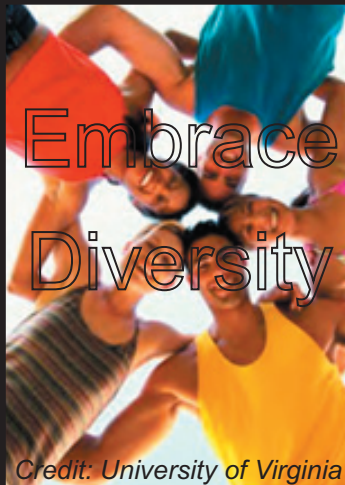




# Cultural Diversity

National Weather Service  
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Credit: University of Virginia

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## DIRECTOR'S CORNER By Laura Furgione

### Challenges and the Employee Assistance Program

My article in the January newsletter described some of the challenges businesses within the private sector have encountered over the years as services were expanded to more diverse communities. These challenges, as they relate to business management and strategic decision making, are rather high level and non-specific.

On a daily basis we encounter more specific challenges, both personally and professionally. Ideally, with the spring season upon us our personal challenges don't seem quite so burdensome. At least we should have additional energy from "spring fever" to help address some of the issues. Regardless of the time of year, we still need information on how to obtain support when life's challenges erupt. Family, friends, and even co-workers are often the most logical place to seek comfort although there are times when you may need a more confidential and expert source of information.

The Employee Assistance Program (EAP) is a counseling service offered to Department of Commerce employees. It is administered by the Ceridian Corporation, one of the most experienced EAP providers in the country. Through this program employees are offered, at no charge, a minimum of three, but not more than four counseling sessions. You can find more information about Ceridian, at [www.lifeworks.com](http://www.lifeworks.com), ID: noaa and password: 5018 for access. The services offered include such topics as marriage/family issues, stress, financial and credit issues, organizing life's affair, elder care, drug dependency, critical incidents, emotional problems, alcoholism, pre-retirement planning, legal questions, child care, and federal tax issues.

You or your eligible family members may contact the EAP directly twenty-four hours a day, seven days a week at 1-877-234-5151. ☆

## 2008 Alaska Bird Calendar Contest Report from Cold Bay

By Ursula Jones



*Credit: USFWS*

Earlier this year students K-12 students residing in or adjacent to the North Slope Borough and the following National Wildlife Refuges: Arctic, Yukon Delta, Togiak, Izembek, Alaska Peninsula/Becharof, Alaska Maritime, Selawik, Innoko, Koyukuk and Nowitna had an opportunity to enter the 2008 Alaska Migratory Bird Calendar Contest (formerly the Goose Calendar Contest). A local contest, which ended in February, is held each year at each refuge office with local judges selecting the winners in each of four categories (K-2, 3-5, 6-8, and 9-12).

Ribbons were awarded to each local winner and every student that entered received a Certificate of Appreciation. Winners of the competition will be featured in the 2008 Alaska Migratory Bird Calendar and will receive further prizes supplied by the National Audubon Society.

The purpose of the contest is to encourage local children to learn about birds found near their homes. Several species of migratory birds need special attention, including the emperor goose, black brant, spectacled and Steller's eiders.

This year, a total of 66 entries for the 2008 Alaska Bird Calendar Contest were received from King Cove, Nelson Lagoon, Cold Bay, False Pass, and Sand Point. The local winners from this regional judging, held on March 15 at the Cold Bay Community Center, were sent to Anchorage for the state judging and potential inclusion in the 2008 calendar. ☆



*Credit: USFWS*

Greetings!

**LYRIS** ListManager

Some of you may already know about this list-server through conversations with me, but we have the go-ahead to make it an active server for women within the NWS to be able to use as a resource and provide information to one another that may be beneficial. Whether you are just starting your career, somewhere in the middle, or nearing the end (the “R” word is coming up more routinely in your conversations!) We all have a lot of insight and things that have worked for us that we can share with others.

We all know how hard it has been to retain women within the NWS, and we would like to have this list-serv as a network for people to use when they have questions, or are worried about work/life issues. We also hope to keep it active by occasionally posting relevant topics on women’s health, balancing career and family, and perhaps some reviews of books on women and leadership. All registered users are welcome to post anything they find to be helpful or of interest to the others on the list as well.

If you would like to sign up for the list, you can visit the NWS list-server site at:  
<http://infolist.nws.noaa.gov/read/login/>

If you already have a login, then you can just subscribe to the “nws women” forum to your account.

If you don’t have a login, this will help you create one. To create a login, select “All Forums” and click on “show more” below the list. Scroll down until you see “nws\_women” and click on “subscribe” in the far right column of the same row.

If you have any questions, let me or Nancy Godon (lead forecaster in Grand Forks, ND) know about it. It was an email she sent last fall to a group of women discussing some interesting books she read that triggered us creating this list-server. She and I are the list facilitators, but the list is owned by all those who are subscribed and contribute to it. Other women already on the list include Michelle Mead, the WR Diversity Action Committee Chairwomen, and Carolina Walbrun, the WR DAC women’s representative. They have some good resources and know many of the procedures and contacts on different issues that come up.

Please feel free to pass this email on to any women you work with, or friends at other offices. One of the upcoming items that will be posted will be a review of the 2007 NOAA Women’s History Month leadership conference that just occurred this past week in Bethesda, Maryland. Over 250 women from NOAA participated in the conference, and I want to be able to share some of the things we learned there with you all. Mentoring was a big topic during the conference, and this forum is a great place to be a mentor, or to find one. 8-) ☆

Take care!!

Tanja Fransen and Nancy Godon



NOAA's National Weather Service, Office of Equal Opportunity and Diversity Management website, <http://www.weather.gov/eoo/>, contains numerous resources for diversity management and EEO. Shown below is a snapshot of some of the information available.

## Diversity Management

- NOAA's National Weather Service Policy Statement on Diversity Management
- Diversity Management Director
- NWS Diversity Management Network
- Strategic Plan for Diversity Management
- Video Library Listing
- Mentor Application
- NWS Mentoring Handbook
- NOAA Diversity Committee
- NOAA Diversity Homepage
- NOAA Employee Worklife Center
- NWS's Approach to Diversity Management in the Workplace (presentation)
- NOAA's 2007 Women's History Month Training Conference Pictures and Information

## Equal Employment Opportunity

- Equal Employment Opportunity Mission Statement
- National Weather Service Policy Statements
- Equal Employment Opportunity Advisory Committee
- OEODM Staff
- Regional EEO Managers
- NOAA EEO Complaints
- Sexual Orientation Discrimination
- EEO Counselors
- MD-715 EEO Status Report
- NWS Special Emphasis Programs
- Special Events
- Student Employment Program
- Education and Outreach
- Minority Recruitment Resources
- EEO Laws Regulation



## *Three Anchorage NWS Women Compete in Their First Triathlon Gold Nugget Triathlon (GNT) 2007*

By Kristine Nelson

Two of my Anchorage colleagues and I competed in our first Gold Nugget Triathlon, which also was our first ever triathlon, Sunday, May 20th, 2007. The Gold Nugget Triathlon ( <http://www.goldnuggettriathlon.com/> ) is a popular women only event. Over 1200 women ranging in age from 6 to 74 traveled from local communities or flew in from out of state to compete with family and friends. There were Mother/Daughter (and Grandmother/Mother) Teams, Group Teams, and just friends cheering each other on. Lisa Reed and Louise Fode from the Anchorage Forecast Office, and I supported each other in this fun and challenging race. We went into the race with the goal of just finishing and ended up victorious with a tremendous sense of accomplishment.



*Lisa Reed, Louise Fode, and Kristine Nelson*

We couldn't have asked for better weather during the race. Skies were sunny and the temperature ranged from 58-65 degrees. In fact, race day had the best weather of the entire week. This is nearly unheard of when Meteorologists participate in outdoor events. If this had been an all Meteorologist event, you know the skies would have opened up with rain.

Top "seeded" (i.e. the most competitive racers) kicked off

the Gold Nugget Triathlon. I was impressed by their strength and the speed of their transitions which encompassed a matter of seconds. Some of the less competitive racers chatted in locker rooms in between the swim and the bike, changed whole outfits, and/or took showers; slowly cruised on their bikes; and walked and/or jogged the run portion. Then there were the rest of us who fell somewhere in between those two extremes. The fastest racer completed the race in 1 hour 1 minute and the slowest was over 3 hours.

The swim was the most crowded part of the race as most of us had 3 swimmers to a lane. Once out on the bike trail, everyone thinned out. I had time to reflect on the stunning mountains and perfect blue sky. There was a slight head wind during the bike ride which seemed to affect the mountain bikers more than those on road bikes. I was really glad to be riding a road bike. During the run part of the course, we all placed our feet carefully and picked our path to avoid the rocky portions of the "road".

Like the bike ride, the run was quite peaceful and we were very glad we didn't know about the bear near the race course until after we had finished. Yikes!

Racing officials, volunteers along the route, and spectators along the race course were very supportive and cheering on each and every competitor. Even the racers were supportive and cheering each other on. Everyone was polite and very clean. I only saw one cup that didn't make it into a garbage can along the run portion. This was definitely an event for women by women.

At the end of the race, triumphant music was playing (DJ music, but it sounded great to us), the balloon tunnel of glory (as we like to call it), and, voila, the finish line. As each of us crossed the finish line, the MC proudly announced our name and number and added a congratulatory, "Good Job". In addition, there were cookies, bananas, oranges, and water for the competitors and the racers' support team (i.e. family). The racers also got a cool GNT T-Shirt made all the more beautiful knowing it was earned with sweat and determination. Following the race; Lisa, Louise, and I retired to the Peanut Farm for some well deserved grub and pounders where we toasted to our success. "Cheers!" ☆

## Juneau Food Drive a Success

By Ursula Jones

In March, WFO Juneau sponsored a food drive to benefit the local food bank and 65 pounds of food was donated! Typically, WFO Juneau has a benefit drive of one kind or another every year. In the past, we have sponsored families at Thanksgiving and Christmas, held a clothing drive, and, of course, a food drive. This particular food drive benefited the Southeast Alaska Food Bank located in Juneau.

The SE AK Food Bank collects, stores and distributes donated food items to non-profit member agencies serving Southeast's disadvantaged populations including low income, homeless, disabled, or elderly. ☆





## Women in Science Conference in Naknek

By

Claudette Moore (National Park Service)

Peggy Perales (WSO King Salmon)

The National Weather Service sponsored the first Women in Science Conference on Friday, April 20, at the Bristol Bay School in Naknek, Alaska. The event was designed to encourage girls to explore career opportunities in science. Employees from the National Weather Service, the National Park Service, US Fish and Wildlife Service and the Bristol Campus of the University of Alaska –Fairbanks (UAF) presented programs and provided hands-on opportunities for the participants. The conference was attended by 15% of eligible students, which is a great turnout for our first event.

Peggy Perales of WSO King Salmon facilitated the evening, which began with an introduction by each presenter about their background, interests, and current work. Susan Savage of the US Fish and Wildlife Service and Claudette Moore of the National Park Service talked about their love of the outdoors from an early age. This passion in the outdoors was a natural stepping stone that led to their careers in science. Renee Wise of the National Weather Service spoke of her fascination with weather growing up in upstate New York where as she stated “weather matters – there was always the possibility of a snow day”. Evan Franulovich spoke on behalf of his wife, Michelle, who was not able to attend. Early in her career she worked as a wildlife technician with the US Forest Service and US Fish and Wildlife. She currently works as an Interpreter/Visitor Services/Outreach Program Supervisor at the visitor center in King Salmon, where she interprets scientific findings and presents this information to the public.



*Laura Furgione looks on as the “pilots” learn the computer system that Fish and Wildlife use to train the aerial observers.*

In addition, Becky Walker from the Bristol Bay campus explained how students 12 years and older were eligible to take college classes and receive both high school and college credits. All of the presenters talked about the importance of their college education and the opportunities that their chosen careers have provided.

The student participated in break-out sessions and were put into two groups for 20 minute presentations. In the first two sessions, Susan Savage of the US Fish and Wildlife Service took the students on a mock bird counting flight. The students donned flight suits and helmets and used a computer program

that simulated an aerial bird count. They also got to experience what it's like for biologists to track birds using radio telemetry. Evan Franulovich discussed how naturalist interpreters work with scientists to transform scientific concepts into easily understandable information for people of all ages and backgrounds. He showed the documentary 'Message from the Mountain', a film about the 1980 Mt. St. Helens eruption as an example of outstanding interpretive work.



*Susan Savage, a biologist with Fish and Wildlife in King Salmon, explains aerial bird counts to two of our "pilots".*

Claudette Moore explained how the application of biology can be used to understand the salmon migration, an important resource to Bristol Bay. She discussed how fish behaviors like return timing and spawning have a genetic component, and how genes are made of DNA molecules that are arranged in specific patterns. The students made an edible DNA model and learned about the structure of the molecule. Renee Wise discussed how the forecasters obtain

weather information and prepare the daily forecasts. She also talked about the data that is received from a weather balloon launched in King Salmon twice a day. Information from the upper atmosphere is collected and used to prepare the weather forecast. She explained how forecasters use a variety of data including satellite, radar, ground observations from automated equipment and Weather Spotters, and even photographs of damage to assess the impacts on the environment and weather.

Laura Furgione, Director of the National Weather Service for the Alaska Region, provided the keynote presentation. She followed the theme of the evening talking about her childhood in Missouri where she grew up on a farm, and how her interest in math led to a meteorology class in college, where she got hooked on weather. She landed her first job in Kodiak, Alaska launching her career with the National Weather Service. She spoke of the importance of continuing to educate yourself both formally and informally to be prepared for opportunities as they arise. She also spoke of the need to be persistent regardless of setbacks like a poor test score or a lack of financial resources, and to look for mentors throughout your life.

An open discussion followed Laura's presentation where Evan talked about the financial opportunities that are available for students. The presenters also talked about volunteer and intern opportunities with the federal land management agencies where students can get some hands-on experience in a variety of science fields.



# JUNE IS GAY & LESBIAN PRIDE MONTH

*Submitted by Ursula Jones*

Pride month is an opportunity to celebrate diversity as well as support civil liberties and rights for all.

## History of Gay and Lesbian Pride Month

The origins of Gay and Lesbian Pride month can be traced back to a turbulent weekend in New York City in June of 1969.

On the evening of June 27th of that year, the usual crowd gathered at a popular New York Greenwich Village gay bar, the Stonewall Inn. New York Beverage Control Board agents and NYC police officers raided the bar to enforce an alcohol control law that was seldom enforced anywhere else in the city. Raids were not unusual in 1969; in fact, they were conducted regularly without much resistance. In fact, this raid was the second such raid at the Stonewall Inn that week.

On the night of June 27th, lesbians and gay men spontaneously fought back against police harassment for the first time. The crowd inside and outside the bar erupted into violent resistance against the officers as they singled out patrons to load into waiting paddy wagons. More police reinforcements were called in as local gays and lesbians united in enraged confrontation.

Word spread quickly about the confrontation and large, outraged crowds gathered on ensuing nights to protest the mistreatment historically inflicted on the gay community. These protests became known as the Stonewall Rebellion, and the uprising was the catalyst for the modern political movement for gay and lesbian liberation - calling for gay pride and action to secure their basic civil rights.



The gay pride flag was designed by Gilbert Baker who is said to have taken his inspiration from the black civil rights and hippie movements. It was debuted in 1978 at the San Francisco Gay and Lesbian Freedom Day Parade. Its colors, always shown in the following order, symbolize:

RED = Life    ORANGE = Healing;  
YELLOW = Sun    GREEN = Nature;  
ROYAL BLUE = Harmony    VIOLET = Spirit.

The event since then has been commemorated by an annual parade held each year in New York City and Los Angeles on the last Sunday in June, a tradition starting with marches on June 28, 1970 marking the anniversary of the Stonewall Rebellion. In addition to the New York and Los Angeles parades, annual parades take place in many cities across the country.

The Stonewall Inn was declared a national historical landmark in March 2000, cited as the birthplace of the modern gay and lesbian civil rights movement. Now, Gay and Lesbian Pride events and parades are planned annually in the month of June all over the country as well as internationally. Gay and Lesbian Pride Month celebrate diversity and civil liberties and rights for all. ☆

*Reference: [http://www.nwhp.org/news/gayandlesbian\\_month.php](http://www.nwhp.org/news/gayandlesbian_month.php)*

# NEW EMPLOYEES

**A WARM WELCOME GOES OUT TO ALL NEW EMPLOYEES! HERE IS A LITTLE TIDBIT ABOUT SOME OF OUR LATEST ADDITIONS.**

Deborah Davis arrived February 20 from Bureau of Land Management in Anchorage taking the Secretary position at ESSD.

Michael Sullivan arrived March 5 from Carson City, Nevada taking the Maintenance Mechanic position at WFO Anchorage, Facilities Shop.

Stephen Ahn arrived April 1 from WFO Guam taking a Lead Forecaster position at WFO Juneau.

Stephen Senisch took a Met Tech job in St. Paul on May 7.

Nichole Becker arrived May 14 from Warner Robins, Georgia taking an HMT position at WFO Juneau.

Joseph Kryston, coming from Del Rio, Texas as an Airforce transfer, took a Met Intern position in Fairbanks on May 27.

Kevin Burrer started a one year, temporary, position as Maintenance Mechanic at WFO Anchorage, Facilities Shop effective June 12.

Terry Hudgins, a new hire from Norman, Oklahoma, filled the Met Tech position in Barrow on June 25.

David Brogan transferred from Tampa, Florida to take an ET position at the ELTEC Unit in Anchorage on July 8.

Scott Frickey arrived in Cold Bay on January 30 from Bentleyville, Pennsylvania where he accepted a MetTech position. Currently assigned to the 146th Weather flight in Pittsburgh bringing seven years of forecasting experience to the job.

Scott recently finished a degree in Wildlife and Fisheries Biology and is now pursuing a Masters degree online in Environmental Policy and Management from the American Military University. He is looking forward to a change of scenery and test his signature move the "Shocker" on Coastal Brown Bears instead of the

Cows on the farms he once worked. ☆



*Scott Frickey deployed location in support of Operation Enduring Freedom*

## Recent/Upcoming Monthly Celebrations

May was National Asian/Pacific American Heritage Month  
 July 4 is Independence Day  
 September 15 to October 15 is National Hispanic Heritage Month  
 October is National Disability Employment Awareness Month  
 November is National American Indian Heritage Month  
 November 11 is National Veterans Day

As always, meeting minutes and other EEO/Diversity information may be found at <http://eeo.arh.nwsar.gov/>. EEO/Diversity Meetings for the rest of the year are as follows:

July 18  
 August 15  
 September 19  
 October 17  
 November 21  
 December 19

**M**ay was Asian Pacific American (APA) Heritage Month—a celebration of Asians and Pacific Islanders in the United States. Much like Black History and Women’s History celebrations, APA 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. Chinese immigrants were the majority of the workers who laid the transcontinental railroad tracks.

Asian Pacific American Heritage Month is celebrated with community festivals, government-sponsored activities, and educational activities for students. *Reference: <http://www.nwhp.org>* ☆

### YEARS OF SERVICE RECOGNITION

*Since February 6, 2007*

Employee	Position	Office	Years
Robert Fischer	Lead Forecaster	WFO Fairbanks	40
Ralph Morgan	Official in Charge	WSO McGrath	40
Gregory Dickey	Meteorologist	CWSU	40
Freddy Peters	Chief, SOD	SOD	35
James Kincaid	EUA Supervisor	Electronics Unit Area	35
Janet Trimbur	Meteorologist Technician	WSO Kotzebue	30
David Hadley	Lead Meteorologist	AAWU	30
Harry Derman	Maintenance Mechanic Supervisor	Facilities	30
Robert Clay	Lead Forecaster	WFO Anchorage	25
Joseph Rubel	Software Development Specialist	SIB	25
Cary Freeman	Lead Forecaster	WFO Fairbanks	20
Anne Barnes	Chief, Admin	ADMIN	20
Philip Mieczynski	Electronics Systems Analyst	WFO Anchorage	20
Daniel Peterson	Observer Program Leader	WFO Anchorage	20
Larry Rundquist	Development and Operations Hydrologist	APRFC	20
Robert Tschantz	Meteorologist	WFO Juneau	15
Robert Easton	Meteorologist	AAWU	15