

Meet the NOAA Employee Resource Groups & Affinity Groups

January 27, 2021



**Office of
Human Capital Services**

People focused. Mission driven.

Introductions



WELCOME!!!!



Please type in the Question Box your name, office, and location.



HELLO

My name is



Please type your questions into the Questions Box



What are Employee Resource Groups?



Employee Resource Groups are voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace aligned with the organizations they serve.



What are Employee Resource Groups?



They are usually led and participated in by employees who share a characteristic, whether it's gender, ethnicity, religious affiliation, lifestyle, or interest. The groups exist to provide support and help in personal or career development and to create a safe space where employees can bring their whole selves to the table. Allies may also be invited to join the ERG to support their colleagues. They do not have to have agency approval to exist.



What are Affinity Groups?



Affinity groups are gathering opportunities for people who share a common identity. They provide opportunities for people to connect with other people who share aspects of their identity, especially in situations in which aspects of their identity are in the minority or are marginalized.

Affinity groups are tied to a National Group put in place by mandates. They have paid memberships and represent a particular underrepresented group of people in the workforce. They do not have to have agency approval to exist.



Groups



Employee Resource Groups

- Accommodating Differently Abled People Team (ADAPT)
- African American (AA)
- American Indian/Alaska Native
- Asian (not represented)
- Diversity Professionals Advancement Working Group (DPAWG)
- Generation with Genius
- Latinos@NOAA
- Mindful NOAA
- NOAA Pride
- Pacific Islanders
- Women
- Veterans

Affinity Groups

- Blacks in Government (B.I.G.)
- Federally Employed Women (FEW)



Accommodating Differently Abled People Team (ADAPT)



ADAPT

(Accommodating Differently Abled People Team)

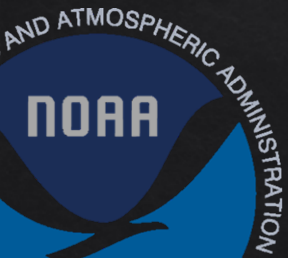
*NOAA's People w/ Disabilities Employee Resource
Group*

presented by Hattie Wiley, co-chair

Why Adapt?



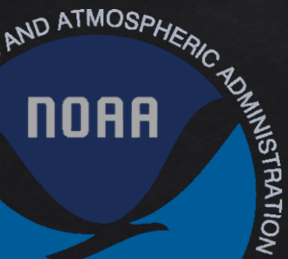
Like Orva, our mascot,
our “treasure” from the
deep sea. We are
treasures. We adapt
and we evolve.





Our Mission

diversity or inclusion growth or improvements for people
with disabilities in NOAA



Focus



Awareness

- Debunking the myths, identifying the biases, and revealing the truth about disabilities and hidden disabilities



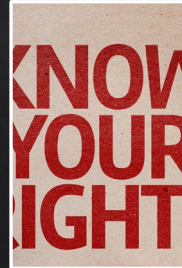
Inclusion

- Ensuring that NOAA continues to promote inclusion and outreach for people with disabilities



Support

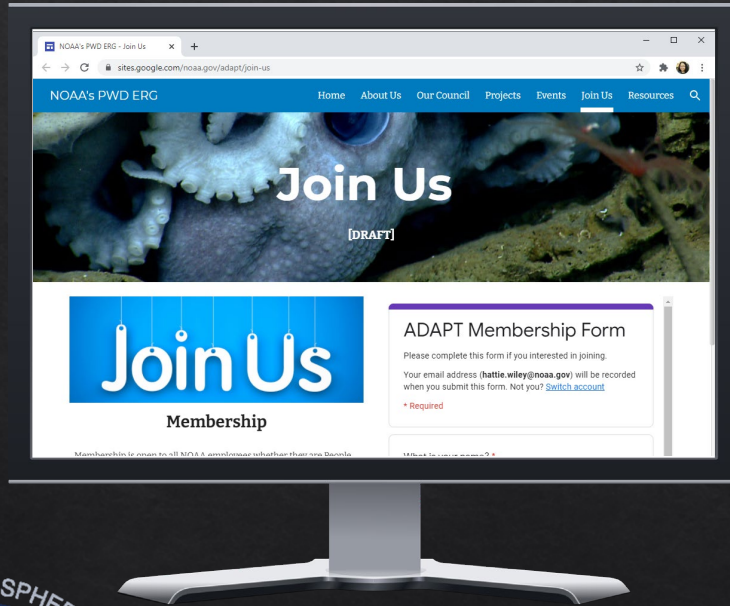
- Growing resources and allies for NOAA employees with disabilities



Empowerment

- Providing self development opportunities to increase *self advocacy* skills

Join Us!



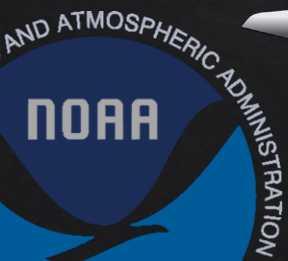
Membership is open to all NOAA employees whether they are People with Disabilities or allies. You are never required to disclose.

Members are expected to:

- ◆ Support our mission, vision, and goals.
- ◆ Attend quarterly membership meetings.
- ◆ Read /review the bi-annual newsletter.
- ◆ Disseminate news of our events and activities.
- ◆ Participate/ volunteer on subcommittees whenever possible.

Since these activities may take some of your work time, please secure your supervisor's approval before joining.

<https://sites.google.com/noaa.gov/adapt/>



Events & Resources



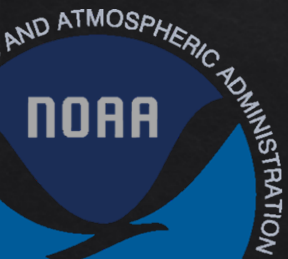
Awareness & Activities

- ◆ Join the DOL [Campaign for Disability Employment](#)
- ◆ DOL [31 Days of NDEAM](#) activities
- ◆ [ADA](#) October Calendar

Hiring & Accommodation

- ◆ [JAN Workplace Accommodation Toolkit](#)
- ◆ DOL [Workforce Recruitment Program](#) (WRP)
- ◆ The [Employer Assistance and Resource Network on Disability Inclusion](#) (EARN)

OCTOBER



[NOAA Civil Rights Office \(CRO\)](#)

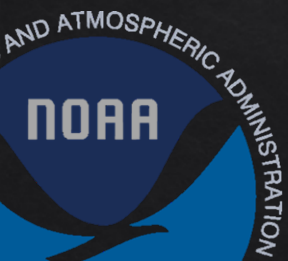
Contact Information

Co-chairs

- ◇ Alexandra (Allie) Brown
- ◇ alexandra.brown@noaa.gov
- ◇ Hattie Wiley
- ◇ hattie.wiley@noaa.gov

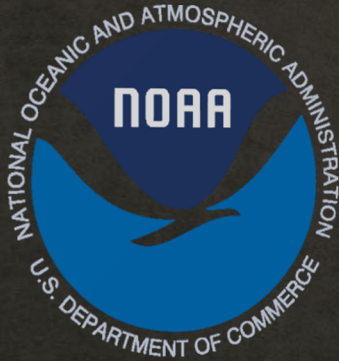
OICR SEP Advisor

- ◇ Carol L. Summers
- ◇ carol.l.summers@noaa.gov



<https://sites.google.com/noaa.gov/adapt/home>

Any Questions?



**What can
YOU do?** The Campaign
for Disability
Employment





African American Resource Group



AFRICAN AMERICAN EMPLOYEE RESOURCES GROUP (AA ERG)

AA ERG



- AA ERG - Established January 2020
- 13 members, including 2 co-chairs
- Members from multiple NOAA Line Offices and geographic areas (NWS, NOS, NMFS, OHCS, NESDIS, OMAO, and AGO)
- Co-chairs: Artara Johnson and Stephen Hall
- Contact us at noaa.aa.erg@noaa.gov

Mission and Vision Objectives



Mission

To support NOAA Leadership with the expectation of attracting, retaining, and supporting the professional advancement of African American employees in NOAA.

Vision

To participate in the development of a more diverse and talented NOAA community, which is the cornerstone of the African American Employee Resources Group's mission.

Purpose

To share resources and knowledge with African American employees that promote professional development opportunities and to support a respectful and inclusive NOAA community.

FY 2021 Activities



- January 2021: Launch the [AA ERG Google Site](#)
- February 2021 AA ERG Meet and Greet
- February 2021: Co-Host Black History Month Program with NOAA BIG
- June 2021: Juneteenth Program
- Ongoing:
 - Support other ERG programs
 - AA ERG Book Club
 - AA ERG Spotlight on Leadership
 - AA ERG Village News
 - AA ERG Brown Bag Seminars

Explore the AA ERG Google Site



AFRICAN AMERICAN EMPLOYEE RESOURCE GROUP (AA ERG)



American Indian/Alaska Native



NOAA's

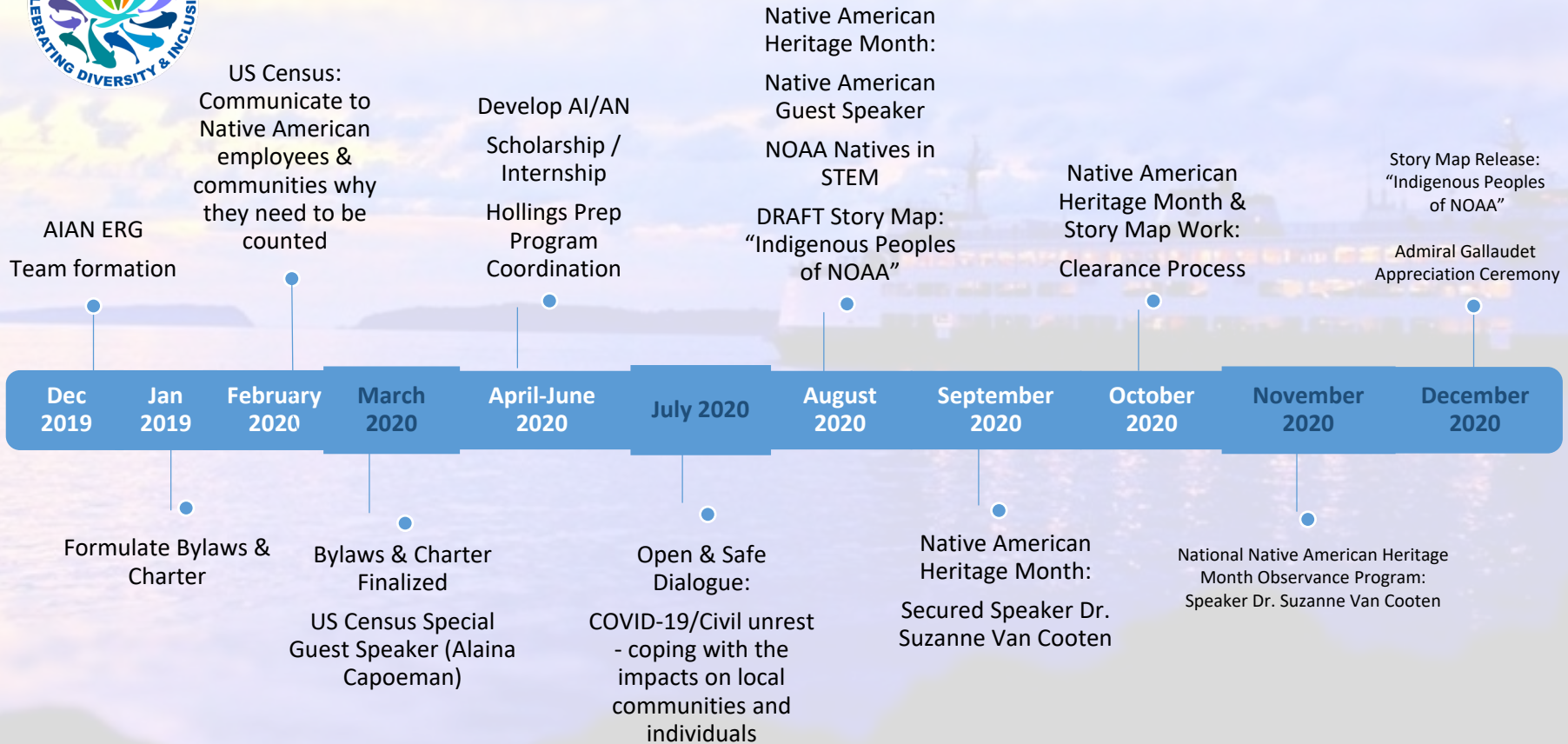
American Indian / Alaska Native ERG

Our Mission:

To discover areas for diversity, inclusive growth or improvements and provide recommendations to NOAA Leadership with the expectation of attracting, retaining, and supporting the professional advancement of underrepresented American Indian and Alaska Native employees of NOAA.



NOAA AIAN ERG Actions Timeline





You are welcome to join our team!
Please contact the AIAN ERG leadership below:

CO-CHAIR: **TRACY BOZE**
(206) 526-4306
TRACY.BOZE@NOAA.GOV

CO-CHAIR: **AMILEE WILSON**
(360) 522-5556
AMILEE.WILSON@NOAA.GOV

EXECUTIVE SECRETARY: **VANESSA TUTTLE**
(206) 919-5212
VANESSA.TUTTLE@NOAA.GOV



Photo credit: Amilee Wilson/Canoe Journey Paddle to Lummi Event 2019

NOAA Asian Employee Resource Group (ERG)



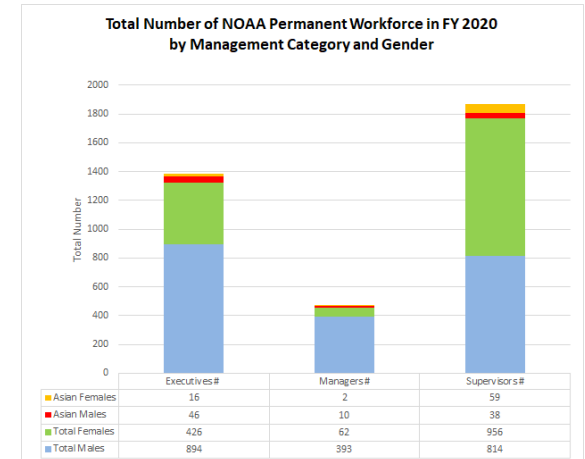
Vision

- ❑ A diverse and inclusive workplace fostering awareness and opportunities for Asian employees aligned with NOAA's mission, values, goals, business practices, and objectives



Past Year Activities

- ❑ Asian Heritage Month featured speaker event May 2020
- ❑ Asian Heritage Month flyer (Bell Masayuki Shimada) May 2020
- ❑ Draft statement on anti-Asian incidents June 2020
- ❑ Asian NOAA workforce analysis June 2020
- ❑ Meeting with Sean Clayton, Deputy Director of Capital Human Services July 2020



Asian Heritage Month flyer, May 2020

MAY IS ASIAN PACIFIC AMERICAN HERITAGE MONTH

Asian Pacific American Heritage Month (APAHM) is celebrated in May to commemorate the history, culture and contributions of Asian Americans and Pacific Islanders in the U.S. May was chosen to commemorate the arrival of the first Japanese immigrants to America on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad (by many Chinese laborers) on May 10, 1869. In 1992, the official designation of May as APAHM was signed into law.



A Special Tribute to Bell Masayuki Shimada

Bell M. Shimada was born in Seattle, Washington, on January 17, 1922, to Japanese immigrant parents. He showed an early aptitude for math and science, but his later studies at the University of Washington School of Fisheries were interrupted by the forced internment of Japanese citizens and nationals during World War II. In May 1943 he was allowed to leave the camp to enlist in the U.S. Army, joining the famed 442nd Regimental Combat Team. Selected for his language and intelligence skills, Shimada served in Honolulu and Guam and (post-war) in Japan, eventually as a civilian fisheries biologist for the Allied Forces.

Finishing his MA Degree at UW in 1948, Shimada then returned to Honolulu and started work with the US Fish and Wildlife Service Pacific Ocean Fishery Investigations (POFI) office under Oscar Elton Sette. Shimada served as a seagoing biologist, in charge of shipboard science watches and research.

In 1952 he was assigned to the Inter-American Tropical Tuna Commission, co-located with Scripps Institute of Oceanography and the USFWS Bureau of Fisheries in La Jolla, California. Shimada conducted tuna fishery research for which he is best known during his time with the IATT Commission and achieved national and international recognition when he began to publish his research on tuna spawning, distribution, and feeding patterns. In 1956 he completed his PhD Degree at UW's School of Fisheries. Shimada's combined work with both oceanographer Townsend Cromwell and fisheries scientist Oscar Elton Sette and other members of the POFI and IATT Commission teams led to some of the most productive insights on the distribution of tuna throughout the Pacific Ocean.

In 1958 research project plans called for Shimada and Cromwell to make one more cruise to Clarion Island (offshore of Baja, Mexico) on board the Scripps Institution research ship *Horizon*. Shimada was due to soon leave his position and begin as the first director of the USFWS Bureau of Commercial Fisheries Eastern Pacific Tuna Investigations office. Bell M. Shimada died in a plane crash at Guadalajara on June 2, 1958, at the young age of 36. NOAA's research ship *Bell M. Shimada* (R 227) is named in his honor. (His son Allen later became a fisheries scientist with NOAA's National Marine Fisheries Service.)



NOAA's Office of Inclusion & Civil Rights (EEO and Diversity Program)
NOAA is an Equal Opportunity Employer



Contact Us

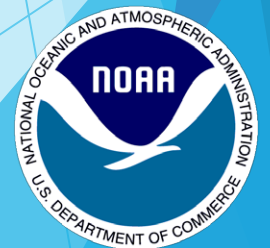
Asian ERG co-chairs:

- ❑ Nagendra.Paudel@noaa.gov
- ❑ Jimmy.Zhu@noaa.gov



Blacks In Government (BIG)

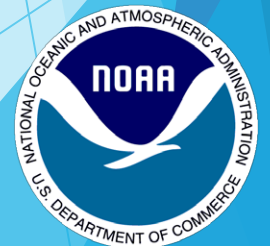
BLACKS IN GOVERNMENT NOAA CHAPTER



"2018 NLS-A SHARED VISION"

Blacks In Government (BIG) and the NOAA Chapter (NOAA BIG)

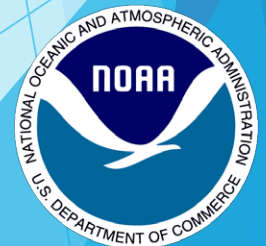
- ❑ BIG was established in 1975 by Equal Employment Opportunity practitioners of the Public Health Services.
- ❑ BIG serves in an employee advocacy role for African American public servants employed within the Federal, State, and Local Government.
- ❑ NOAA BIG is a chapter within the national affinity group Blacks In Government and is a member of Region XI, representing the Washington, D.C. Metropolitan area.
- ❑ NOAA BIG is a member of the Combined Federal Campaign, and has been an employee resource partner with NOAA since 1995.



GOALS AND OBJECTIVES

- Promote equity, excellence and opportunity through employee advocacy, professional development of African Americans and others dedicated to justice and equity at all levels of government.
- To develop and promote programs which enhance ethnic pride and educational opportunities for African Americans.
- To establish a mechanism for gathering and disseminating information for African Americans in Government.
- To promote professionalism among African Americans in Government.

“2018 NLS-A SHARED
VISION”



“2018 NLS-A SHARED VISION”

Accomplishments

Supported NOAA Kids Day with workshops and cash donations to the ice cream social

Conducted numerous employee development training seminars opened to NOAA employees and contractors

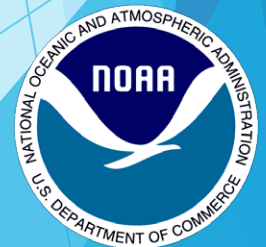
Conducted numerous programs with NOAA Leadership participation as speakers

Supported the James D. Martin/Shepherd Elementary School Science Fair and the Hyattsville Elementary School STEM Fair with judges and/or cash donations for refreshments

Promoted African American History and NOAA sciences with an annual Black History Trivia Game usually held in February

Launched a successful pilot mentoring program in the Washington D.C. Metropolitan Area

"2018 NLS-A SHARED
VISION"



"2018 NLS-A SHARED VISION"

Accomplishments Cont'd

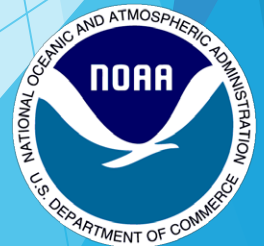
Awarded \$75,000.00 in scholarships to graduation high school students through our NOAA Chapter Blacks In Government Barbara Tobe scholarship fund and \$10,000.00 in Send Your Child to Camp Program

Conducted Food and Toy Drives,

Conducted the annual Department of Commerce (DOC) Agency Forum during BIG's National Training Institute to address DOC employees concerns and share best practices.

Conducted STEM competitions since 2018. 2019 and 2020 winners competed at the Regional and National Levels. Both competitions won at the Regional Level and 2020 winner also won at the National Level.

"2018 NLS-A SHARED
VISION"



"2018 NLS-A SHARED VISION"

2021 Way Forward

- Conduct the 2021 Stem and Oratorical Program
- Partner with ERGs/Infinity Groups to conduct trainings and provide information to NOAA's population
- Promote the BIG National Training Institute (NTI) to be tentative held in Maryland. The NTI provides an opportunity to meet experts from around the country that can assist with job opportunities, informational resources, and professional and personal development training sessions.



NOAA Chapter Officers/Meetings

Neavalyn Touray, President

Camille Jones, 1st Vice-President

Angie Moore, 2nd Vice-President

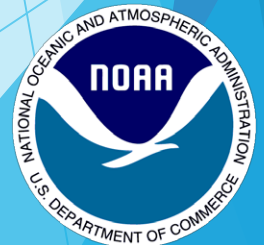
Dennis Hansford, Treasurer

Neva Howard, Correspondence Secretary

NOAABIG's membership is opened to all employees and contractors regardless of race, creed or origin.

NOAABIG's General Meeting is held every third Thursday of each month from 12-1 via google meets. To attend, please send an email to neavalyn.touray@noaa.gov for meeting invite.

"2018 NLS-A SHARED
VISION"



"2018 NLS-A SHARED VISION"



Diversity Professionals Advancement Working Group (DPAWG)



Diversity and Professional Advancement Working Group (DPA WG)

Informational Briefing



Membership - 2021



Membership:

- Grassroots volunteer group of scientists, analysts and EEO specialists
- DPA started with 17 members (2014) and today's membership is 49
- Recommend D&I activities comprise at least 5% of Performance Plan
- Expertise or interest in diversity, inclusion and equity issues
- Member of one DPA Committee

Co-Chairs: Vankita Brown (NWS) and James Sims (NWS)

NWS (10)	NESDIS (5)	NOS (7)	OAR (6)	NMFS (6)	Staff Offices (6)
-Felecia Bowser -Logan Dawson -Janae Elkins -Nancy Ford -Donna Franklin -Hope Hasberry -Michelle Hawkins* -Davyon Hill -Daniel Melendez -John Moore, III -Nelsie Ramos -Reginald Ready -Bill Parker* -Ayesha Wilkinson -Jian Zhang	-Hernan Garcia -Reyhan Mehran -Jason Taylor -Hilawe Semunegus -Martin Yapur* -Alisa Young	--Lonnie Gonsalves -Jena Kent -Terence Lynch -Debra Esty -Latoya Miles* -Marian Westly*	-Sim Aberson -DaNa Carlis -April Croxton -Tiffany House -Jasmin John -Catalina Martinez -Isha Renta -Angela Watts- Perry	-Larry Alade -Jim Berkson -Jeanette Davis -Jonathan Molineaux -Aja Szumylo*	-Amara Huddleston -Michelle Moore -Makeda Okolo -Toni Parham -Lamar Revis -Natasha White



DPA WG Goals



Recruitment

- Collaborate with the **NOAA Education Council, Workforce Management Office, and Line/Staff Office EEO Representatives** to increase opportunities to engage DPA WG members in targeted recruitment activities.
- Engage with the DIMAC, NOAA affinity groups, and other Line and Staff Office representative groups to coordinate and **support recruitment activities** across the agency.
- Use the DPA WG network to **enhance awareness of NOAA science and career opportunities** among minorities to include K-12, undergraduate, graduate, and professionals.

Retention

- **Create intentional opportunities** for career, professional, educational development, and training for underrepresented minorities.
- Assess **data-driven** approaches to organizational accountability to retention and promotion of underrepresented minorities.
- Advocate for **stay/exit interviews** as standard practice and address quality of life policies.

Advancement

- **Identify barriers** to career advancement for underrepresented minorities and support institutional transformation with the aim to remove structural inequalities.
- Support and enhance current **mentoring programs and executive coaching** relationships at NOAA and across the Federal government in order to achieve demographic parity of NOAA's Senior Leadership.
- Establish **best practices** to identify, increase, and plan opportunities for career advancement.



DPA WG Priorities



● Recruitment

- Cross NOAA Collaborative Recruitment
- Coordination with NOAA Office of Education

● Retention

- Create intentional opportunities for career, professional, educational development, and training
- Advocate for stay/exit interviews as standard practice and address quality of life policies

● Advancement

- Support development of best practices on diverse hiring panels
- Develop and support networking and mentorship opportunities
- Provide an informal network to review opportunities for advancement (new positions, details, etc)



Key Accomplishments



- **Numerous Scientific and Leadership Awards**

- NOAA **Administrator's Award** 2016
- Nine members in **LCDP** (LCDP Cohorts IX, X, XI, X)
- **BLAST** - Building Leaders for A Solid Tomorrow (NWS Southern Region Leadership Program)
- **Women of Color** Award 2019, 2020 (7)
- Black Engineer of the Year (**BEYA**) Award 2017, 2018, 2019, 2020 (10)
- In the summer of 2020, met with NOAA leadership at all levels of the organization to discuss and recommend strategies to address barriers to retention and advancement from underrepresented groups within NOAA. This included DPAWG's development of a set of recommendations for ways the Leadership Competencies Development Program (LCDP) could become a more inclusive program.
- Planned and hosted two webinars with the Office of Civil Rights on the federal job application process. Second webinar contained a mock-interview panel that invited all NOAA ERGs members to view and contained specific guidance on successfully completing a federal job interview.
- Led coordination and implementation of engagement at the National Technical Association (**NTA**) and Society Advancement of Chicanos/Hispanics and Native American in Science (**SACNAS**) **conferences**.
- Planned and hosted a webinar titled "Senior Executive Service Resume Writing Best Practices" that was uploaded to the Commerce Learning Center. Webinar had a total of 82 participants from several NOAA ERGs attend.
- Hosted a FY20 Chili Cook-Off to provide a social outlet for DPA and NOAA staff, spread more awareness of diversity within NOAA, and to collect donations for the NOAA foodbank.



Thank you!



NOAA Diversity & Professional Advancement Executive Council

Co - Chairs	Vankita Brown , PhD (NWS) James Sims , PhD (NWS)
Recruitment Team	Lonnie Gonsalves , PhD (NOS)
Retention Team	John Moore , III (NWS)
Advancement Team	Terence Lynch , PhD (NOS)
Liaison	Michelle Moore (Office of Inclusion and Civil Rights)
Executive Secretariat	Jonathan Molineaux (NMFS)



Federally Employed Women



FEW

Federally
Employed Women

FEDERALLY EMPLOYED WOMEN (FEW) ...

... is a private, non-profit, membership organization founded in 1968 to supplement Executive Order 11375, which added “sex” to other forms of discrimination prohibited in the federal government. FEW is a 501c (4) the charitable arm of FEW is the FEW Foundation for Education and Training a 501c (3)





PURPOSE

Eliminate sex discrimination in the Federal Government

Create opportunities of growth through professional development

Build cohesive relationships with the administration, federal, state and local agencies, coalition partners, unions, and the private sector.



NOT a labor organization

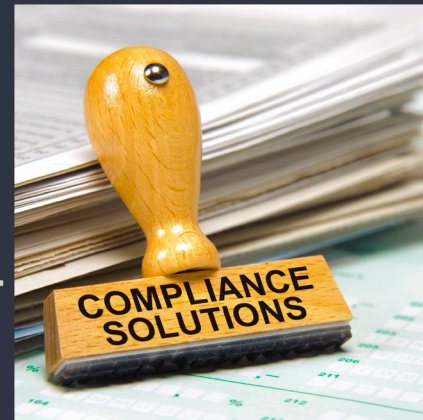
... and therefore does not “represent” employees. However, FEW officers can meet with management officials to discuss matters that fall within their field of interest....

[FOCUS]

Diversity



Compliance



Legislation



Training



like



UPCOMING WEBINAR

SELF-AWARENESS

JANUARY 20TH | 12:00 PM



MANAGEMENT
CONCEPTS

2nd Annual Partnership Appreciation
Holiday Charity Social

December 16, 2020 | 5:00PM-6:00PM | Virtual

OUTREACH

care packages for
the homeless with



NBOD outreach in Orlando with the Space Coast Chapter in support of the Brevard School Foundation. See more at <https://buff.ly/3a7BHJz>. #feworg



"Spread some Cheer to
our Troops" card drive
with USASOA





DC Metro Region Silver Spring Seas and Skies Chapter



Regions/ Chapters

- 10 Regions
- approximately 80 chapters in the U.S. and overseas

Chapter meetings are held on the third Thursday of each month 2 pm (EST) via google meet.

Membership

There is no conflict between being an employee of the FWP and joining FEW

Our membership is open to *any* person (woman or man) who subscribes to and supports the purpose of the organization.

Managers and EEO officials may join FEW, and hold local or national office.

Dues are \$45.00 annually, which includes National and Chapter dues.



Members are encouraged to:

- Attend meetings and participate in chapter activities
- Become familiar with FEW's goals, objectives, and Legislative Agenda
- Register and vote in local, state, and national elections
- Participate in program training in the areas of compliance, diversity and legislation
- Full list at

<http://www.few.org/eligibility/>

CONTACT US



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

Find us on 

<https://www.facebook.com/federallyemployedwomen/>

Find us on 

<https://www.facebook.com/FEW.SeasandSkiesChapter/>



Shawnee Turner, Chapter President,
shawnee.turner@noaa.gov



THANK YOU

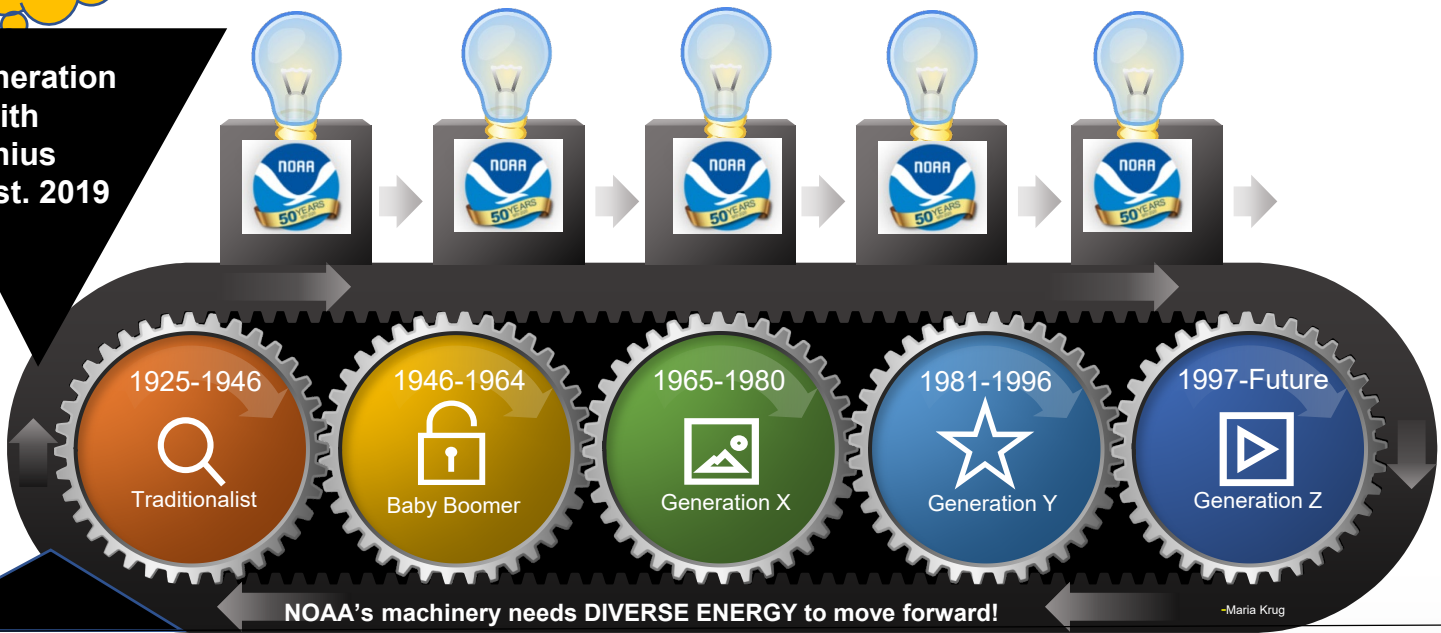
Seas and Skies Chapter of FEW



Generations with Genius

Welcome To the Generations with Genius Employee Resource Group Web Site

Generations with
Genius
est. 2019



Your Premier Communication Station for All Generations!

WE ARE ALWAYS LOOKING FOR NEW MEMBERS! CONTACT ANY OF OUR MEMBERS SHOWN ON THE INSIDE OF THIS WEB SITE FOR MORE INFORMATION!!



Our Membership



Maria Krug-Chair, Maria.C.Krug@noaa.gov (301)665-3766, OHCS

Jeffrey Ray-Co-Chair, Jeffrey.Ray@noaa.gov (978) 2919205, NMFS

Melinda Beerends, Melinda.Beerends@noaa.gov (317) 247 2521, NWS

Tracy Gill, Tracy.Gill@noaa.gov (240) 533-0349, NOS

David Grosh, David.Grosh@noaa.gov (240) 533-9909, NOS

Sharon Harrell, Sharon.C.Harrell@noaa.gov (301) 628-1874, OHCS

Christina Mak, Christina.Mak@noaa.gov (301) 713-4776, OHCS Detailee

Thomas Paul Thompson Sr., Tommy.Thompson@noaa.gov (301) 427-6987, NWS

Jared Maples, Jared.Maples@noaa.gov (636) 447-1876, NWS

Vanessa Lilly, Vanessa.Lilly@noaa.gov (801) 524-4000, x235, NWS

Lesley Kilp, Lesley.Kilp@noaa.gov (206) 526-4530, NMFS

Michelle Moore, OICR Liaison, Michelle.T.Moore@noaa.gov, (301) 628-0957, OICR



Our Goals



TITLE	DUE DATE	STATUS
Create an atmosphere so that diverse generations will feel free to express their views and exercise their talents to their fullest potential	Ongoing	We are always looking for new ways to welcome new members! Look for new opportunities in the new year!
Begin new Generations with Genius meetings for year, invite new mentees, discuss new ideas	January 6	Document ideas and assignments, new mentees invited, Jared Maples given stretch assignment
Maria met with Sean and Hakeem to discuss ERGs, partnerships, and support	January 12	Noted goals from discussion with Co-Chair on 1/13 and group in next ERG meeting
Maria participated in rehearsal to publicize GWG ERG publicity for library event at end of the month	January 12	Meeting completed/Maria to update slides for GWG and will return to Sharon, also for Sean and Hakeem
Maria participates with Jeff Ray to discuss strategy	January 13	Meeting scheduled



Our Goals



TITLE	DEADLINE	STATUS
Maria has meeting with Cory Bryant to discuss software and communications obo OHCS and ERG	January 13	
Maria has meeting with Kamilah Starks, James Triem, and Matthew Kuzemchak obo SES	January 13	
Assemble documentation from our NOAA panel discussions presentations and discuss lessons learned from the generations	TBD	
Discuss generational toolkit development project assignment other new ideas	Planned for 1/13 discussion with Co-Chair	
Maria serves as guest speaker on behalf of GWG at NOAA Central Library event	January 28	



Our Goals



TITLE	DUE DATE	STATUS
Discuss, develop, and implement plans included in from the NOAA Diversity and Inclusion Management Council Strategic Plan/Act/Comms Plans	ONGOING	Strategic plan has been released, action and communications plan still under development in OICR
Maria to develop puzzle to get members/others to incorporate knowledge from DIMAC and other plans in a fun, novel way	First one 1/13	First one completed 1/13, contained within this presentation
Now that the training ban is lifted, set up plans for lunch and learn sessions on various topics	ONGOING	This is a matter under discussion
Continue to develop Generations with Genius web site and submit for approval	Assigned to Jared Maples, Maria Krug's Mentee, as a Stretch Assignment	Site is in draft form, Jared reviewing to add his magic!
Develop generational toolkits for constructive conversations to occur within the workforce, Set up new assignments for	New idea will be discussed with Jeff Ray on 1/13	



Our GWG Puzzle-A-Month!



HOW WELL DO YOU KNOW NOAA'S DIVERSITY STRATEGIC PLAN? (Answers will be shown on next month's web site.)

1. Without diversity, we limit our ability to _____.

2. We must strive to create inclusive workplaces that are free of ____, ____, and ____.

3. Productive workplaces exists when employees are encouraged to express their _____.

4. How many goals and objectives are in the NOAA D and I Strategic Plan?

5. _____ is the mixture of the unique attributes that shape an individual's identity.
_____ is a culture that values the unique attributes of all team members.



SIGN ME UP!!! Don't leave the station without me! Send me information so I can get on board with your Generations with Genius Employee Resource Group.

Name _____

E-Mail Address _____

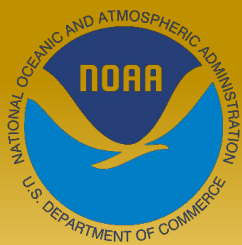
Line/Staff/Program Office _____

Area of Interest _____

Telephone Number _____



Latinos@NOAA



Vision

Being a world-class organization that advocates for Latino's representation at all management levels in NOAA

Mission

Advancing professional, academic, and leadership careers among NOAA's Latino workforce

How to join us!

<https://sites.google.com/a/noaa.gov/latinos-noaa-erg/>

Latinos@NOAA ERG Executive Board Members: Claudina Castro | Anthony Arguez Phd. | Daniel Melendez Phd. | Brittany Struck, Chair | Pilar Trevino, Co-Chair | Michelle Arias | Ian Colon-Pagan | Rosa Gonzalez | Martin Yapur, Senior Advisor | John Cortinas Phd. – Executive Advisor

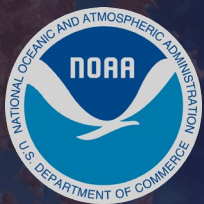


Mindful NOAA



Mindful NOAA

ERG Introduction Forum



Garth Smelser

January 27, 2021





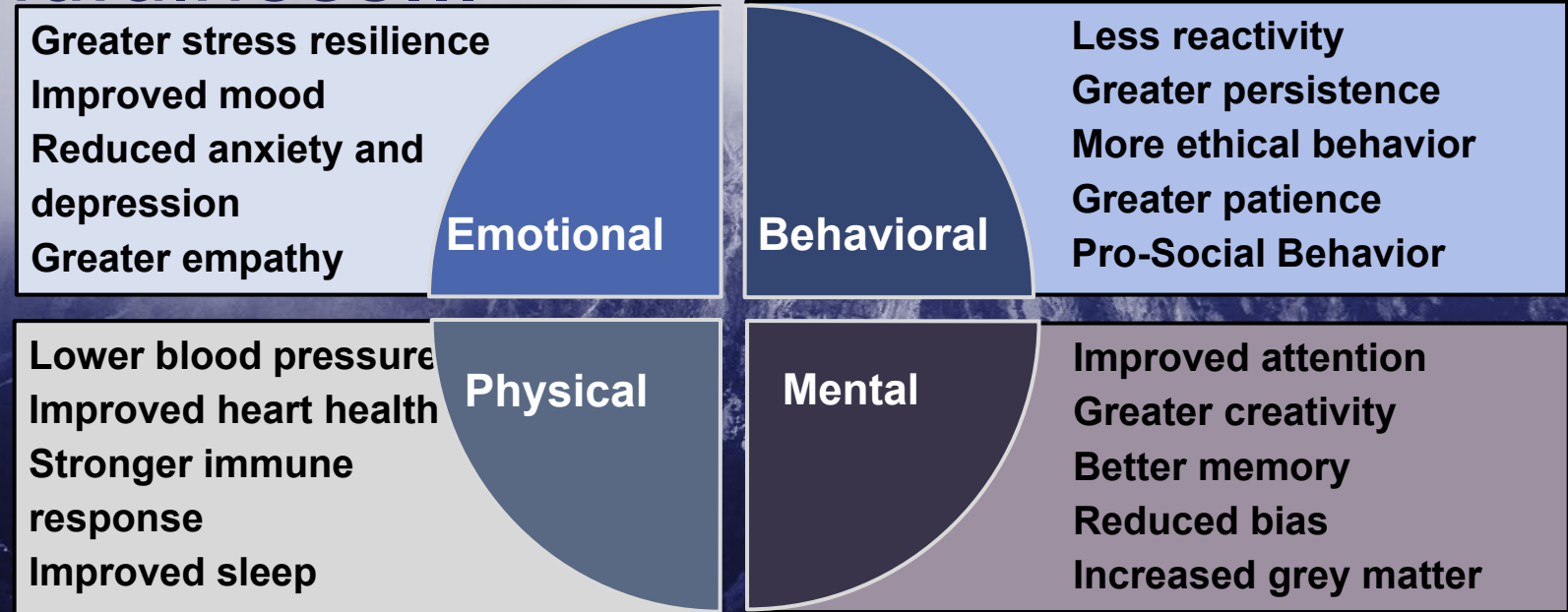
Mindfulness Involves...

Paying attention
to your experience
in the present moment
with an openness and curiosity.

From this growing self-
awareness,
we can improve our own
wellness and resilience
and cultivate compassion.



Some Benefits of Practicing Mindfulness...



The Mindful NOAA Community

Daily mindfulness practices
Opportunities to learn about mindfulness
Resources for continued study

[Mindful NOAA Google Site](#)

mindful.noaa@noaa.gov





NOAA Pride

NOAA Pride



An Employee Resource Group (ERG) focused on supporting the needs of the NOAA Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning (LGBTQ+) community and its allies.

NOAA Pride is a resource for managers/staff in resolving issues affecting LGBTQ+ employees.

NOAA Pride promotes the employment, advancement and retention of persons regardless of sexual orientation, gender identity, and gender expression.



What are we up to?



- Developed a charter, [website](#), outreach & communications plan & [2021 workplan](#)
- NOAA Gender Identity Policy
- Mentoring Program
- [Straight Allies Toolkit](#) and [Pronouns/Gender Neutral Language](#)
- Organizing educational Lunch & Learns, monthly happy hour events, and annual June Pride observance

2021 Important Dates

- January 28 @ 6:00 ET: Virtual Happy Hour
- March 25: Prof Dev webinar: Navigating USA Jobs
- March 31: International Transgender Day of Visibility
- April: Launch NOAA Pride mentoring program
- May 17: International Day Against Homophobia
- June 15: Annual June Pride Monthly Observance Program
- July: Prof Dev webinar: Resume Writing
- September: Prof Dev webinar: Career Paths and CAPS
- October 11: National Coming Out Day
- November: Prof Dev webinar: Leadership
- November 20: International Transgender Day of Remembrance
- December 1: World Aids Day



The words "THANK YOU!" are written in a bold, sans-serif font. Each letter is filled with a vibrant, multi-colored geometric pattern, resembling a mosaic or a stained-glass effect. The colors include shades of blue, green, yellow, orange, and red, creating a rainbow-like appearance. The text is centered on a white background.

For more information:

kenneth.walker@noaa.gov

NOAAPrideExCom@noaa.gov

<https://sites.google.com/a/noaa.gov/noaa-pride/>



Pacific Islanders ERG

Pacific Islander Employee Resource Group

January 27, 2021



Group Members

- **Becky Cruz Lizama, Co-Chair, Office of Legislative and Intergovernmental Affairs**
- **Bernie Anulacion, Co-Chair, NMFS**
- **JoAnn Becker, NWS**
- **Verlyn Francisco, NESDIS**
- **Christina Mak (on detail), NESDIS**
- **Verne Murakami (deployed), OMAO**
- **Coneshea Simpson, OICR**



2020 Demographics

as of 03/30/20

Total NOAA Permanent Workforce: 11,100

Pacific Islander Workforce (self-identified): 46

Total NOAA Mission Critical Occupations: 5,621

Pacific Islander Workforce: 17



2020 Accomplishments

- Chartered and created an action plan,
- Hosted NOAA-wide Meet and Greet to meet, to learn and listen
- Created the Pacific Island ERG google site: <https://sites.google.com/noaa.gov/oicr-erg-pacific-islander/home>



Join us on Wed JAN 27, 2021 @ 5PM ET/1PM HT for COFFEE HOUR with Ray Tanabe - NWS Pacific Region Director

Info

NOAA Pacific Islander ERG

[Home](#)

[About](#)

[Events and Announcements](#)

[Resources](#) ▾

[Contact Us](#)



NOAA Pacific Islander Employee Resource Group



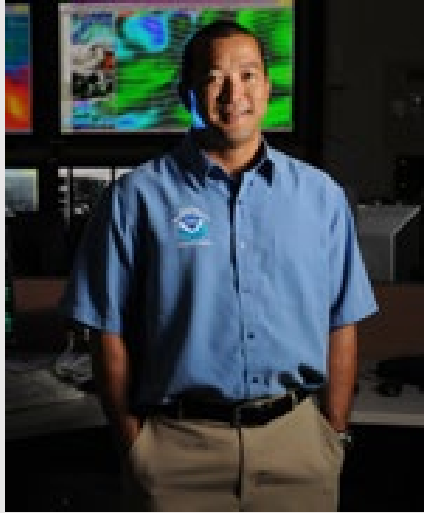
Aloha Hafa adai Talofa Kumusta



Information request



Join us today for our Coffee Hour



- Ray Tanabe, NWS Pacific Region Director
- 5pm ET/ 12pm Hawaii/11am Samoa local
- 8 am Guam local
- meet.google.com/xys-xqyy-ffp
- (US) +1 617-675-4444
PIN: 581 588 862 4690#



Thank You

Contact

pacific.islander.erg@noaa.gov

for more information





Women ERG



Veterans ERG



NOAA EMPLOYEE RESOURCE
GROUP

VETERANS

PROVIDING ADVICE, ANSWERS AND SUPPORT FOR NOAA'S
VETERANS

Email:
noaa.vet.erg@noaa.gov

[https://sites.google.com/noaa.gov/oi
cr-erg-veterans/home](https://sites.google.com/noaa.gov/oi-cr-erg-veterans/home)



QUESTIONS

