

## 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.

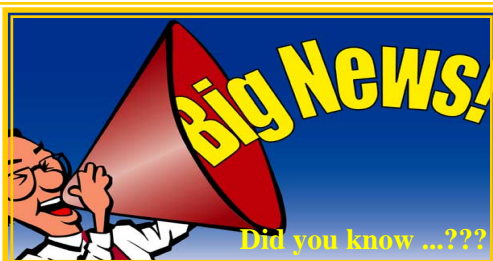


### Who will mediate my case?

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 Communiqué 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.*



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## "Diversity On The Move"



### 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.



Honorabile 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 Sandalob Dietrich-Hall, who currently 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 the Duke Chorale.

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

Participants found the programs both educational and enjoyable.



Shizumi Shigeto Manale, photo provided by Iris Harris

#### 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 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:



Picture provided by Allen Shimada

[http://www.preserveamerica.noaa.gov/week06/shimada\\_bio.html](http://www.preserveamerica.noaa.gov/week06/shimada_bio.html)



