



CONNECTIONS

Linking EEO, Diversity and Science

Issue #44

EEO/Diversity Newsletter for NOAA Research

March 2020

MARCH IS NATIONAL WOMEN'S HISTORY MONTH

Celebrating Women at NOAA



Photo: Adrienne Sutton, PMEL, featured scientist in the "Day In the Life" Women's History Month digital campaign.

OAR's Women's History Month digital campaign this year features a "Day in the Life" profiles of women across NOAA who are doing groundbreaking research. Their stories are published on NOAA Research's Scientist Profiles page: <https://research.noaa.gov/News/Scientist-Profile> and searchable on social media with the #dayinthelife and #womenofNOAA hashtags.

The Women's History Month campaign was created by Jessica Mkitarian, Communications Specialist, Global Ocean Monitoring and Observing Program (GOMO). Katie Valentine has also been an instrumental contributor in the Women's History Month campaigns, both last year and this year, serving as the social media manager for the @NOAAResearch accounts. Please be sure to use the hashtags created by Jessica, when you're posting on social media.

2019 Women in Sciences Leadership Workshop

Dana Mueller, Global Systems Laboratory, attended the workshop, "Building Leadership Skills for Success in the Scientific Workforce," sponsored by the Earth Science Women's Network. Dana provided her takeaways from the workshop.

At the 2019 Women in Sciences Leadership Workshop, we had the opportunity to both reflect on ourselves and learn how to effectively communicate with different types of people in various scenarios. Through the DiSC personality assessment, we discovered how we are most valuable to a team and how to improve our limitations. The assessment provided suggestions for how to successfully interact with the other personality types. It was a great opportunity to step back and walk in others' shoes. We also outlined our individual needs and discovered how they affect our emotional intelligence and response to triggers. Emotions can't be inhibited, but you can learn to manage your response to triggers to more quickly return to calm, rational thinking.



Photo: Participants at the Earth Science Women's Network in Boulder, CO. Credit: Dawn Mullally, UCAR.

Other sessions with notable takeaways at the workshop included mentoring (create wish lists of what you seek from a mentor and be clear on goals, your strengths, and time commitments when you are acting as a mentor), active listening (try to listen twice as long as you speak), work-life integration (support networks are critical and only you can define

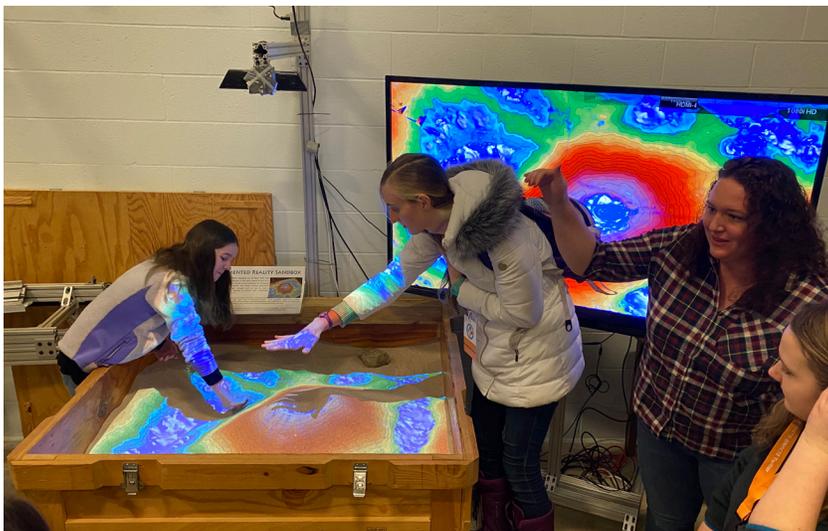
March is National Women's History Month

success for yourself), and negotiating (track all of your accomplishments and determine your personal brand). The most valuable session in the workshop to me personally though was on giving and receiving feedback. Feedback (both positive and negative) is an act of respect and should be given frequently. Appreciation is a strong emotion and highly valued by many people. When giving negative feedback, there are several models that can help you prepare for the conversation to ensure that intention/impact is clearly stated, the conversation is two-way, and that a solution is co-created and agreed upon. Overall, the workshop was a great few days of learning, reflection, meeting talented women in the sciences who share some common interests and practicing techniques to use in both our professional and personal lives! Learn more at: <https://eswnonline.org/fall2019workshopagenda/>

Inspiring the Next Generation of Women in STEM

Girls Technology Day

On January 15, Ocean Exploration and Research (OER) Physical Scientist Meme Lobecker and Physical Scientist Katrina Wyllie from Coast Survey's Hydrographic Survey Division helped out with the Girls Technology Day workshop held at the University of New Hampshire Center for Coastal and Ocean Mapping/Joint Hydrographic Center (CCOM/JHC). Girls in Technology workshops encourage female New Hampshire high school students to consider careers in a STEM field. About forty students toured the CCOM/JHC facility and participated in hands-on activities about ocean mapping and ocean engineering. For more information, contact the organizer of this event, CCOM Outreach Specialist, Tara Hicks Johnson tjohnson@ccom.unh.edu.



Women in Science Conference

Elizabeth Smith, National Severe Storms Laboratory/Cooperative Institute for Mesoscale Meteorological Studies (NSSL/CIMMS) employee participated in the one-day Women in Science Conference at Science Museum Oklahoma in Oklahoma City. The conference provided an opportunity for students in grades 6-12 to engage in hands-on science activities. Elizabeth was a part of a group representing several entities from the National Weather Center and the College of Atmospheric and Geographic Sciences with a 4-part exhibit booth presentation focusing on Temperature: how we sense it, measure it, interpret it, and change it.



Photo: NSSL/CIMMS Elizabeth Smith at the Women in Science conference.

The NSSL/CIMMS portion was in the sense it/measure it. "We did a hands on experiment allowing students to use repurposed materials to make their own thermometer and then showed them how we measure temperature in the field using the CLAMPS trailer platform — we took our functioning scale model to show off and to discuss with students what NSSL does out in the field!" For more information visit the website at: <http://www.okepscor.org/calendar/2019-women-science-conference-science-museum-oklahoma>

A Poetic Dialogue on Race

The OAR EEO Office and Boulder Labs Diversity Council held a Black History Month presentation on February 13, 2020 titled, "A Poetic Dialogue on Race." Norma Johnson, Poet/Social Justice Activist and Dexter Payne, a well-traveled player of clarinets and saxophones, performed together for Norma's poem, *Like Air*. The artistic collaboration between Norma and Dexter added a lot to the emotional journey of the poem and invited the audience into the experience.

In his introduction of Norma, Dr. Dave Fahey, ESRL and Chemical Sciences Laboratory Director, mentioned Norma's previous visit to NOAA. He highlighted a phrase from her poem, *I Didn't Tell You – A Poem for My White Friends*: "I didn't tell you that being a good person and being clueless can come in the same package." He said that he fell under that label but due to Norma's exposure he has become less clueless.

Norma started off the presentation by saying that race is an everyday thing. She said race is not about an individual's skin color but an individual's relationship to other people in society. Norma also had the attendees participate in a Dyad and reflect on the poem and answer two questions, What stood out for you about the poem? How did that affect you and why? The attendees were very engaged and shared their responses in group discussions. Overall, they all learned from the presentation.



Photo: Norma Johnson and Dexter Payne collaborate on the poem, "Like Air." Credit: Sydnee Masias



Photo: Dr. Dave Fahey, Georgia Madrid, Norma Johnson, Dexter Payne and Kim Nye at the Black History Month program. Credit: Sydnee Masias

Historic Virginia Key Beach Tours

AOML's Diversity, Inclusion and You (DIY) hosted a Black History Month event by inviting employees to participate in two Historic Virginia Key Beach Park Black History Month Cultural Tours. The tours provided the opportunity to explore the cultural impact the people of color had on Miami's early 20th century history. The historic park is located next to AOML.

Photo to the right: A tour guide (center) talking to Grant Rawson, Senior Research Associate, Cooperative Institute for Marine & Atmospheric Studies at AOML/Physical Oceanography Division and Molly Baringer, AOML Deputy Director.



EEO/Diversity Across OAR

Atlantic Oceanographic & Meteorological Laboratory (AOML)

Dr. Andrew Kren spoke at Palm Springs Middle School as part of the “Scientist in Every Florida School Program.” Andrew addressed a group of about 50 grade school STEM students to speak about hurricanes. He displayed historical data on a computer model and explained the importance of looking to the past to understand the future. Hurricane records for the Atlantic basin date back to 1850 and tell scientists a lot about the changing climate, as well as help them better understand hurricanes today. Andrew also explained how data are collected through different processes, including a device known as a dropsonde. Dropsondes are deployed from NOAA Hurricane Hunter aircraft as the planes fly through tropical cyclones. The instruments measure the atmosphere’s temperature, pressure, and humidity. Additional details about Andrew’s visit to Palm Springs Middle School are at <https://www.floridamuseum.ufl.edu/earth-systems/blog/students-talk-history-in-science-class/>.

[floridamuseum.ufl.edu/earth-systems/blog/students-talk-history-in-science-class/](https://www.floridamuseum.ufl.edu/earth-systems/blog/students-talk-history-in-science-class/).



Photo: Andrew Kren talking to students at Palm Springs Middle school about hurricanes.

Geophysical Fluid Dynamics Laboratory (GFDL)

GFDL Research Physical Scientist, Dr. Lori Sentman, was invited by the Faculty at Monmouth Junction Elementary School, Monmouth Junction, NJ, to present a lesson on atmospheric pressure and barometers.



Photo: Dr. Lori Sentman presents a lesson on barometers to 3rd grade students.

The lesson Dr. Sentman crafted titled *No pressure! All about barometers*, was specifically tailored to the 3rd grade Core Curriculum Content Standards and explained the science behind atmospheric pressure and how we measure it using barometers via discussion, demonstrations, and a barometer design challenge.

The students paired up in teams and were only given the materials Dr. Sentman provided to make their own barometers after which they brainstormed and drew their design ideas. This particularly challenging activity for the students was intended to foster teamwork and creative



Photo: Mitch Bushuk with 7th and 8th grade students at French American School, Princeton, NJ.

thinking via the Core Standards. The students used the barometers to record daily observations and make weather forecasts. NOAA educational outreach builds awareness, develops relationships, and inspires the public to pursue further learning opportunities.

GFDL Affiliate Scientists, Mitchell Bushuk and Vince Saba participated in an outreach event with 7th and 8th grade students at the French American School, Princeton, NJ. Mitch's presentation was titled, *Understanding, Observing, and Acting on Climate Change*, explaining to students the theoretical and observational based evidence of climate change, while Vince's presentation was titled *Climate change impacts on marine life*. Following the presentation they held a Q & A, during which scientists answered students' questions about climate change, and life as a scientists.

Great Lakes Environmental Research Laboratory (GLERL)



Photo: Nicholas Boucher talks about the Great Lakes food web to students.

Nicholas Boucher, a research associate from the Cooperative Institute for Great Lakes Research (CIGLR), spent an afternoon with Ms. O’Leary’s fifth grade class at King Elementary School in Ann Arbor, MI. Nick worked with GLERL and CIGLR outreach staff to prepare a lesson on the Great Lakes food web and invasive species. The children were able to see invasive mussel samples and discussed ways to prevent invasive species from entering the Great Lakes. In addition, the children were taught about the value of the largest freshwater resource on Earth. The students then took what they learned and wrote a short essay that answered the question “Should we ship twenty-two billion gallons of water to California when they are experiencing a severe drought?”

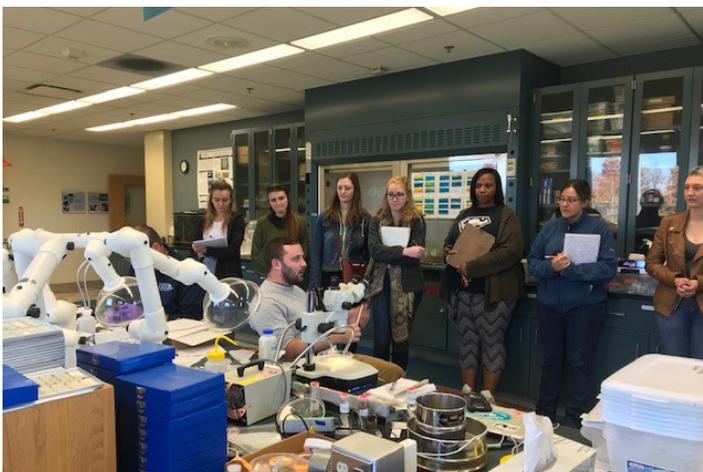


Photo: A group of students from Wayne State University in Detroit, MI visited GLERL to listen to lectures and see hands-on demonstrations about the Great Lakes research.

Weather Program Office (WPO)



Photo: Second Row Left, Segayle Thompson, WRP, with the Volunteer Management Team, responsible for registering, training, and checking in over 450 volunteers for the Alfred Street Baptist Church 18th HBCU Festival on January 25, 2020.

On January 25, 2020, Segayle Thompson, WPO, volunteered at the 18th Annual Alfred Street Baptist Church (ASBC) Historically Black College and University (HBCU) Festival at the Gaylord Hotel and Conference center in National Harbor, MD. It is the nation’s largest HBCU festival with attendees from all across the country. Over 100 colleges and universities participated, and many accepted applications with waived application fees and onsite admissions and scholarships to qualified students. Seminars for parents and students covered various topics including paying for college, scholarship writing, STEM education and careers, internships, and understanding disability student services.



EEO/Diversity Across OAR

Pacific Marine Environmental Laboratory (PMEL)



Photo: David Butterfield speaking to geology undergraduates from Central Washington University about his research studying hydrothermal vents.



Photo: Katie Luxa, NOAA Alaska Fisheries Science Center, talks to undergraduate students about her work collecting teeth and whiskers from seals and sea lions to learn about their foraging behavior.

Fourteen marine science high school students from Ingraham High School came out to NOAA's Western Regional Center to learn more about fisheries, deep sea and oceanographic research. The class studies ocean exploration, including current research and technology and plate tectonics and geology. They met with NOAA Fisheries West Coast Region to get a better understanding of the salmon life cycle and what factors impact their survival, including man made and natural events. A walk along the restored shoreline on the campus explained more about the importance of habitat to salmon and actions they can take to reduce stress on the environment. They also met with Dave Butterfield with PMEL's Earth-Ocean Interactions program to learn more about hydrothermal vents, plate tectonics and how they collect fluid samples out at sea. Their visit ended with a tour of PMEL engineering spaces that highlighted various technologies used to monitor the health of the ocean.

A Central Washington University undergraduate geology class of 19 students studying the interactions between the ocean, atmosphere and climate also visited NOAA's Western Region Center to learn about PMEL's current research and tour their engineering and fisheries labs, as well as learn about NOAA opportunities for current undergraduates and recent graduates. They also learned about the NOAA Fisheries Observers Program, and saw the "dirty work" done analyzing food and diets of fisheries and marine mammals.

Global Monitoring Laboratory (GML)

Diane Stanitski, Deputy Director of Planning and Administration, GML, served as judge for the Outstanding Student Presentation Awards (OSPAs) at the AGU conference on December 12, 2019. The OSPAs are awarded to promote, recognize and reward undergraduate, Master's and PhD students for quality research in the geophysical sciences. Each year, Sections recruit judges to assess and score student oral and poster presentations at meetings. Typically the top 2-5% of presenters in each Section are awarded an OSPA.

Chemical Sciences Laboratory (CSL)

In October, Eric Ray taught two 8th grade Boulder Country Day School science classes about the science behind the causes of the Antarctic ozone hole.



Employee Recognition and Awards



Photo: L to R: Jim Jenkins, OAR Chief of Staff, Kandis Boyd, Weather Program Office Acting Director, Nicole Lebeouf, NOS Acting Assistant Administrator, Richard Grant, NOAA Office of Inclusion and Civil Rights Deputy Director at the BEYA STEM Awards Gala.

BEYA STEM Award

Dr. Kandis Boyd, Acting Director, Weather Program Office, received the 2020 Career Achievement in Government Award at the 2020 Black Engineer of the Year Award (BEYA) STEM Conference. Over BEYA's 34-year history, thousands of professionals in STEM have been nominated to receive this honor. The BEYA STEM Awards are amongst the most competitive awards in science, engineering and technology management. Kandis received her award on February 15, 2020 in Washington D.C.

BEYA entries are judged by an expert panel, including scientists and engineers, past winners, and peer review groups.



Photo: L to R: Robin Webb, PSL Director, Holly Rosales, PSL Budget Analyst, and Roger Pulwart, PSL Senior Scientist.

Silver Sherman Award

Holly Rosales, Budget Analyst, Physical Sciences Laboratory (PSL), received the 2019 NOAA Silver Sherman Award "in recognition of exceptional service in her role as the Physical Sciences Laboratory Federal Program Officer for Hurricane Supplement Funding. Ms. Rosales worked tirelessly with research scientists to develop budgets, coordinate internal reviews, and prepare project plans. Her attention to detail and dedication to her job were on display countless times as determined the best course of action to accept, process and obligate funds."

Gold Star Awards for Outreach and Education

Seven CSL employees (Raul Alvarez, Debe Dailey-Fisher, Georgios Gkatzelis, Brian McDonald, Michael Robinson, Carsten Warneke and Carrie Womac) received Gold Star Awards in Outreach and Education from the Boulder Outreach Coordinating Committee (BOCC). BOCC members and others nominate staff who go above and beyond their regular duties to volunteer at events and communicate our science to students and the public. Outreach Activities included 8th grade science days, Bring Your Child to Work Day, Holiday Family Tours and the Women in STEM Conference in Laramie, WY.

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.



Website: 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

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/

NOAA CAREERS

www.careers.noaa.gov/

STUDENT OPPORTUNITIES:

www.noaa.gov/opportunities/student-opportunities#page=page-1