



# CONNECTIONS

*Linking EEO, Diversity and Science*

Issue #42

EEO/Diversity Newsletter for NOAA Research

December 2019

## OAR Employees Receive Awards for EEO & Diversity Work

**NOAA Administrator's Awards:** Georgia Madrid, OAR EEO/Diversity Program Office received the Administrator Award for increasing the knowledge of NOAA Science at Tribal Colleges and Universities and for increasing awareness of Traditional Ecological Knowledge at Scientific Professional Organizations. Kandis Boyd, OWAQ, John Cortinas, AOML, Georgia Madrid, Nicole Mason, OAR EEO/Diversity Program Office, Kenneth Bailey, Office of Inclusion & Civil Rights (OICR) and Keisha Palmer, OICR received a group award for their exemplary leadership in implementing the #WOMENofNOAA Campaign.



Photo: Neil Jacobs, Georgia Madrid and David Holst. Credit: Shala W. Graham



Photo: Neil Jacobs, Nicole Mason, Keisha Palmer, Georgia Madrid, Kandis Boyd and David Holst. Credit: Shala W. Graham

**OAR EEO/Diversity Awards for Exemplary Service:** Kandis Boyd received the Individual Award for creating the #WomenofNOAA and for promoting government careers to the next generation. OWAQ received the Laboratory/Program award, under the leadership of Dr. John Cortinas, for actively engaging in EEO/Diversity and Inclusion activities.



Photo: Neil Jacobs, Kandis Boyd, Nicole Mason and Craig McLean. Credit: Chantel Bivins.



Photo: OWAQ employees with Neil Jacobs, Craig McLean & Nicole Mason. Credit: Monica Allen.

## November is Native American Heritage Month

### CU UPWARD BOUND STUDENTS VISIT NOAA BOULDER

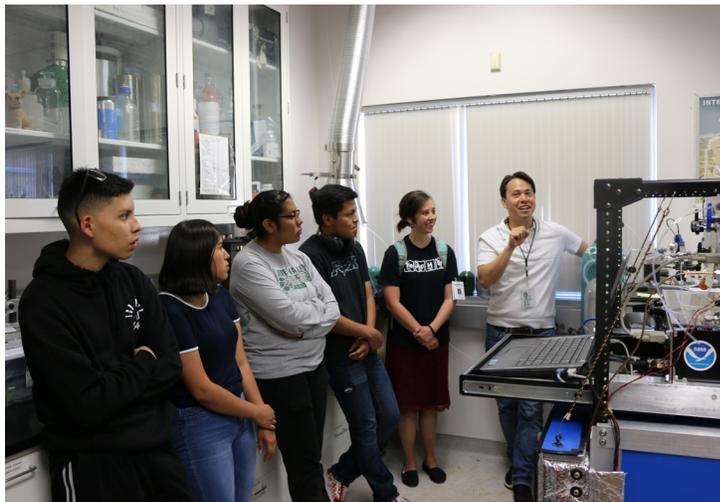
Thirty students and faculty participating in the [University of Colorado Upward Bound Program](#) and two AISES staff members, visited NOAA Boulder on July 17 for a tour and presentations by scientists at the Chemical Sciences Division (CSD) and Global Monitoring Division (GMD).

The students were from six different tribal communities: Navajo, Ramah Navajo, Southern Ute, Ute Mountain Ute, Pine Ridge and Jemez Pueblo. Chemistry and math were among the courses the students were taking during their 6-week summer academic program on the CU Boulder campus.

The students met with Brian McDonald, CSD/CIRES, who gave a talk on volatile organic compounds (VOC) and Gabriel Petron, GMD/CIRES, who gave an overview of GMD science, the carbon dioxide record and oil and gas basins emission studies. Gabrielle also took the afternoon group outside to see her car, equipped with instrumentation to detect and measure air pollution, air pollutants and methane. The day ended with the very popular Science on a Sphere, led by Julie Singewald, GMD.

It was a successful day as it sparked the interest of a female student from South Dakota to pursue a summer internship at NOAA.

**Photos to right: Top: Brian McDonald talks to students about volatile organic compounds. Bottom: Gabriel Petron shows students her car that is equipped with instrumentation to measure air quality.**



### Ilisagvik College STEM Camp



Bryan Thomas, GMD (left photo) and Bob Rabin, NSSL (right photo) participated in the *Arctic Perspectives on Climate and Resilience* STEM camp for high school students at Ilisagvik College in Utqiagvik, AK. Bryan provided a tour of the Barrow Observatory and Bob presented hands-on activities including satellite meteorology.



# November is Native American Heritage Month

## A Rewarding Experience at the AISES Conference

The OAR AISES team from GLERL, ESRL, NSSL and OER shared their work and passion for science at the American Indian Science & Engineering Society (AISES) conference in Milwaukee, WI, October 10-12, 2019.

Students and educators, including John Herrington, the first Native American to fly into space, stopped by the NOAA booth to learn about career opportunities and to try out the SOS Explorer. Eric Hackathorn, GSD, said it was a highlight for him to share the International Space Station (ISS) dataset with John.

Doran Mason, GLERL, and Sean Waugh, NSSL, were first time attendees. Doran said the AISES conference was different than he expected. "I was expecting more of a scientific format. I quickly learned that it was specific to students, of all ages, in STEM. The interactions I had with the students at the NOAA booth, from judging posters, and through my session was very rewarding. I may have a student coming to GLERL to do her post-doctoral studies with me. Through this experience, I gained a much greater appreciation for the culture and what STEM really means for the Tribes. This was an awesome experience and I hope to continue my involvement with AISES, and with the regional Great Lakes Tribes, well into the future."

Sean Waugh said the AISES conference was a fantastic opportunity to interact with a number of students and professionals across a wide range of backgrounds and interests. "I feel as though the conference and having the NOAA booth in particular, presented a unique opportunity to interact with individuals on a personal level and generate

interest in NOAA and the work that we do as a whole. These types of interactions are absolutely invaluable to tomorrow's research problems and the AISES conference facilitated that beautifully."

Roger Pulwarty, Physical Sciences Division Senior Scientist and an AISES Sequoyah Fellow received a DOC Silver Medal as part of a group for delivering the 4th National Climate Assessment

(NCA4). Roger was instrumental in promoting the need for an Indigenous Peoples Chapter. Read AISES article on the NCA4-Chapter 15, *Tribes and Indigenous Peoples* [here](#).



Photo: L to R: Roger Pulwarty and Robin Webb, PSD Director



Photos: Top Left: Doran Mason (GLERL) shares careers in the Great Lakes with an AISES grad student. Top Right: Sean Waugh (NSSL), Julie Singewald (ESRL), Brent Lofgren (GLERL), Doran Mason, Susan Sullivan (CIRES) and Jackson Osborn (PSD/CIRES) at the NOAA Booth. Bottom Left: Bill Thomas (NOS), James Daugomah (NOS), Catalina Martinez (OER) and Jackson Osborn after their session, Indigenous Perspectives in STEM: Exciting Careers in Oceanic & Atmospheric Research. Bottom Right: John Herrington, Chickasaw Citizen and former NASA Astronaut, trying out the SOS ISS dataset. Credit: Georgia Madrid and Eric Hackathorn.

# October is National Disability Employment Awareness Month

## OER Employees Participate in NOAA'S Diversity Hiring Event

David McKinnie, NOAA OER Engagement Lead, took to the stage in a TED-style talk at NOAA'S Diversity Hiring Event in Silver Spring, MD on August 15, 2019, at the NOAA Auditorium and Science Center.

David's talk highlighted the space exploration/ocean exploration collaborations and parallels of the past and the immense potential for such collaborations in the future. He challenged the audience to respond to the call to action presented by a *New Age of Ocean Exploration* which will require new innovations, technologies, and a reimagining of how OER as an office presents the story of ocean exploration.

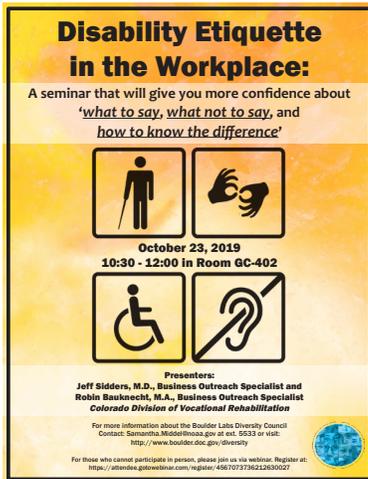
The diversity hiring event was designed to fill open positions using special hiring authorities that target individuals with disabilities, students and veterans. Guests were welcomed by Darryl Thomas, NOAA Recognition

and Awards Program Manager, NOAA Office of Human Capital Services. His opening speech kicked off a series of high energy talks from speakers highlighting NOAA'S diverse career opportunities.

Throughout the event, visitors had the opportunity to browse materials and exhibits in the Science Center and speak to representatives from various NOAA offices about career paths and specific job opportunities. Included in this outreach effort was Adrienne Copeland, who welcomed visitors to the Silver Spring Exploration Command Center, which was specially opened for this event.

The talks were streamed online to an internal NOAA audience, which reached the registration maximum of 250 people, demonstrating an intense interest in intra-divisional learning.

## Boulder Labs Diversity Council hosts Disability Etiquette in the Workplace Seminar



The Boulder Labs Diversity Council hosted a seminar, *Disability Etiquette in the Workplace*, on October 23, 2019, in Boulder, CO. The guest speakers were Jeff Sidders, M.D. and Robin Bauknecht, M.A., Business Outreach Specialists from the Colorado Division of Vocational Rehabilitation (DVR). They delivered information guidelines about how to interact with people with several different disabilities. As Jeff said, "I want employees to feel empowered working with people with disabilities on how to interact, what to say and not to say." Jeff also said he wants to rebuild the relationship DVR had with NOAA in the placement of People with Disabilities. He said there were eight DVR clients placed at NOAA Boulder from 2005 to 2014. A recording of the seminar is available. Please contact Kim Nye at [kim.nye@noaa.gov](mailto:kim.nye@noaa.gov) if you would like the link.

## EEOC - The ABCs of Schedule A

### What is Schedule A hiring authority for persons with disabilities?

The Schedule A hiring authority for individuals with disabilities streamlines the often complex federal hiring process. Agencies can hire qualified individuals with disabilities without posting a job announcement or going through the certificate process. Using Schedule A benefits federal agencies, in particular hiring managers, by greatly expediting the hiring process. It can also assist an agency in being a model employer for people with disabilities as mandated under Section 501 of the Rehabilitation Act of 1973. In short, using Schedule A is a Win-Win for all!

Ready to learn the ABCs for Schedule A Success? [https://www.eoc.gov/eoc/initiatives/lead/abcs\\_of\\_schedule\\_a.cfm](https://www.eoc.gov/eoc/initiatives/lead/abcs_of_schedule_a.cfm)

# 2019 Women of Color (WOC) in STEM Conference

## OWAQ Employees Participate in Professional Development Training at WOC

by Tamara Battle, OWAQ

The 2019 WOC in STEM Conference was held October 3-5, 2019, in Detroit, MI. It is an annual meeting aimed at recognizing the accomplishments of women of color in science, technology, engineering, mathematics and finance throughout the public and private sectors. Since 1995, the conference has been the forum of choice for recognizing the significant contributions by women in STEM fields, while also attracting and leveraging exceptional talent within the nation's scientific and technical workforce.

The theme for this year's conference is *Pressing Ahead with Purpose* and featured valuable career networking opportunities for attendees to meet and learn from executives in government, academia, military, and Fortune 500 companies committed to diversity and the advancement of women in the workforce. Additionally, the STEM Career Fair Expo provided college students and attendees with opportunities to connect with award winners and learn the next critical steps in developing/improving their own careers.

OWAQ attendees, Dr. Segayle Thompson, Dr. DaNa Carlis and Tamara Battle, participated in the WOC in STEM Conference as primarily a professional development and networking experience, which included attending various sessions over the course of the 3-day conference. The Breakfast with Leaders and Legends Session included a panel of former and current awardees, which highlighted topics such as promoting diversity in



Photo: OWAQ Employees Segayle Thompson, Dr. DaNa Carlis and Tamara Battle at the WOC STEM Conference. Credit: Tamara Battle.

the workplace, strategies to improve opportunities for advancement, and best practices in business etiquette. Additional session topics for the conference included effective communication skills; emotional intelligence for emerging leaders; how to build your personal brand; strategic executive leadership skills; developing leadership habits; and coaching and mentoring strategies.

Over 150+ women were recognized as Technology All-Stars and Rising Stars Awards Winners during the Technology Recognition Luncheon. A total of six colleagues from NOAA were nominated by NOAA's Diversity and Professional Advancement Working Group (DPAWG), in conjunction with the NOAA Office of Inclusion and Civil Rights. Four of these awards were presented during the luncheon:

- Technology All-Star Award - Laurita Alomassor, Oceanographer
- Technology Rising Star Award - Dr. Sheekela Baker-Yeboah, Physical Oceanographer
- Technology Rising Star Award - Dr. Ayeisha Brinson, Economist
- Technology Rising Star Award - Aja Szumylo, Supervisory Fishery Management Specialist

Dr. Pamela McCauley, program director for the National Science Foundation (NSF) I-Corps at the University of Central Florida, received top honors as the 2019 Technologist of the Year for her accomplishments in STEM education during the Women of Color Awards Gala and Dinner. Two NOAA awardees had the distinction of being recognized during this event, and were introduced by RDML Tim Gallaudet, NOAA Deputy Administrator:

## 2019 Women of Color (WOC) in STEM Conference

### OWAQ Employees Participate in Professional Development Training at WOC (con't)

- Diversity Leadership in Government Award - Catalina Martinez, Regional Program Manager, Office of Ocean Exploration and Research (OER)
- Professional Achievement in Government Award - Dr. James D. Sims, Senior Physical Scientist, Office of the Federal Coordinator for Meteorological Services and Supporting Research

Many of the sessions stimulated discussions on other topics of interest, most notably how to survive, adapt and grow in fields not traditionally welcoming to women of color. Successfully achieving work/life balance, seeking emotional support when needed, and continuing to network and foster open communication with potential mentors also garnered much attention, and served to remind the attendees that there are still areas of improvement. The conference also provided an opportunity for OWAQ's attendees to connect with and support their NOAA colleagues as they were recognized for their expertise and achievements.

### Catalina Martinez, OER, Receives the WOC Diversity Leadership in Government Award

Catalina Martinez is the Regional Program Manager for the Office of Ocean Exploration and Research. She is also a former Knauss Fellow.



Photo: L to R: Catalina Martinez and Dr. Sheekela Baker-Yeboah, Technology Rising Star Award Winner. They are both University of Rhode Island Alumni.

#### What does it mean to you to be a WOC in STEM awardee?

Receiving this award has provided important validation that the work I've been doing for many years focused on breaking down barriers to entry for underrepresented people of color in STEM, is valued. As I was nominated by several of my amazing peers in NOAA and from a few close friends and colleagues from the incredible team I work with at URI, this is very meaningful to me. I am deeply honored to receive this award, and completely humbled when I see the impressive list of past honorees.

#### Read More:

- [Six NOAA experts honored at WOC in STEM Awards](#)
- [Knauss-Fellowship-alum Catalina Martinez receives prestigious award](#)

### GFDL – 2019 Summer Research Internship Program - A Success

From June 4 to August 17, 2019, Sonya Legg, coordinator and program manager, along with other designated scientists, hosted the 2019 Summer Research Internship Program, a Princeton University and GFDL collaboration.

Awardees accepted into the program were from diverse backgrounds, underrepresented groups, and first generation college students. Students, with backgrounds in science, math, computing and/or engineering, focused on scientific problems under the close supervision of their GFDL scientist host. They benefited from resources and activities at GFDL including interaction with scientists and graduate students, access to high performance computing, library facilities, and participated in seminars and lab social events.

The 2019 CIMES-Princeton/GFDL Summer Internship Students & their hosts included:

- Alex Chang (University of California, Berkeley), hosted by Ming Zhao.
- Nkeh Perry Boh (Bronx Community College), hosted by Chris Blanton & Aparna Radhakrishnan
- Maurizia DePalma (Kean University), hosted by John Krasting.

- Alexandra Matthews (Rutgers, The State University of New Jersey), hosted by Steve Griffies & Graeme MacGilchrist.
- Ana Bolivar (Florida International University), hosted by Liping Zhang.
- Mariela de Jesus Arceo Madriz (University of California, Merced), hosted by Fabien Paulot.
- Nana Yaa Takyia Afreh (Bronx Community College), hosted by Vaishali Naik & Larry Horowitz.



Photo: Intern Students at GFDL grounds, August 2019. Back row, left to right: Alexandra, Maurizia, Alex, Nkeh Perry. Front row, from left to right: Mariela, Nana Yaa, Ana. Photo credit: Joanne Curcio.

### PMEL - Boys & Girls Club of Bellevue Learn About Oceanography

On August 12, 2019, eighteen 7th-9th grade students with



Photo: Students look at forecast models at the NWS Seattle Forecast Office during a field trip with the Boys & Girls Club of Bellevue.

the Boys and Girls Club of Bellevue's Voyager Camp visited NOAA's Western Regional Center to learn more about oceanography, diving and forecasting weather. During their visit, they learned about various technologies used to study the ocean and high school career opportunities. At the dive center, they learned about various SCUBA equipment and about hyperbaric chamber safety. At the weather service, the groups learned about the difficulties of forecasting in the Northwest, how NOAA collects weather data, and see forecast models.

The Boys and Girls Club of Bellevue is committed to providing high-quality programs for youth during the summer. Their programs specifically focus on keeping kids engaged and active throughout the summer months. The Voyager Camp travel daily to different local attractions and parks in the greater Puget Sound area to engage in various programs, career opportunities and activities.

## EEO/Diversity Across OAR

### ARL - 2019 ProjectFest

Three employees from ARL's Atmospheric Sciences Modeling Division (ASMD) participated in the 2019 ProjectFest at the NOAA Center for Weather and Climate Prediction in College Park, MD on September 20, 2019.

ProjectFest was an opportunity for students at the Center for Atmospheric Sciences and Meteorology (NCAS-M) at Howard University to learn about possible NOAA Experiential Research and Training Opportunities (NERTO).

Employees from ARL/ASMD gave two presentations and participated in several roundtable discussions with a number of NCAS-M students and faculty.



### NSSL - Elizabeth Smith, Postdoctoral Researcher appears on Yes! Science!



Photo: Elizabeth Smith and Pallas the Librarian interview. Credit: Yes! Science!

Elizabeth Smith was a guest on the "Yes! Science!" show on July 29, 2019. Read more at: <https://www.yesscienceshow.com/2019/07/meteorologist-elizabeth-smith/>. In addition to appearing on the show, Elizabeth continued volunteer docent work and service on the board of the National Weather Museum and Science Center. She is also a mentor to Michelle Spence, a Research Experiences for Graduate Students (REU) and two University of Oklahoma School of Meteorology capstone student teams on two separate projects. She also serves on the CIMMS Diversity and Inclusion Committee.

### AOML – Community Outreach



Photo: AOML Hurricane Scientist Shirley Murillo staffs the NOAA booth during the Eye of the Storm event at the Fort Lauderdale Museum of Discovery and Science.



Photo: AOML Oceanographer Renellys Perez (upper left) demonstrates to young patrons at the Frost Museum how ocean currents are impacted by temperature and salinity.

## NOAA Research EEO/Diversity Program Office



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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.

### CONNECTIONS NEWSLETTER

*Connections* is published quarterly by the OAR EEO/Diversity Program Office. The purpose is to share accomplishments and to link Diversity, EEO and Science within all of the OAR laboratories and program offices. If you have any newsletter ideas, suggestions and stories to contribute, please email Georgia Madrid - [georgia.madrid@noaa.gov](mailto:georgia.madrid@noaa.gov).



Website: [eoo.oar.noaa.gov](http://eoo.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:

NOAA Office of Inclusion and Civil Rights  
Phone: (301) 713-0500 or 1-800-452-6728

Fax: 301-713-0983

Website: [www.eeo.noaa.gov](http://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/](http://www.wfm.noaa.gov/adr/)

### NOAA CAREERS

[www.careers.noaa.gov/](http://www.careers.noaa.gov/)

#### STUDENT OPPORTUNITIES:

[www.noaa.gov/opportunities/student-opportunities#page=page-1](http://www.noaa.gov/opportunities/student-opportunities#page=page-1)