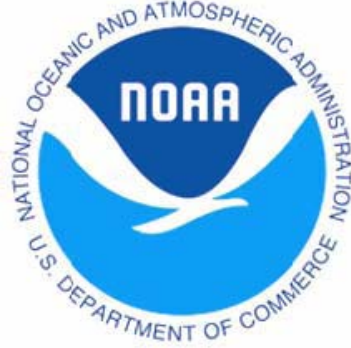


**NATIONAL WEATHER SERVICE  
STRATEGIC PLAN FOR DIVERSITY MANAGEMENT  
(2007 - 2008)**



***National Weather Service Policy Statement on Diversity Management***

It is the policy of the National Weather Service (NWS) to manage the diversity of our employees by fostering an inclusive work force, building an environment that respects the individual, and offering opportunities for all employees to develop to their full potential. Diversity is the mixture of differences and similarities each employee brings to the workplace to accomplish the goals of the NWS.

***Diversity management is a long-term change strategy enabling the NWS to improve its culture to ensure all employees are making maximum contributions to the mission of the NWS. We will foster an inclusive, supportive, open, challenging and innovative work environment to enable employees to be positive, creative and reach their full potential.***

Each employee, at all levels within the organization, has an active role in implementing the NWS Diversity Management Initiative. Management officials at all levels share responsibility and are accountable for achieving our diversity management goals. If diversity management is to be embraced, it must be integrated successfully into all facets of the organization's structure. Established NWS diversity management initiatives must continue to be guided by the leadership's full commitment and employees' full participation. Full support of the NWS Diversity Management Policy is critical to diversity implementation initiatives.

**NWS DIVERSITY MANAGEMENT STRATEGIC GOALS**

**GOAL 1: Enhance and Support NWS Management Participation in Diversity Management**

**Objective 1:** Establish specific NWS Annual Operating Plan goals in Diversity Management.

Completion date: 1Q FY07

**Objective 2:** Establish and enhance training for all NWS managers and supervisors on principles of Diversity Management. (Explore alternative solutions to internet training for those who do not have access)

Completion date: 2Q FY07

**Objective 3:** Ensure Office of Equal Opportunity and Diversity Management (OEODM) involvement in Workforce Human Capital Planning, Succession Planning, Training, and Strategic Planning. (Include OEODM Director in Corporate Board conference call, first Tuesday of every quarter)

Completion date: 1Q FY07 (On going from 1Q on).

**GOAL 2: Educate all NWS Employees on the Principles of Diversity Management**

**Objective 1:** Diversity Management training/experiential learning will actively compete for funding through the NSTEP process and the OEODM Director will be part of the NSTEP EEO and Diversity Management Team.

Completion Date: 4Q FY07 (On going)

**Objective 2:** Develop NWS Online Diversity Management Training module which is Section 508 compliant.

Completion Date: 1Q FY07

**Objective 3:** Expand, improve and add descriptions for the NWSH Diversity Management Library; including regional links and provide NWSH Diversity Management Library link to OEODM Diversity Management website.

Completion date: 1Q FY07

**Objective 4:** Establish and market a Diversity Management Award category within the Cline Award.

Completion Date: 2Q FY07

**Objective 5:** Establish comprehensive list of leadership and career enhancement training opportunities for all employees.

Completion date: 2Q FY07

**Objective 6:** Publish one diversity related article in NWS FOCUS every quarter working with the Communications Officer.

Completion date: 4Q FY07 (quarterly accomplishment)

**GOAL 3: Implement and Monitor NWS Diversity Management Performance Metrics and Goals**

**Objective 1:** Develop baseline NWS Diversity Management Performance Metrics and Associated Performance Goals.

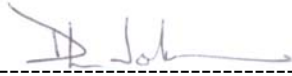
Completion Date: 2Q FY07

**Objective 2:** Explore feasibility of conducting an NWS Diversity Management survey.

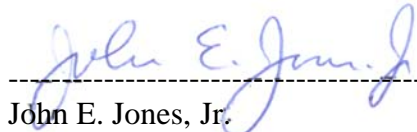
Completion Date: 4Q FY07

**Milestone(s):** It is reasonably expected that the implementation process will begin immediately after the appropriate signatures are secured, validating this plan. The NWS OEODM will monitor the plan and report progress, failures, and improvement activity to the Assistant Administrator for Weather Service on a quarterly basis.

This plan is an evolving document. Adjustments will be made as deemed necessary and appropriate.



David L. Johnson  
Assistant Administrator for Weather Services



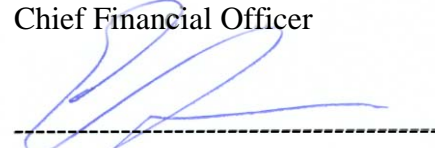
John E. Jones, Jr.  
Deputy Assistant Administrator  
for Weather Services



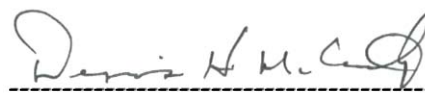
Robert Byrd  
Chief Financial Officer



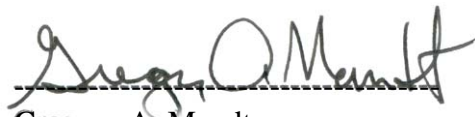
Larry Curran  
Chief Information Officer (Acting)



Edward Johnson  
Director, Office of Strategic Planning & Policy



Dennis H. McCarthy  
Director, Office of Climate, Water, and  
Weather Services



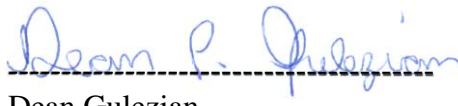
Gregory A. Mandt  
Director, Office of Science & Technology



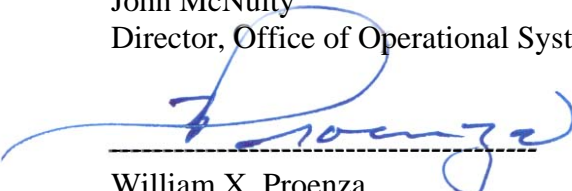
Gary Carter  
Director, Office of Hydrologic Development



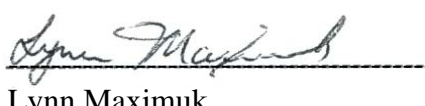
John McNulty  
Director, Office of Operational Systems



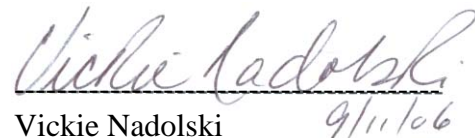
Dean Gulezian  
Director, Eastern Region



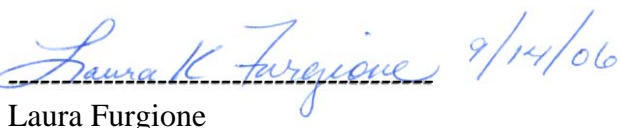
William X. Proenza  
Director, Southern Region



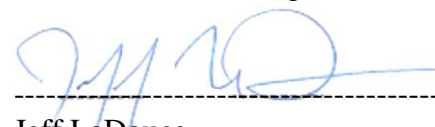
Lynn Maximuk  
Director, Central Region



Vickie Nadolski  
Director, Western Region



Laura K. Furgione  
Director, Alaska Region



Jeff LaDouce  
Director, Pacific Region



Louis Uccellini  
Director, National Centers for  
Environmental Prediction