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INSIDE THIS ISSUE

**Jim Balsiger Appointed
Acting AA for NOAA Fisheries**

**2008 NOAA Heritage Week
Features Shipwrecks**

Ocean Discovery Day

**Dr. Michael Eric Dyson Joins
NOAA in Celebration of Black
History Month**

National Conferences

**Gwendolyn Sanderlin and
Kim Young Recognized**

**NOAA Celebrates Women's
History Month**

Pregnancy Discrimination

Recommended Reading

Federally Employed Women

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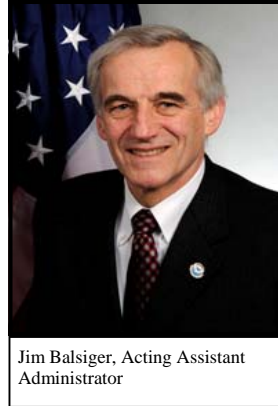
Samuel Rauch
Deputy Assistant Administrator
for Regulatory Programs

"Diversity On The Move"



The NOAA Fisheries EEO/Diversity Communiqué

Jim Balsiger Appointed Acting Assistant Administrator for NOAA Fisheries



Jim Balsiger, Acting Assistant Administrator

As you know, Jim Balsiger was recently appointed as the Acting Assistant Administrator for NOAA Fisheries Service. Since his appointment, he has been intricately involved in directing federal scientist and regulators responsible for managing recreational

and commercial fishing and the protection of marine mammals, sea turtles and their habitat. Dr. Balsiger succeeds Dr. Bill Hogarth, who retired in late December.

Noting a career which began at the NOAA Fisheries Service's Alaska Science Center in 1977, Dr. Balsiger's assignments included that of Regional Science and Research Director for the Alaska Fisheries Science Center in Seattle, Deputy Director of the center from 1991 through 1995, and leader of a fish stock assessment program within the center's resource ecology and fisheries management division from 1977 to 1991.

When asked about the future of Fisheries, Dr. Balsiger responded, *"I realize that there are challenges ahead, but Congress has given us the tools to meet them. We will continue to improve our already strong science program and we will continue to build our partnerships with fishermen, regional fishery management councils and commissions, states, and our constituents. As the head of the agency, not only will I address the management of commercial and recreational fisheries, but I am committed to ensuring an organization that is fair, inclusive and respectful for all employees. As with our previous leadership, I will continue to encourage management to build an environment where all persons feel valued*

and empowered to do their best work. To this end, one of my priorities in preparing NOAA Fisheries for the transition to a new administration will be to give a voice at all levels of our organization that our strength is built on our diversity."

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2008 NOAA Heritage Week Features Shipwrecks

Portions of this article submitted by Cheryl Oliver

During the week of February 1, 2008, NOAA invited both NOAA employees and the public to get that *sinking* feeling as they explored the fascinating world of shipwreck exploration and discovery. This special offering featured shipwreck artifacts, robot subs, talks by explorers and hands-on activities. Located at NOAA headquarters in Silver Spring, Maryland, the exhibit participants were afforded



Cheryl Oliver, the Senior Program Advisor for the NOAA Preserve America Initiative, walks attendees through the Shipwrecks exhibition.

the opportunity to view the "best of the best" of NOAA's heritage resources and to learn about the diverse and multicultural people and technology that have helped make NOAA what it is today. Inspired by the Administration's *Preserve America* Initiative, NOAA has developed a program that is a model for other federal agencies. As the flag bearer for *Preserve America*, NOAA has initiated and strengthened partnerships through NOAA Heritage Week activities. For example, since

2008 NOAA Heritage Week Features Shipwrecks - Cont'd

the initiation of NOAA Heritage Week in 2005, the NOAA *Preserve America* Initiative/NOAA Heritage Program had partnered with the NOAA Chapter of Blacks in Government Program (BIG) on programs during Black History Month. This year, as a result of the partnership that was in place, NOAA welcomed Mr. Michael Cottman, an award-winning journalist and avid scuba diver.

During Mr. Cottman's presentation to NOAA, he highlighted his participation in an underwater expedition designed to survey the sunken wreck of a slave ship off the coast of Florida. So overwhelmed by his feelings as he held some of the shackles that



Dr. Cottman shares with the audience the history of West Africa and its link to the slave ship Henrietta Marie.

once bound men, women and children, he became determined to tell their story. His book entitled, *"The Wreck of the Henrietta Marie"* provides a fascinating look at one man's quest to reconstruct the journey of a British slave

ship with all the detail and accuracy available to him at the end of the twentieth century.



Participants at the Heritage Month activities.

NOAA's *Preserve America* initiative efforts have been recognized twice by the Advisory Council on Historic Preservation as a model for other federal agencies. The first recognition was in 2004 with the Chairman's Award for Federal Achievement in Historic Preservation, and the second occurred in 2007 with the Advisory Council on Historic Preservation Award for Federal *Preserve America* Accomplishment.

Ocean Discovery Day

Submitted by: Ronnie O'Toole

On March 8, 2008, the NOAA Fisheries Galveston Laboratory, under the leadership of Dr. Roger Zimmerman, along with the Flower Garden Banks National Marine Sanctuary joined forces to co-sponsor its 2nd annual NOAA Ocean Discovery Day.

This free event, held at the Fisheries' Galveston Laboratory, was created to captivate residents and visitors using fun, creative, and educational hands-on activities to illustrate why NOAA and partner agencies are relevant to the community.



Emma Hickerson and Art Melvin (NOAA's Flower Garden Bank National Marine Sanctuary).

Throughout this event, NOAA scientists and volunteers manned displays, presented information on the agency's mission and programs, led activities, demonstrated sampling and research equipment, showed off sea creatures, and gave walking tours of the Ft. Crockett and sea turtle facilities.



Shawn Hillen (Fishery Biologist, NOAA Fisheries Galveston Laboratory) and Ocean Discovery Day visitor.

This endeavor was a unique opportunity for one-on-one interactions between NOAA employees and over 500 visitors.

NOTE: Although the NOAA Fisheries' Galveston Laboratory and the Ocean Service's Flower Garden Banks National Marine Sanctuary co-sponsored the event, other participating NOAA offices included: NOAA Fisheries' Southeast Regional Office's of Habitat Conservation and Office of Law Enforcement, Ocean Service's Physical Oceanographic Real-Time System (PORTS), and the Texas Marine Mammal Stranding Network.

Dr. Michael Eric Dyson Joins NOAA in Celebration of Black History Month

On February 28, 2008, Georgetown University Professor, Dr. Michael Eric Dyson joined NOAA to close out its month long celebration of Black History Month.



Dr. Michael Eric Dyson speaking during the Black History Month Finale

Dr. Dyson, a renowned scholar and an ordained Baptist minister, took the podium by storm and immediately saturated the audience with his unflinching truth of black history while at

the same time linking them with the works of the renowned Dr. Carter G. Woodson who, as you will recall, began promoting Negro History Week. It later became Black History Month.

Dr. Dyson covered a large spectrum of topics that pulled at the heartstrings of all who attended. Topics included the *"The Lovers Quarrel Relationship"* a focus on Black and White America, and *"Is the Black Middle Class Out of Touch"*, a focus on comments made by Dr. Bill Cosby. In dealing with the issue of race, he reminded all that problems still exist. However, in his words, race must be transformed, not transcended.



Dr. Dyson shares information with Natalie Huff, the NMFS Program Director for EEO and Diversity.

As he attempted to end his presentation on a lighter note as he addressed the changing landscape of music from R&B to Hip-Hop. Taking us back to the smooth sounds of Motown, he gently reminded us of the loving ways in which songs would often speak of that special woman in one's life. Hip-Hop, at least in the early years, spoke of social change. While much has changed with regard to Hip-Hop and even R&B, Dr. Dyson seemed intent on making the audience do more than criticize. He wanted us to be reminded, not only of the negativity, but also of the positive influence and popularity it has achieved with youth across the globe. It has given birth to an entire generation of charismatic street poets.

National Conferences

FAPAC 23rd Annual Congressional Seminar and National Leadership Conference

This conference will provide attendees with both professional and personal development through workshops and plenary sessions, including FAPAC's Annual Congressional Seminar and exhibits.

When: June 23-27, 2008
Where: New York Marriott at the Brooklyn Bridge
333 Adams Street,
Brooklyn, NY 11201

For more information please call
202-645-0750 or visit
<http://www.fapac.org>

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79th Annual LULAC Convention and Exposition

As a premier Hispanic convention, drawing over 15,000 people each year, LULAC has opened a venue for "corporate" America to extend opportunities to those within the Latin American community.

When: July 7-12, 2008
Where: Hilton Washington
1919 Connecticut Avenue, NW
Washington, DC 20009

For more information please call
202-483-3000 or visit
<http://www.lulac.org>

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39th FEW National Training Program (NTP)

Federally Employed Women's (FEW) NTP focuses on providing women with quality training and educational opportunities through various training formats. This conference offers a full spectrum of courses that target entry level employees as well as senior decision policy makers. Mark your calendar today!

When: July 14-18, 2008
Where: Hilton Anaheim
777 Convention Way
Anaheim, CA 92802

For more information, please visit:
<http://www.fewntp.org>

Gwendolyn Sanderlin Accepted into Young Leadership Academy

"A humbling experience" is the sentiment of Gwendolyn Sanderlin, an IT Specialist for the Southeast Regional Office, after



Gwen Sanderlin

learning that she was one of the first 25 applicants accepted into the **Darlene H. Young Leadership Academy Program**. The academy is a Blacks in Government (BIG) national program designed to foster excel-

lence within BIG and to develop personal leadership skills. BIG and the United States Department of Agriculture (USDA) have partnered to continue this highly interactive training program. Fifty BIG members will be selected to participate this program year. The Young Leadership Academy Program is a highly competitive program, only selecting 50 candidates nationally.

Congratulations Gwendolyn!

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Kimberly Young Awarded the Commissioner's Special Citation

Kimberly Young of the NOAA Fisheries Seafood Inspection Program has been awarded the Food and Drug Administration's (FDA) Commissioner's Special Citation Award for exceptional effort in responding to new European Union (EU) requirements for a list of U.S. growing areas for molluscan shellfish and export health certificates for molluscan shellfish and aquaculture finfish in twenty foreign languages. Without the efforts of Kim and the rest of the group to produce the EU export health certificates, there could have been a significant trade disruption of fish and fishery products to Europe. The award will be presented on May 29th at the Hilton Hotel in Gaithersburg, Maryland.

Congratulations Kim!

NOAA Celebrates National Women's History Month

On April 1-2, 2008, NOAA sponsored its Annual Women's History Month Training Conference in honor of National Women's History Month. This year's Conference, which was held at the Silver Spring Crowne Plaza, was chaired by Charly Wells and Rosemary Pettis, Program Managers for EEO and Diversity in NWS and NESDIS, respectively.



Nicole Mason, EEO Program Manager for OAR served as Mistress of Ceremony.

In keeping with the National theme of Women's History Month, *Women's Art, Women's Vision*, the Chairs, along with the Executive Planning Committee, worked to emphasize the original beauty, imagination, and the multiple dimensions of women's lives.



Attendees listen and take notes during key note presentation.

Kicking off the program with a warm welcome was none other than Mary Glackin, the Deputy Under Secretary for Oceans and Atmosphere. Ms. Glackin, known for her

personable leadership and management style, reminded the attendees of the importance of the conference as well as the need for each participant to get involved.

Following the welcome, Valerie Burton, the Keynote speaker for day one, set the tone for the entire conference by reminding everyone of the importance of reclaiming your life while reconnecting with what matters most.

This conference, which consisted of a host of motivational speeches and workshops, provided every participant with the tools and information necessary to fine tune their skills and career plans, all while motivating them to fulfill their life's destiny and achieve their dreams.

Pregnancy Discrimination

Yes, believe it or not, there is such a thing as pregnancy discrimination.

Title VII, as amended by the Pregnancy Discrimination Act, provides that discrimination on the basis of pregnancy, childbirth, or related medical conditions is a type of unlawful sex discrimination.

Women affected by pregnancy or related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations.

Q. May an employer refuse to hire a woman because of a condition related to pregnancy?

A. No. An employer cannot refuse to hire a woman because of her pregnancy related condition as long as she is able to perform the major functions of her job.

Q. May an employer require a pregnant employee to remain on leave until she has given birth or for a period after birth?

A. No. If an employee has been absent from work as a result of a pregnancy related condition and recovers, her employer may not require her to remain on leave until after the baby's birth.

Remember: The cost of discrimination is high....

Maternity Company agrees to pay **\$375,000** to settle charges of pregnancy discrimination and retaliation with the EEOC.

<http://www.eeoc.gov/press/1-8-07.html>

Wal-mart agreed to pay **\$220,000** to settle a U.S. Equal Employment Opportunity Commission (EEOC) Lawsuit in which a prospective employee alleged that the company did not hire her because she was pregnant.

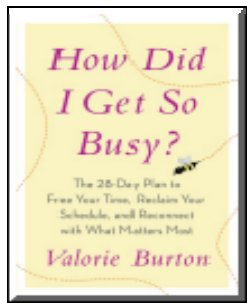
<http://www.eeoc.gov/press/12-23-02.html>

For more information on Pregnancy Discrimination, please visit:

<http://www.eeoc.gov/types/pregnancy.html>

Recommended Reading

How Did I Get So Busy?
Author: Valerie Burton



"This book offers the solution for anyone who feels perpetually overwhelmed and overworked; a simple, effective 28-day program to help you rediscover, shift out of overdrive, and reclaim your life and schedule."

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*"7 Steps in Deep Transition  
A Spiritual Guide to Peace of Mind,  
Prosperity and Success"*  
Author: Dr. Zayd Abdul-Karim



*"A simple yet profound message of how to move to greater levels of success, prosperity, happiness and abundance—all while making your inner spirit soar."*

NOTE: Books shared by speakers at NOAA's 2008 Women's History Month Training Conference

## Federally Employed Women (FEW)

*FEW - a membership organization working for the elimination of sexual harassment and the advancement of women in government.*



Specifically, FEW is a private, non-profit organization founded in 1968 shortly after the government issued Executive Order (E.O.) 11375 which added sex-discrimination to the list of prohibited discrimination with the Federal Government. Although E.O. 11375 was an important milestone, several women were concerned that the Civil Service Commission and individual agencies may not put forth the vigorous effort necessary to ensure compliance with the executive order. Although the Federal Women's Program (FWP) had been established, the early organizers of the FEW realized that the government could dismantle FWP, and they wanted to ensure that there would always be an organization dedicated to promoting equality for women and addressing concerns of women in the Federal Workforce. Additionally, because FWP is a government function, it is limited in political scope, and cannot lobby Congress. As a private organization, FEW is not restricted in that area.

Here at NOAA, the Seas and Skies Chapter is a member of the DC Metro Region of FEW. Officially chartered on December 15, 2002, the chapter works along side with the Federal Women's Program at NOAA and the Department of Commerce to elevate awareness of leadership capabilities of Women.

If you are interested in knowing more about FEW's National Program, please visit:

<http://www.FEW.org>.

For information on the NOAA Seas and Skies Chapter, please contact Toni Hollingsworth on 301-713-3202 x. 146.

For questions becoming a member of Seas and Skies Chapter of NOAA, please contact Marcia Butler on 301-713-3231 x.133.

*We want to hear from you!!!*

Do you have an interesting story to share? If so, please send it to [Erika.Parker@noaa.gov](mailto:Erika.Parker@noaa.gov).

NOTE: All articles and pictures must be reviewed and approved by the NMFS Program Manager for EEO and Diversity before inclusion in the EEO Communiqué. Questions may be directed to [Natalie.Huff@noaa.gov](mailto:Natalie.Huff@noaa.gov).