

“DIVERSITY ON THE MOVE”



The NOAA Fisheries Service EEO/Diversity Communiqué



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for EEO and Diversity*

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Program Office for EEO and Diversity
Office of the Assistant Administrator
1315 East-West Highway, Room 14554
Silver Spring, MD 20910
301-713-1456

William T. Hogarth, Ph.D.
Assistant Administrator for Fisheries

Rebecca Lent, Ph.D.
DAA for Regulatory Programs

John Oliver
DAA for Operations

The Southwest Fisheries Science Center Establishes Partnership with Area School

On December 14, 2004, Rosemary Troian, the Outreach Coordinator for the NOAA Fisheries Lab in La Jolla, California, and Tom Yount, Principal of Mission Bay High School, were recognized for their work in developing a “Partnership in Education” program with the Mission Bay High School, which is one of the San Diego Public Schools. The partnership, which serves to enhance the volunteer efforts already in place, is an exciting addition for the Center. As Rosemary Troian informed us, this “Partnership,” which supports student achievement and provides mutual assistance and benefit through shared time and resources, can be used by any lab or office to partner with an inner-city school. Scientists within the Center will have greater opportunities for sharing their work first-hand with these students. Dr. Bill Fox, the Science Director of the Southwest



(Dr. Tom Yount, and Mrs. Rosemary Troian)

Fisheries Science Center enthusiastically supports the idea. Fifteen scientists from the lab have already volunteered their services. At the School Board ceremony, the Director of all partnerships said, “during last school year, the volunteer hours (including partnerships) saved the school district \$11 million.”

Black History Month at NOAA Headquarters Begins on a High Note

By Natalie Huff

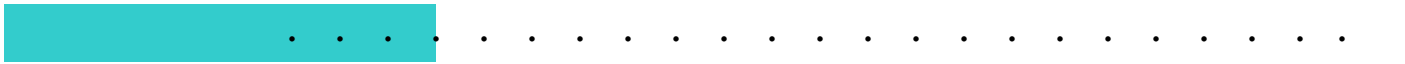
On February 2, 2005, NOAA and the NOAA Chapter of Blacks in Government (BIG) began its celebration of Black History Month in grand style. After months of hard work, NOAA employees were invited to attend one of the most



(Mr. Kweisi Mfume)

memorable programs ever. Topping the guest list was none other than Mr. Kweisi Mfume, former President and Chief Executive Officer of the oldest and largest civil rights organization in our country, the National Association for the Advancement of Colored People (NAACP). Also on the program was the famous Urban Nation Hope, Integrity, Power – Helping Our People Choir (H.I.P. – H.O.P.), under the direction of renowned musician and director, Professor Ricky Payton.

The program began with the posting of colors by Maryland's National Honor Guard. Next, the President of the NOAA Chapter of BIG, Michael Washington, amazed the audience with his soulful saxophone rendition of the National Anthem. Moving further into the program, Timothy Keeney, the Deputy Assistant Secretary of Commerce for



Oceans and Atmosphere, not only welcomed the audience, but reminded us of the importance of ensuring access to opportunity and education, especially among our students. According to Mr. Keeney, "NOAA, as well as other science agencies, need to support and promote pathways to successful science careers to the nation's young people. These opportunities allow NOAA to not only be a good community citizen but also helps feed the workforce pipeline with qualified workers."

Mr. Mfume was introduced by Margaret McCalla, a Senior Staff Meteorologist within the Office of the Federal Coordinator for Meteorological Services and Supporting Research. During her introduction, she described Mr. Mfume as a leader who is "passionately and compassionately dedicated to helping others."

As Mr. Mfume stepped to the podium, he did so with grace and strength. Beginning on a cheerful note, he told the crowd, "I am glad to be here." During the next few moments, Mr. Mfume shared his thoughts on several issues, including racism and the harm that hate crimes have brought to America. He encouraged all to care about what is being done to one another. As he talked, he took a moment to share the story of a Greek historian. The historian, as

legend would have it, was asked by the king of the high court when justice would come to Athens. The historian replied, "Justice would never come to Athens until all of those who were not injured were just as indignant as all of those who were." He ended this part of his remarks by asking all in the audience to not only understand African American grievances when they are faced with racism, bigotry and second-class treatment, but also to empathize with African Americans. He then exhorted the audience to reach out to each other and build coalitions.

Before he took his seat, Mr. Mfume did share a piece about his personal life. He told the audience about his struggles in life, which included being born into poverty and watching his mother die in his arms at the age of 16. As he continued, he told us how he walked the streets as both a gang member and gang leader. He was arrested several times, became a young out-of-wedlock father and a high school dropout. Yet, in spite of all of this, he managed to turn his life around. He gave up the street life, went back to school, and eventually followed his dream to impact and shape a more humane public society. The rest is history....

As folks began to file out of the auditorium, you could sense the satisfaction. Everyone we spoke to expressed his or her joy at being a part of this special program. As we caught up with Dr. Hogarth, he shared the

following, "I was very impressed with the program and was glad that I had the opportunity to attend. It was great to see the young people from the local schools involved. The H.I.P.-H.O.P. Choir was really outstanding. The Keynote Speaker, Kweisi Mfume, gave us a lot to think about. I congratulate NOAA and the NOAA Chapter of Blacks in Government for their efforts in bringing this program together to celebrate Black History Month. In reality, we are all one NOAA Family."



From left to right: Mr. Michael Washington, Ms. Shirley Harrington-Watson, Mr. Kweisi Mfume, and Mr. Tim Keeney

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You can learn more about:

Mr. Mfume and the NAACP at:

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

The NOAA Chapter of Blacks in Government at:

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

The Urban Nation Hope, Integrity, Power – Helping Our People Choir at:

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

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Quote of the Day

"We need to get beyond blame, we need to get beyond excuses and we need to once again start doing for ourselves."

***Mr. Kweisi Mfume
February 2, 2005***

RECOMMENDED READING

"The 8th Habit"

From Effectiveness to Greatness

Author: Stephen R. Covey

In this new book, the author of the best selling book entitled, "The 7 Habits of Highly Effective People" urges readers to go beyond effectiveness into a whole other dimension of human experience — the potential for greatness.

"Open Wide the Freedom Gates"

A Dorothy Height Memoir

A heroine of the Civil Rights Movement tells the remarkable story of her life, her work, and what it means to be both black and a woman.

QuickHire Replaces COOL

On November 1, 2004, NOAA began using the new "QuickHire" automated Job Application System.

The Department of Commerce has contracted with Monster Solutions, Inc. for this new automated job application system to replace the old Commerce Opportunities OnLine (COOL). For many, this is a welcome change. This new system works essentially the same as COOL, but with some added features. According to NOAA Personnel, individuals using QuickHire should find it rather easy and intuitive. New features include e-mail notifications and the ability to include longer resumes. According to Personnel, employees can expect to receive e-mail notifications on a) the status of vacancies for which they have applied; b) receive new vacancy announcements that meet employee experience; and c) receive notification of when a selection is made for a particular position.

Some Frequently Asked Questions

Q: Is QuickHire the only way to submit an application for NOAA positions?

A. Yes. For positions advertised using QuickHire all applicants must submit their applications online, using the QuickHire system.

Q. Is the system secure?

A. Yes. Even though QuickHire hosts the application, it is run on a private secure database and the Department of Commerce is the owner of the data.

Q. What if I don't have a computer?

A. Most career resource centers, unemployment offices, public libraries, college placement centers, and job search agencies have computers and Internet access for their patrons to use at no charge.

To find out more, please visit the DoC QuickHire website at:

<https://jobs.quickhire.com/scripts/doc.exe>



According to the Department of Labor, employers have a new federal resource when they are searching for qualified job applicants – the *Hire Vets First* web site.

Background

On November 7, 2002, President George W. Bush signed Public Law 107-288, the Jobs for Veterans Act, to revise and improve employment, training, and placement services furnished to veterans. The act authorized the Secretary of Labor to establish the President's National Hire Veterans Committee. The Committee's objectives are to establish and carry out a national program to develop awareness among employers about the value and value-added features of veterans while at the same time linking employers to veterans.

The President's National Hire Veterans Committee launched a media campaign targeting employers in late October and running through November 11, 2004. The launch included the unveiling of the *Hire Veterans First* web site, an access portal for both employers and veterans.

Why Hire a Vet?

Veterans have the training, work ethic, and proven skills that will immediately add value to any organization.

Some other reasons...

1. Accelerated learning curve
2. Leadership
3. Teamwork
4. Diversity and Inclusion in action
5. Efficient performance under pressure
6. Respect for Procedures
7. Technology and globalization
8. Integrity
9. Conscious of health and safety
10. Triumph over adversity

To learn more, take a moment to visit the website at:

<http://www.hirevetsfirst.gov>

DIVESITY BROWN BAGS

(In Headquarters)

Networking Nuggets

An instructor once said, "Everyone in your life is part of your network..." For those of us in the workforce, it is a necessary tool if we hope to succeed. During this session, participants will review the benefits of networking, identifying opportunities to network and keys for "keeping in touch."

When: February 16, 2005
Time: 9:00am – 12:00pm
Room: 12836 – SSMC3
Presenter: Berri Wells,
Turning Points Solutions

Change – Making the Most Out of Chaos

Since change is inevitable, why not make the most of it? Participants will learn tips that help individuals and organizations respond to change.

When: March 16, 2005
Time: 9:00 a.m. – 4:00 p.m.
Room: SSMC - 1311-B
Presenter: Berri Wells,
Turning Points Solution

Managing Difficult People

Having to do more with fewer resources can elevate an employees stress level and increase the potential of personality clashes in the workplace. Learn how to address these issues while exploring possible strategies for resolutions.

When: April 13, 2005
Time: 9:00 a.m. – 12:00 p.m.
Room: SSMC - 1311-B
Presenter: Dr. Margaret Newman,
Competitive Edge

What Does Black History Month Mean?

A Student's Perspective

As a student of African American descent, I am a firm believer that many of the contributions made by Black Americans of both the past and present, have ensured the growth, and current shaping of our country. Our legacy is alive and well because of the many people who sacrificed their time and energy to make this country a better place to live, not only for blacks, but also for all people.

When speaking of Black History, I often think of two individuals, the late Dr. Martin Luther King, Jr. and Supreme Court Justice Thurgood Marshall. Both of these individuals, in their own way, fought a good fight to bring about equality. Dr. King marched and led boycotts in his quest for equal rights and the eradication of poverty. Justice Marshall, along with his mentor Charles Hamilton (the first Black lawyer to win a case before the Supreme Court), developed a long-term strategy for eradicating segregation in schools. It made it possible for people like me to attend integrated schools. Their contributions were, and still are, vital towards our country's growth and survival.

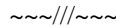
There are so many other Black Americans who, in this modern day, will be remembered as great contributors to the growth and development of this country. There is Dr. W.E.B. Dubois who co-founded the NAACP, an organization known for fighting legal battles that address social injustice. Next, there is Dr. Carter G. Woodson, an American historian, who first opened the field of black studies to scholars. In an effort to focus attention on black contributions to civilization, Dr. Woodson founded Negro History Week in 1926. Today we have African American History Month. Finally, there is Colin Powell, the 65th Secretary of State, who has for many years, been at the forefront of the administration's efforts to advance economic and social development worldwide. This history is not just Black History, but it's my history. What it means to me is everything. Without it, I wouldn't be who I am today...

Stephon Strong,
Crossland High School

NOAA Holds First Diversity Retreat for Committee Members and Liaisons

Recently, the NOAA Diversity Office sponsored its first retreat for members of the Diversity Committee. The Retreat, which was convened in Fairfax, Virginia, provided new members, as well as the old, with an opportunity to address new diversity initiatives while enhancing their skills in group dynamics and team building.

As always, Barbara Marshall-Bailey, the Director of the NOAA Diversity office, and her staff worked untiringly to ensure that the participants were led by a top-notch group of individuals who covered a variety of topics, e.g., Strategic Diversity Management, Understanding Difference and Teambuilding Using Meyers-Briggs Type Indicator (MBTI), Dominant and Subordinate Groups, and Exploring Ism's. Equally impressive was the enthusiasm and leadership provided by John Jones, the Diversity Committee Chair, who never let us forget the importance of the Committee's opportunity to set a new path. It is expected that great efforts will be made over the coming months as we continue our work of managing diversity within NOAA. Stay tuned.



Southeast Region's (SER) EEOAC Met to Discuss Employee Issues

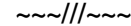
In the midst of hurricanes, the SER EEOAC, chaired by Robert Sadler, managed to have one of its most productive years since inception. On August 10 – 11, 2004, the Chair held a special meeting at the Southeast Regional Office in Saint Petersburg, Florida, to discuss plans for the New Year. Major accomplishments included revising the SER EEOAC bylaws, forming new subcommittees, and brainstorming resolutions to longstanding issues.

Plans for the upcoming year include improved communication between the Regional Office, Science Center, and field offices. Annual activities will include EEO-related training, conferences, and speakers. The Committee is currently

reviewing plans to hire a student intern. The SER EEOAC has contributed to employee training by purchasing and distributing Workplace Harassment Issue Guides, sponsoring attendance to Blacks in Government conferences, and numerous employee seminars. Past members came to share their EEOAC experiences with new members, presenting the photo opportunity here.



From left to right are past and present members: Shepherd Grimes, Nicholas Chrobak, Joy Merino, Peter Eldridge, Ellie Roche, Joyce Mochrie, Peggy Solomon, Roger Zimmerman, Steve Holiman and Bob Walker



New EEOAC Members Selected at Headquarters



Front row, left to right: Jennifer Ise, Sofia Proctor, Kay McGraw, Cecilia Dennis, Shirley Lucas, and Rhonda Perry. **Back row, left to right:** James Peaco, Kristy Wallmo, John Ward, Steve Meyers, Deborah Hogans, Cheri McCarty, John Foulks, Marlena Bowman, and John Collins. **Not pictured:** Kim Marshall, Jeanette Odie, Brian Pawlak, Chris Rilling, Jim Sargent, Heather Stiratt, and Phil Williams.

More to come on their plans for headquarters in the new year.