



CONNECTIONS

Linking EEO, Diversity and Science

Volume 1, Issue 24

EEO/Diversity Newsletter for NOAA Research

March 2014

March is National Women’s History Month

The 2014 theme for National Women’s History Month is *Celebrating Women of Character, Courage and Commitment*. The purpose is to celebrate the history and contributions of Women.

Federal Employed Women’s (FEW) Rocky Mountain Regional Training Program (RTP): Uplifting and Educational

The Rocky Mountain Region of FEW held their RTP on March 14, 2014, at the Arvada Center for the Arts & Humanities in Arvada, CO. The theme was *Change – Challenge – Opportunity*. The purpose was to provide women with information on how to develop their skills, knowledge and abilities to thrive in today’s workplace. The question asked in the program was, “Can you afford to sit back and let the future shape you, or are you going to create the future you’ve always wanted?”

The training featured outstanding speakers and included the following topics: *Using Today’s Technology to Communicate, Connect, and Grow Tomorrow’s Leaders, Leveraging the power of LinkedIn, “Networking®: The New Way to Network, Increase Your Value: Develop Your Competitive Edge, and Creating Opportunities: Your Ticket to the Future*. Michelle Crockett, National President, FEW, and NOAA/National Ocean Service National Program Director for EEO and Diversity, gave the presidential address and provided her story on how she embraced change, challenged assumptions and created opportunities in her career.

Holly Palm, Office of the Executive Director, Boulder Laboratories, attended the training and found it to be uplifting and educational. “It was full of good information presented by inspiring speakers.” Holly listed the following take aways that she felt were most important to her:

1. “You are only as successful as the number of people that you help.” When you meet a new co-worker or friend, ask what you can do to help them. We are naturally drawn to people that we can help and these are the same people that were drawn to us, for the very same reason.



Patt Franc, RTP Consultant, Speaker Joyce Feustel, Social Media Trainer, and Eva Bauer, RTP Project Manager at FEW training program.

2. “Never eat lunch alone.” Find a mentor, or find someone to mentor. There are opportunities during government chaos. We only need to look for them. “ASK!” Sometimes we are afraid to ask for what we want. Ask to take on a special project or detail or maybe ask to shadow someone that is in a position that you aspire to be.
3. “Never lose a thirst for knowledge.” There are wonderful, inexpensive, and even free websites where anyone can learn

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Special Emphasis - Women's History Month

something new. We were encouraged to make use of ed2go.com, Lynda.com, Kahnacademy.com, and youtube.com, to learn something new.

4. "If you think it and speak it, everything about you will gravitate toward it." The mind is a very powerful thing. We can (and do) make things happen. A fun exercise provided at the training proved that this is true.

To learn more about FEW and to find a local chapter, please visit their website at www.few.org. NOAA employees are represented in the Rocky Mountain Chapter in Boulder, CO - contact Shannon Mahan at smahan@usgs.gov; and NOAA Seas and Skies Chapter in Silver Spring, Maryland - contact Nicole Mason at nicole.mason@noaa.gov.

Internship Pays Dividends: Student is Winner of the Broward County Regional Science Fair

Kristina Thoren is a senior at American Heritage High School in Broward County, FL. Her project at the 2013 Broward County Regional Science Fair, impressed Sim Aberson and Howard Friedman, who represented NOAA and the AMS National and Greater Miami Chapter, that she was offered a "volunteer" summer internship at AOML.



Kristina Thoren.

The data that Kristina used in her 2014 science fair study was obtained during her internship at AOML last summer. Her mentors were Drs. Christopher Sinigalliano and Maribeth Gidley of AOML/OCED.

Kristina's 2014 project focused on determining the relationships between air quality and fecal indicator bacteria at recreational beaches while using a traditional microbial source tracking approach. Collecting many field samples it became apparent that bacteria was being trapped within the seaweed biofilms present on most beaches, which also matched the bacteria within the air. The results of her study led her to the conclusion that the EPA should change their method of collection -- instead of just collecting from the "swim zone" they should collect at the "swash zone" where there are higher levels of bacteria. Making this adjustment could spare people from microbial contamination risk. In addition, measuring solar insolation in relation to bacteria populations showed a link between varying times and the amount of bacteria that was discovered, something extremely beneficial to the general public.

In addition to being named the overall winner of the Broward Regional Science Fair, Kristina received the NOAA Medal and an award from the Office of Naval Research (ONR). Her exhibit will be entered at the next level of competition ... the Florida State Science Fair.

GFDL Participates in Young Women's Conference

GFDL employees participated in the Young Women's Conference in Science, Technology, Engineering and Mathematics at Princeton University. The program introduces middle-school and high-school aged girls (in 7th through 10th grades) to women scientists and engineers and the wide breadth of careers available to them in these fields.

An article on this year's program was featured in The Star-Ledger and photos of GFDL employees and affiliates were highlighted including: Sonya Legg demonstrating gravity flows, AOS and GFDL tables with Todd Mooring demonstrating flows in a rotating tank, and Allison Smith, Ivy Frenger, Desiree Tommasi and Hannah Zanowski demonstrating ocean acidification and talking about global warming and greenhouse gases. Jasmin John also helped out with animations and Fanrong Zeng stopped by for moral support. GFDL, the Cooperative Institute for Climate Science and the Princeton University Department of Atmospheric and Oceanic Sciences (AOS) have been participating as speakers and/or exhibitors at this event since 2008. Link to article: http://www.nj.com/education/2014/03/girl_power_young_womens_conference_aims_to_get_more_women_to_study_science_and_technology.html

Black History Month Program at AOML

by *Howie Friedman, AOML*

In keeping with the 2014 Black History Month theme, *Civil Rights in America*, AOML presented a special program on February 11, 2014. Mr. Dinizulu Gene Tinnie, Chairman of the Virginia Key Beach Park Trust was the guest speaker. He shared the historical, ecological and cultural history of Virginia Key Beach with NOAA employees from AOML (OAR) and the Southeast Fisheries Science Center (NMFS). He also discussed the current state of its facilities and revealed future plans for the park's restoration and development.



Guest Speaker, Dinizulu Gene Tinnie, NY born, Miami-based visual artist, educator, writer, lecturer, researcher, and activist in historic preservation and cultural affairs.

The significance of Virginia Key Beach Park (AOML's neighbor on Virginia Key) stems from the fact that in all of Dade County, it was the only public beach that permitted "colored" people to go following WWII in 1945. According to Gene, "In May 1945, seven civil rights activists supported by the local National Association for the Advancement of Colored People (NAACP) chapter staged a wade-in at the whites' only Baker's Haulover Beach in Dade County, FL. Five men and two women protested Jim Crow era laws that denied access to recreation based on race. In a Miami emerging from World War II, this meant colored people could not share with whites the legendary beaches along and in the waters of Biscayne Bay and the Atlantic Ocean."

Gene said that segregation of Miami-Dade beaches finally ended in the early 1960's with another protest led by the late Rev. Theodore Gibson, Garth C. Reeves, the late Oscar Range and others. "Crandon Park and Virginia Key Beach would no longer be used exclusively by one race or another, but open for all to enjoy. When beaches closer to historically Black residential neighborhoods desegregated, Virginia Key Beach gradually declined both in use and upkeep."

In 1982, the County transferred the park to the City of Miami with a deed restriction that it only be used as a park and that the City continue the level of services and maintenance. The City closed the Park shortly thereafter citing high maintenance costs.

"Shuttered for two decades, Virginia Key Beach was eroded by storms, its buildings damaged and vandalized, and park lands invaded by exotic plants and animals. Beset by declining revenues, some City officials began to speculate over schemes to sell off the development rights on Virginia Key. As plans leaked, a local coalition formed among Miami's grassroots activists protested any commercial development and asked for a complete restoration and re-opening of Miami's largest and only public park on the Atlantic Ocean. The more thoughtful leadership at City Hall appointed an official community-based civil rights task force to provide a public forum for the park's future," explained Gene. In August 2002, the site was placed on the National Register of Historic Places and given a Florida Historical Marker.

On February 22, 2008, the Virginia Key Beach Park Trust re-opened the park to the public. Today, it is known as an ecological treasure which contains the largest mangrove wetland in the state. Gene said that it was easy to see that Virginia Key Beach was more than just a place for colored people to swim; it was a venue where families could go to socialize with each other and enjoy various forms of entertainment.

**AOML Celebrates
Black History Month
Tuesday February 11th
11:30 AM - 12:30 PM
AOML 1st floor conference room**

Gene Tinnie
(Chairman of the City of Miami
Virginia Key Beach Park Trust)

**"The historical,
ecological and
cultural heritage of
Virginia Key Beach"**

VIRGINIA KEY BEACH PARK

VIRGINIA KEY

DADE COUNTY PARK
VIRGINIA KEY
BEACH
COLORED ONLY

EEO/Diversity Across OAR

ARL

ATDD supported the 2014 Tennessee Science Bowl (TSB) in Oak Ridge, TN held on February 21-22 in Pellissippi State Community College, Blount County Campus, Friendsville, TN. The Science Bowl is a fast-paced academic competition that offers teams of high school students from across the state of Tennessee a chance to match their wits in



First Place Winners - Oak Ridge High School. Photo from <http://www.ornl.gov/sciencebowl/>

math and science. For ATDD, participating gives them great pride in supporting the advancement of STEM education opportunities for students in Tennessee as well as the prestigious annual competition. NOAA/ATDD was recognized as a 2014 Silver Sponsor.

The regional competition is played in a question-and-answer format in which two student teams attempt to answer toss-up and bonus questions. Teams are randomly placed in divisions and play against the teams within their division during the round-robin rounds. The top two teams in each division advance to the single-elimination rounds in the afternoon.

ESRL/OD and Boulder Outreach Coordinating Council (BOCC)

The Boulder Outreach Coordinating Council (BOCC) and CIRES Communications Group, sponsored a **70 seconds of science** elevator speech competition on March 13, 2014. The competition was open to all NOAA and CIRES, including feds, affiliates, and contractors. Contestants had to relate

what they do for NOAA and why it matters. There were also several communication seminars and sessions that led up to the contest

The winners were: First place: Dave Costa, PSD; Second Place: Tom Hamill, PSD; and Third Place: Hilary Peddicord, GSD

The judges included: Six-term (former) Congressman David Skaggs, Laura Snider, science editor for the CU Office of News Services; and Jennifer Walton, communications director for [NEON, Inc.](http://www.neon.com)

ESRL/GSD

Jim Ramer tutors one afternoon a week at The Family Learning Center in Boulder, a community outreach organization that provides no-cost after-school and summer programs. Jim, a 13-year veteran with the center, helps all students with special focus on math, science and computer education. FLC's participants are 95% low-income and 90% multicultural students.

NSSL

Harold Brooks helped coach the *MATHCOUNTS* competitive math team at the Whittier Middle School in Norman, OK. He also appeared on the "WeatherBrains" radio show and participated in a discussion of the warning process and public safety as related to the May 2013 tornadoes in Oklahoma. The MATHCOUNTS Foundation is a 501(c) (3) non-profit organization that strives to engage middle school students of all ability and interest levels in fun, challenging math programs, in order to expand their academic and professional opportunities. Middle school students exist at a critical juncture in which their love for mathematics must be nurtured, or their fear of mathematics must be overcome. MATHCOUNTS provides students with the kinds of experiences that foster growth and transcend fear to lay a foundation for future success. Learn more at <http://mathcounts.org/>

GLERL

Thousands of kids from metro Detroit and the surrounding area attended Metro Detroit Youth Day, a popular annual event. NOAA GLERL staff talked with visitors about the Great Lakes and invasive species. The GLERL exhibit booth featured a 3D visualization of Lake Michigan depths and the kids could also get a temporary tattoo of the Great Lakes invader Sea lamprey. GLERL staff included Margaret Lansing, Anne Clites and Cathy Darnell.



Margaret Lansing applying a sea lamprey tattoo. Photo by Cathy Darnell, GLERL.



Wayne State University students in the Preserved Biology lab at GLERL. Photo by Kathe Glassner-Shwayder, GLERL.

GLERL frequently hosts college biology or aquatic ecology classes for a visit and tour. Typically the classes will be briefed by two or three GLERL scientists on their current research and then the students tour the lab to learn more about the type of research being conducted at GLERL.

UPCOMING DIVERSITY EVENTS:

May 5-9, 2014: Federal Asian Pacific American Council (FAPAC) Annual Leadership Training Conference, Charlotte, NC. www.fapac.org

June 8-13, 2014: Society of American Indian Government Employees (SAIGE) National Training Program, Albuquerque, NM. www.saige.org

FROM THE DESK OF THE EEO OFFICE:

Thanks to **Bobby Hart** for re-designing the EEO Office Web page. Bobby received his Bachelor of Fine Arts in Studio Art with a concentration in Communication Design from Metropolitan State College of Denver, CO. He is currently working with the NOAA/ESRL/Global Monitoring Division employed by the Science & Technology Corporation. Bobby is a member of the American Institute of Graphic Arts (AIGA). Please visit our website at www.eeo.oar.noaa.gov.



Bobby Hart.

Congratulations to **Howie Friedman**, AOML, who was honored by the South Florida Federal Executive Board (FEB) for his dedication and service as treasurer of the FEB during FY 2013. Howie is also a member of the OAR EEO Advisory Committee. To learn more about the EEO Advisory Committee, please visit our website at <http://eeo.oar.noaa.gov/EEOadvisorycommittee.html>.



FEB Chairperson Teresa Gulotta-Powers and Howie Friedman.

In addition to her EEO duties, **Georgia Madrid** will serve as the OAR Tribal Liaison. On November 13, 2013, NOAA signed the Final NOAA Tribal Consultation handbook titled, *NOAA Procedures for Government to Government Consultation with Federally Recognized Indian Tribes and Alaska Native Corporations*. The handbook is intended to improve the coordination and consultation with Indian tribal governments. Georgia is an enrolled member of the Taos Pueblo Tribe and is also Navajo. She is a member of the Society of American Indian Government Employees (SAIGE). Her role will include supporting the NOAA Tribal Liaison and serving as a resource for OAR. You can learn more about NOAA's Tribal Relations program at <http://www.legislative.noaa.gov/tribalrelations.html>.

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

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

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KNOW YOUR RIGHTS

EEO COUNSELING:

Federal law prohibits discrimination because of race, color, religion, national origin, sex, age (40 years and over), physical or mental disability, genetic information, and retaliation for participating in activities protected by the civil rights statutes. In addition, NOAA prohibits discrimination because of 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/