Mediation—Success through Communication

Tension in the office? Can't seem to get along with your coworkers? Do you want to work more effectively with people at work? Did you know that Mediation has a high level of success in resolving conflict, even in the workplace?

What is mediation?

Mediation is a facilitated, interest-based, problem solving process. It is voluntary for each participant. The objective is to reach a settlement of the dispute that is acceptable to each party. The mediators are neutral and impartial, and do not serve as judges of the facts, or as advocates for either side.

How is mediation different from the traditional avenues of complaint or grievance resolution?

In mediation, the disputants control the outcome. A mediation can usually be scheduled and completed quickly.

What can I expect when I go to mediation?

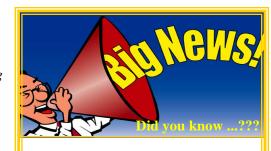
You will be talking about your perceptions and feelings about what happened to bring you to mediation. During the mediation you will be exploring your own interests and issues, and you will be listening to the issues and interests of the other side. Together, you will be seeking creative options that satisfy the interests of both sides, and figuring out a settlement that defines your future relationship or actions in a mutually acceptable way.

Who will mediate my case?

The ADR Program staff carefully selects your mediators to ensure they are neutral, highly skilled and impartial. Your mediators will come from the NOAA Mediator Cadre, or mediators from other Federal Agencies. Your mediators will not be from your line organization.

Where can I get more information about the process of mediation?

http://www.adr.noaa.gov/process.html



NOAA Fisheries has an Employee Worklife and Diversity Committee in Headquarters

In an effort to more effectively address the issues and concerns of employees in Silver Spring, Maryland, NOAA Fisheries established the Employee Worklife and Diversity Committee (EWDC) in October 2006. The goal of this Committee is to enhance communication between NOAA Fisheries Headquarters employees and management regarding employee questions, concerns, and suggestions about their workplace, diversity and culture in the workplace, and professional development opportunities.

If you are interested in learning more about the EWDC's, please visit the website. There you will find loads of information that are of interest to NOAA Fisheries employees, not just in Silver Spring, but throughout NOAA Fisheries. The website provides information on NOAA careers, teleworking, career counseling, training opportunities, and other resources that are of value to all employees.

Specific information on the following can also be found at the EWDC website:

- The NOAA Worklife Center
- The NOAA Fitness Center
- OPM Retirement Planning
- Mature Issues and Elder Care
- Family Leave (OPM)
- Child Care Services

• NMFS Employee Assistance Program

To learn more about the NOAA Fisheries' Employee Worklife and Diversity Committee, please visit:

http://home.nmfs.noaa.gov/ewdc/index.htm

Or contact Becky Rootes or Natalie Huff, EDWC Co-Chairs, on 301-713-2259 and 301-713-1456, respectively.

Headquarters Employees Recognized at the NOAA Fisheries All Hands Meeting

On June 21, 2007, NOAA Fisheries Headquarters employees joined John Oliver and members of the Employee Work life and Diversity Committee (EWDC) for its 10th Annual All Hands Meeting (AHM), at the Rock Creek Meadowbrook Recreation Center. During the meeting employees, along with family members, shared in the recognition of employees who have worked to enhance the working environment and the communication between both employees



Natalie Huff, the Program Manager for EEO and Diversity, welcomes employees and their families to the 2007 NOAA Fisheries All Hands Meeting.



John Oliver, the DAA for Fisheries Operations, presents the "Grill Master", Tom Meyers with a plaque in recognition of his hard work. (Becky Rootes (r) and Natalie Huff (l), Co-Chairs of the EDWC Committee observe the presentation).

and management. Their efforts have resulted in a more inclusive and family-friendly work environment at the Silver Spring Complex. The highlight of the afternoon came when John Oliver surprised Tom Meyer, known to many as the "grill master", by awarding him with a plaque, recognizing him for his 10 years of dedicated service as a former Chairperson of the now defunct Headquarters EEOAC and his years of service at the grill during the All Hands meeting. NOTE: Tom is responsible for starting the AHM in 1998. "Thanks Tom!!"

The EEO/Diversity Communique is a product of the NOAA Fisheries Program Office for EEO and Diversity. All questions, comments and suggestions should be forwarded to the Natalie Huff@noaa.gov. If you wish to reach her in person, please dial 301-713-1456.

"Diversity On The Move"



Natalie B. Huff

Program Manager

For EEO and Diversity

July 2007

Volume 1, Issue 15

INSIDE THIS ISSUE

DOC Celebrates Asian/Pacific

Heritage Month

NOAA's Educational Partnership

Program

NOAA Races for the Cure!!!

National Outreach Training

Programs/Conferences

Coming Soon

NOAA Disability Awareness

Month Training Conference

Hispanic Heritage Month Ap-

proaching

Mediation—A Key to Resolving

Conflict in the Workplace

1315 East-West Highway, Room 14554

NMFS Program Office

for EEO and Diversity

Silver Spring, MD 20910

William T. Hogarth, Ph.D.

Deputy Assistant Administrator

Deputy Assistant Administrator

for Regulatory Programs

Assistant Administrator for Fisheries

301-713-1456

John Oliver

for Operations

Samuel Rauch



The NOAA Fisheries EEO/Diversity Communiqué

DOC Celebrates Asian /Pacific Heritage Month

During the month of May we honor and celebrate the many Asian/Pacific Americans, both past and present, whose contributions have made America strong.

Like most commemorative months, Asian/Pacific Heritage Month originated in a congressional bill. May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers who laid the tracks were Chinese immigrants.

This year's observance, which is also the 30th anniversary, recognizes the many achievements Asian/Pacific Americans have made down through the years. The 2007 official theme, "Pursuing Excellence through Leadership and Diversity and Unity, " is also a reminder of their courageous efforts in defending the nation as members of the Armed Forces and their contributions in shaping America's identity through their love of family and commitment to community.



Honorable Vellie Sandalob, photo provided by Iris Harris

To celebrate, programs were held in many of our Federal agencies. On May 23, 2007, the Federal Triangle Partnership, which includes the Department of Commerce, welcomed keynote speaker, the Honorable Vellie Sandalo Dietrich-Hall, who cur-

rently serves as a Commissioner, President's Advisory Board on the White House Initiative on Asian Americans and Pacific Islanders (AAPI) and a National Advisory Council member of the Smithsonian's Filipino American Centennial Commemoration.

The celebration also featured theatrical

presentations from Shizumi Shigeto Manale, a choreographer, dancer, and theatre artist. Also, providing operatic musical selections was Ms. Noriko Sakai-Hunter, former member of

In addition to DOC, NOAA also celebrated Asian Pacific Heritage Month by hosting two programs on Education, Culture, and Cuisine.

the Duke Chorale.

Participants found the programs both educational and enjoyable.



NOAA Remembers Japanese American Pioneer Bell Masauki Shimada

Written by Peter Fricke

In his brief 12-year career as a fishery research biologist, Bell Shimada made a distinctive mark in the study of Pacific tropical tuna stocks. Working with interdisciplinary teams of biologists, chemists and oceanographers, as a researcher and then team leader, Bell Shimada



icture provided by Illen Shimada

developed and published much material on the distribution, spawning and feeding patterns of tuna. He also coordinated international data collection and studies for the Inter-American Tropical Tuna Commission. A mark of his important contributions to the development of his field is the dedication of the Proceedings from the Symposium on the "The Changing Pacific Ocean in 1957 and 1958," in his memory, and the naming of a seamount-Shimada Seamount, southwest of Baja California-in his honor. For more information on Shimada visit:

http://www.preserveamerica.noaa.gov/week06/shimada bio.html

4

NOAA's Educational Partnership Program

NOAA Fisheries 2007 Student Interns

Established in 2001, NOAA's Educational Partnership Program (EPP) provides financial assistance through competitive processes to minority serving institutions that support research and training of students in NOAArelated sciences. The new classes of EPP Undergraduate Scholars, Graduates Sciences Program Participants, Hollings Undergraduate Scholars, and Entry Point Scholars attended the NOAA Student Scholarship Recipient Orientation from May 28 to June 1, 2007, in Silver Spring in the NOAA Auditorium. Each line office, including NOAA Fisheries, made presentations which highlighted the many opportunities available. The day concluded with a 1-hour Career Fair.

Rachel Hovel, one of the many Hollings Scholars, attending the presentations and career fair stated, "This afternoon was great! I got just what I needed."



Special thanks to our NOAA Fisheries presenters who spent the afternoon sharing with our students.

- 1. Michael Clark, Office of Sustainable
- Kay McGraw, Ph.D, Office of Habitat Conservation
- Samantha Brook, Office of Science and Technology
- 4. Patrick Opay, Office of Protected Resources



NOAA Races for the Cure!!!

On June 2, 2007, the National Mall was shining pink, as nearly 45,000 breast cancer supporters and survivors gathered for the 18th annual Susan G. Komen National Race for the Cure. The 5K event raised more than \$2.6 million to fund breast cancer research and local patient support programs for the medically underserved in the National Capital Area. The NOAA Team, "Running with the Currents" numbered 185 employees led by Vice Admiral Lautenbaucher, his wife, Susan, and cocaptains Mary Glackin, and Christine Alex, both from the NOAA Weather Service. Also joining the team from NOAA Fisheries were Gloria Thompson and Kirsten Larsen of the Office of the Assistant Administrator, Phillip Hoffman of Protected Resources, Ralph Lopez of Habitat Conservation, Alexis Gutierrez and her dog, Creek of International Affairs, Joann McLean of Law Enforcement and Sylvia Stribling and Sheryl Reddix of Management and Budget. The team raised \$6,766.00. Good job!!



race along with fellow breast cancer survivor Terry Urso.

According to Gloria, a 4-year breast cancer survivor, all of the NOAA participants were excited about the opportu-Gloria Thompson prepares for the nity to be a part of this annual event as they gathered in

front of the Commerce building at 7:30a.m. for a group picture. Gloria noted, "It's a moving experience as yo<mark>u wal</mark>k with the thousands of people who are there to remember and honor family, friends and coworkers who have lost their battle with breast cancer and celebrating those who are survivors. I am already looking forward to next year's race.'

The Komen Race for the Cure Series raises For more information on breast health or significant funds and awareness for the fight breast cancer, visit the foundation's Web against breast cancer, celebrates breast cancer survivorship and honors those who have lost their battle with the disease." This year, \$1 million of the funds from this

year's Race will remain in the National Capital Area. The remaining net proceeds support cutting-edge breast cancer research through the Susan G. Komen for the Cure Award and Research Grant Program.

In 2008, the Komen Race for the Cure® will

celebrate its 25th anniversary, the largest series of 5K runs/ fitness walks in the world, with well ove<mark>r 1 million par-</mark> ticipants since 2005. The first race was in Dallas, Texas in

1983 with 800 runners. The first National Race for the Cure in Washington D.C. was in 1990 and pink ribbons were distributed to recognize breast cancer survivors. Mark your calendars now for June 7, 2008 and join "Running with the Currents" to celebrate this milestone in the Race's history.

More about the Komen Foundation

The Susan G. Komen Breast Cancer Foundation was established in 1982 by Nancy G. Brinker to honor the memory of her sister, Susan G. Komen, who died from breast cancer at the age of 36. Today, the Komen Foundation is an international organization with a network of more than 75,000 active volunteers working through local Affiliates and events like the Komen Race for the Cure® to eradicate breast cancer as a lifethreatening disease. A global leader in the fight against breast cancer, the foundation fulfills its mission through support of innovative breast cancer research grants, meritorious awards and educational, scientific and community outreach programs around the world. Together with its Affiliate Network, corporate partners and generous donors, the Komen Foundation has raised over \$740 million for the fight against breast cancer.

site at: www.komen.org or call the Foundation's National Toll-Free Breast Care Helpline at 1.800. I'M AWARE®.

National Outreach Training Programs/Conferences

Federally Employed Women' National Training Program (FEWNTP)

FEW's NTP has consistently provided an outstanding opportunity for attendees to develop their skills and improve the quality of the public service they provide. Now in its 38th year, FEW's NTP offers something for everyone; but first and foremost, it focuses on providing quality training and educational opportunities for women.

> **When:** July 16 - 20, 2007 Where: Washington, D.C.

For additional information, please visit http://www.fewntp.org

BIG's 29th Annual National Training Conference

The National Organization of Blacks in Government, Inc. (BIG) will hold its 29th Annual National Training Conference (NTC) this summer. This year's theme, "Meeting the Challenge of a Changing Workplace.'

> **When:** August 13 - 17, 2007 Where: Nashville, TN

For more information, please visit http://www.bignet.org/ntc/index.htm

>>>>

Society for Advancement of Chicanos and Native Americans in Science (SACNAS) National Training Conference

SACNAS continues its tradition of providing unparalleled conference activities for students, educators, administrators and researchers in science as they work to increase Native American and Chicano/Latino presence in the scientific community. The SACNAS Conference offers a national forum for investigation of questions related to the theme and the development of a new generation of leaders who will be instrumental in shaping future directions and applications of scientific research.

> **When:** October 11 - 14, 2007 Where: Kansas City, MO

For more information, please visit http://sacnas.org/confNew/confClient/

Hispanic Awareness Month Approaching (Sept. 15-Oct. 15)

National Hispanic Heritage Month is a period to recognize the contributions of Hispanic Americans of the United States and to celebrate Hispanic heritage and culture. The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period which started on September 15 and ended on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

The dates chosen are significant as they commemorate two key historic events: Independence Day, honoring the formal signing of the Act of Independence for Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua (September 15, 1821), and Mexico's Independence Day, which denotes the beginning of the struggle against Spanish control (September 16, 1810).

In 1988, the event was expanded to a month long period, which includes El Dia de la Raza on October 12, which celebrates the influences of the people who came after Christopher Columbus and the multicultural, multiethnic society that evolved as a result; Chile's Independence Day on September 18 (El Dieciocho); and Belize's Independence Day on September 21.

WE'RE BACK AND WE WANT TO HEAR FROM YOU!!!!!

Due to several factors beyond our control we were forced to put the EEO Diversity Communiqué on hold. However, we are back and we hope that you missed us as much as we missed you.

We are looking to resume our responsibil ity of keeping NOAA Fisheries informed about Student programs, Diversity initiatives and Affirmative Employment activities. However to do so requires your help

f you have a story or information that you would like to share, please send it to Erika.Parker@noaa.gov.

P.S. Don't forget the pictures!!

NOTE: "All articles must be reviewed and approved by the NMFS EEO Program Manager before it will be published." Questions may be directed to Natalie Huft on 301-713-1456.

National Disability Employment Awareness Month

On October 30 - 31, 2007, NOAA will recognize Disability Employment Awareness Month with a NOAA-wide training conference. This conference, which will be held in Silver Spring, Maryland, will focus on recruiting, hiring and retaining qualified federal employees with disabilities. The theme for this year's conference is, "Workers with Disabilities: Talent for a Winning Team!"

The conference will focus on issues of concern to both managers and employees.

Some of the topics to be addressed will in-

- Understanding Reasonable Accommodation in the Workplace
- Special Hiring Authorities
- How to make "Hiring Veterans First" Really Work

"Stay tuned, more information coming"

>>>>

National Disability Employment Awareness Month on the National Level

Congress designated each October as National Disability Employment Awareness Month (NDEAM). The Office of Disability Employment Policy has the lead in planning NDEAM activities and materials to increase the public's awareness of the contributions and skills of American workers with disabilities. Various programs carried out throughout the month also highlight the specific employment barriers that still need to be addressed and removed.

This effort to educate the American public about issues related to disability and employment actually began in 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month."