference in Chicago, IL. The theme is "Agents of Change... Making a World of Difference." For more information: www.lulac.org

May 10, 2011 - 12th Annual Women in Science (WIS) Conference hosted by Wyoming NASA Space Grant Consortium at the University of Wyoming. Annie Reiser and Hilary Peddicord, members of the NOAA Boulder Outreach Coordinating Council, will be participating with an exhibit booth, demonstration and presentation. For more information: <http://wyomingspacegrant.uwyo.edu/WomenInScience.asp>.

June 24-26, 2011 – National Organization for Women (NOW) National Conference, "Daring to Dream: Building a Feminist Future," in Tampa, FL. For more information: www.now.org.

July 17-22, 2011 - Federally Employed Women (FEW) National Training Program in Philadelphia, PA. For more information: www.few.org.

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.

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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.

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

WEBSITE:

www.eeo.oar.noaa.gov

KNOW YOUR RIGHTS

WHERE TO GO FOR HELP:

If you believe you have been subject to discrimination on the basis of your race, color, national origin, religion, sex, age (over 40), disability, sexual orientation, genetic information, or retaliation for participating in activities protected by the civil rights statutes, you must contact an EEO Counselor within 45 calendar days of the alleged discrimination to preserve your rights under the law.

Please contact the NOAA Civil Rights Office to initiate EEO counseling:

Voice: 301-713-0500
Toll Free: 1-800-452-6728
TDD: 301-713-0982
FAX: 301-713-0983
Website: www.eeo.noaa.gov

Mediation

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

Voice: 206-526-6171
Fax: 206-527-6928.
Website: www.adr.noaa.gov

