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**June 2005**  
Volume 1, Issue 13

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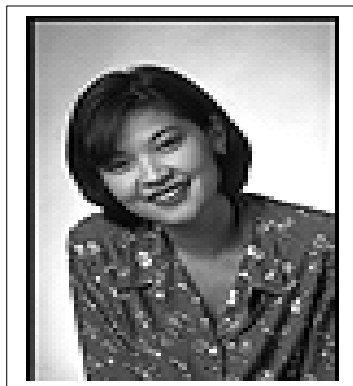
## "DIVERSITY ON THE MOVE"



*The NOAA Fisheries Service EEO/Diversity Communiqué*

### NOAA Celebrates National Asian/Pacific American Heritage Month

May is National Asian/Pacific American Heritage Month. In a Proclamation by President George W. Bush, Asian/Pacific Americans are honored for their contributions to our nation's growth and development and to the spread of freedom around the world. According to Vice Admiral Lautenbacher, "These early and important contributions were evident on our farmlands, during the Civil War, and in the muscle provided to build the Trans-continental Railroad. Ever since, Asian/Pacific Americans have enriched and inspired our nation in every walk of life. "Liberty and Freedom for All," the theme of this year's celebration, honors the sacrifices Asian/Pacific Americans have made in defense of freedom and democracy.



*Ms. Suchin Pak*

To celebrate, the Federal Triangle Partnership, which includes the Department of Commerce, welcomed keynote speaker, Ms. Suchin Pak. Ms. Pak, a correspondent with MTV, covered several topics, including the aftermath of September 11th, and her recent news series "My Life," which examined her experience as a Korean American.

### NOAA Holds its Annual Bring A Child to Work Day

On Thursday, April 28, 2005, NOAA, served as host to over 600 children ranging from ages 6 – 17. The program started in the auditorium of the Silver Spring Complex and was filled with activities for each group. Dr. James Mahoney, Assistant Secretary of Commerce for Oceans and Atmosphere, accompanied



NOAA volunteers prepare to share "interesting sea critters" with children in the 7-9 age group.

by his twin daughters, kicked off the annual event. After the opening remarks, the children departed for their workshops while the parents went to work. As in previous years, NOAA Fisheries provided fun facts to over 200 children. Workshops included (1) mapping the skies; (2) interesting sea creatures, (3) sea sponge painting, (4) a day at the National Weather Service Office, and (5) the ever-popular fish painting on t-shirts.



From l. to r. Dr. James Mahoney and Vice Admiral Lautenbacher prepare to dish ice cream.

After lunch, the children along with their parents and a few NOAA employees, joined Vice Admiral Lautenbacher,

Commerce Under Secretary for Oceans and Atmosphere, for the favorite event of the day, the "Ice Cream Social." Our own John Oliver was on hand to fill in for Dr. Hogarth who was on travel.

As always, the success of this wonderful program is due in large part to the many NOAA volunteer employees.

### The SWFSC Organize Tours for the Girl Scouts on the DAVID STARR JORDAN

On Saturday, March 19, the Southwest Fisheries Science Center sponsored a tour of NOAA ship *David Starr Jordan*. The ship, named after Dr. David Starr Jordan (1851-1931), one of the best-known naturalists and educators of his time, was commissioned in 1966 for the purpose of conducting research in support of NMFS. It is a stern trawler that conducts mid-water and bottom trawling, longline sets, plankton tows, bottom sample grabs, oceanographic casts, scuba diving, and visual surveys of marine mammals and seabirds.

The tour, attended by 120 people including Girl Scouts, their leaders and parents, SWFSC employees and families, was the fruit of an EEOAC work plan written by Nancy Lo. Sherri Charter was the organizer of this event.



Franchi Blanco and little Chris Blanco enjoy a day on the David Starr Jordan



### NOAA Conference Honors National Women's History Month

In 1980, President Carter issued the first Presidential Proclamation calling on the American people to remember the contributions of women. By 1987, fourteen governors had declared March as Women's History Month, and that same year, Congress and the President followed by declaring March as National Women's History Month.

This year, as in the past, NOAA celebrated the 25th anniversary of the women's history movement with a conference that proved to be both enlightening and challenging.



Michelle Crockett, NOS Program Manager for EEO and Diversity and Conference Chair, welcomes attendees.

This year's conference theme, "Women Change America" reminded many of the roles American women have had in transforming our culture, history, and politics. The conference, which was sponsored in conjunction with the NOAA Seas and Skies Chapter of Federally Employed Women (FEW), focused on career development, health, finances, and much more.

Speakers included Susan Sutherland, Director of the Mountain Administrative Support Center, who spoke energetically and enthusiastically about her own career. As many would expect it included a variety of twists and turns.

In addition to Susan, NOAA welcomed a host of outstanding speakers including Dr. Susan Robison, a noted author and psychologist, Dr. Andrea Pennington,

founder and President of the Pennington Institute for Health and Wellness in Silver Spring, Maryland and Chris McCloskey, Center Director for Dale Carnegie's Federal Government and Center of Excellence.

Also attending the program was Vice Admiral Conrad C. Lautenbacher, Jr. During his presentation, Vice Admiral Lautenbacher reminded all of the heroic struggles and powerful contributions made by women. According to the Undersecretary, "Women from all of American's cultural backgrounds have been in the vanguard of change. Sometimes they have paved the way as pioneers, other times they built on the knowledge and work of those who have come before them." As he continued with his remarks, he took the time to highlight the contributions of two NOAA employees, Dr. Meka Laster and Ms. Judy Mickens-Murray.



Vice Admiral Lautenbacher speaks to conference attendees.

Dr. Laster, a native Washingtonian, began her career in NOAA as a Electronics Engineer for the National Weather Service. Receiving her Doctorate in Engineering Management from George Washington University in 2003, Dr. Laster has served in numerous leadership roles, including Project Manager for the Valid Time Event Code Project. She is a member of the Institute for Electrical and Electronics Engineers and the American Society of Engineering Education. In April 2005, Meka started working at NOAA's Oceanic Atmospheric Research in the Educational Partnership Program as a Program Planning Specialist.

Judy, the Administrative Officer for the Office of the Chief Administrative Office of NOAA, began her career in federal service as a clerk typist, but advanced through the ranks by taking advantage of training courses and opportunities. Judy worked in the Program Coordination



Office and later participated in the NOAA Rotational Assignment Program (NRAP). She has lead many efforts within NOAA to empower women, especially African-American women. Her personal encouragement has helped women to seek additional training opportunities and take advantage of official details, in order to gain new experience and knowledge needed to enhance their ability to grow in rank and status.

Vice Admiral Lautenbaucher ended his remarks with a promise that "NOAA will continue to support important training conferences like the Women's History Month training conference." He went on to say, "learning from history will keep us from repeating the past, and will keep us moving into the future."

### Sacramento Office Provides Learning Opportunities to Student Volunteers

Each year, NOAA Fisheries offers internships and volunteer opportunities to graduate and undergraduate students interested in knowing more about the work we do. Since October of 2004, the Sacramento Area Office, under the direction of Michael Aceituno, was just one of the many offices that opened their doors to students. The Sacramento Office is situated in the heart of California's great Central Valley, only a few blocks from the California State Capitol. Staff within the Sacramento Area Office includes fishery biologists, ecologists, and natural resource specialists. The Sacramento Area Office's region of responsibility includes the Sacramento and San Joaquin River Basins, Sacramento-San Joaquin Delta, and Suisun Bay. Students joining this facility have plenty to look forward to.

Our first student is Michael Benavente. Although Michael has recently accepted a paid internship with the U.S. Army Corps of Engineers, he was a typical Sacramento City College student actively involved in his studies while adding to his busy schedule by volunteering with the Sacramento office. His involvement in working with the staff in organizing administrative records gave him valuable experience and a deeper knowledge of the activities of a fishery biologist in the protected resources division. His previous

work experience includes field work with the Bureau of Reclamation.



Daniel Burch

Our second student, Daniel Burch, is a freshman who also attends Sacramento City College and is working toward a degree in biology. As part of his internship, he has participated in an interagency effort to monitor adult Central Valley steelhead populations in Antelope Creek, a tributary to the Sacramento River. The objective of the study is to examine the feasibility of conducting redd surveys for monitoring the anadromous steelhead population in Antelope Creek, with the consideration for broader application to other Central Valley steelhead streams. The monitoring effort is being carried out by biologists from NOAA Fisheries, the California Department of Fish and Game, and the U.S. Forest Service. Three surveys have been successfully conducted, and over 100 redds have been counted.



**DON'T FORGET**  
**JUNE 4, 2005**  
**The Susan G. Komen Breast Cancer Foundation**  
**NATIONAL RACE FOR THE CURE**

### NATIONAL CONFERENCES

*The 76<sup>th</sup> Annual National League of United Latin American Citizens (LULAC)*

**When:** June 27-July 2, 2005  
**Where:** Little Rock, AR

Founded in 1929, the League of United Latin American Citizens (LULAC) is the nation's oldest and largest Hispanic organization. With thousands of members organized into more than 700 LULAC Councils in virtually every state of the nation and in Puerto Rico, LULAC has tremendous outreach into the Hispanic community. This year the 76<sup>th</sup> Annual LULAC Convention will be held in Little Rock Arkansas. This convention will include over 30 representatives from top-notch schools and universities. For more information please visit LULAC's website at: [www.lulac.org](http://www.lulac.org)

*Federally Employed Women (FEW)*

**When:** July 18-22, 2005  
**Where:** Reno, NV

Federally Employed Women (FEW), the only national organization concerned with furthering the potential of all women in the government, is holding its annual conference in Reno, Nevada. This year's conference will feature career-building courses such as, information technology, public sector issues, federal procurement and contracting, technical skills refreshers, and strategies for career enhancement. This event focuses on promoting equality for women and addressing concerns of women in the Federal workforce. For more information, please visit: <http://few.org/>

*Blacks in Government (BIG)*

**When:** August 1 – 5, 2005  
**Where:** Orlando, FL

The National Organization of Blacks in Government, Inc. (BIG) will hold its 27<sup>th</sup> Annual National Training Conference (NTC) this summer in Orlando Florida. This year's theme, "Conquering the Challenges of a Changing Work Environment." For more information, please visit: <http://www.bignet.org>

## Harrasment in the Workplace

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- The harasser's conduct must be unwelcome.

### TWO TYPES OF HARASSMENT

**Hostile environment** sexual harassment occurs when unwelcome sexual conduct unreasonably interferes with an individual's job performance or creates a hostile, intimidating or offensive work environment even though the harassment may not result in tangible or economic job consequences, that is, the person may not lose pay or a promotion. Employers, supervisors, coworkers, customers, or clients can create a hostile work environment.

**Quid pro quo** sexual harassment occurs when an individual's submission to or

rejection of sexual advances or conduct of a sexual nature is used as the basis for employment decisions affecting the individual or the individuals submission to such conduct is made a term or condition of employment.

NOTE: Although "quid pro quo" and "hostile environment" harassment are theoretically distinct claims, the line between the two is not always clear and the two forms of harassment often occur together. For example, an employee's tangible job conditions are affected when a sexually hostile work environment results in her constructive discharge. Similarly, a supervisor who makes sexual advances toward a subordinate employee may communicate an implicit threat to adversely affect her job status if she does not comply.

Distinguishing between the two types of harassment is necessary when determining the employer's liability.

### PROTECTION FROM DISCRIMINATION

The statutes enforced by EEOC make it illegal to discriminate against employees or applicants for employment on the bases of race, color, religion, sex, national origin, disability, or age. A person who files a complaint or participates in an investigation of an EEO complaint, or who opposes an employment practice made illegal under any of the statutes enforced by EEOC, is protected from retaliation.

In addition to laws that EEOC enforces, there are **federal protections** from discrimination on other bases including **sexual orientation, status as a parent, marital status, political affiliation,** and conduct that does not adversely affect the performance of the employee.

For more information on Sexual Harassment or other forms of harassment, please visit:

[www.eeoc.gov](http://www.eeoc.gov)

or call the NOAA Civil Rights office on 301-713-0500.

## Diversity Brown Bags

(In headquarters)

### Speak Up – Successful Communication

**When:** June 29, 2005  
**Time:** 9:00 a.m. – 4:00 p.m.  
**Location:** SSMC Room 1311-B  
**Presenter:** Don Swenholt  
 Donald Swenholt  
 and Associates

This workshop is designed to help participants enhance their oral communications. Participants will learn to create well-focused messages, convert negative communication into positive, and convey their ideas with a clear, powerful and appealing voice. Opportunities to practice supporting these skills with mature and confident nonverbals will also be made. So, if you have ever felt tongue tied, or have had issues of articulating your thoughts, this workshop will help you overcome the uncertainty while communicating more clearly and powerfully.

### Goal Setting & Career Planning

**When:** July 20, 2005  
**Time:** 9:00 a.m. – 4:00 p.m.  
**Location:** SSMC Room 1311-B  
**Presenter:** Don Swenholt  
 Donald Swenholt  
 and Associates

It's been said that if you don't know where you're going, you'll probably end up someplace else. **Goal Setting and Career Planning** provides participants with valuable tools for envisioning their future. Participants learn and practice strategies for setting career and personal goals. They learn and practice the power of positive self-talk. And they explore Richard Bolles' concept of the "ideal" job. Throughout the workshop, participants learn to increase their control over their professional satisfaction by clarifying their vision of their future.