

Diversity and Professional Advancement Working Group (DPAWG)

The image features a central graphic of a globe with blue and white segments, held up by several hands of diverse skin tones. The NOAA logo is superimposed on the globe. The background is a bright blue sky with white clouds.

NOAA

Current Status of DPAWG

Informational Briefing

Dr. Michelle Hawkins, NWS

Dr. DaNa Carlis, NWS and detailed to NOAA HQ

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Outline



- Purpose
- Connection to Education and Implementation Plans
- Key Accomplishments 2015
- DPAWG Survey Results
- SES Summit Commitments
- SES Summit Key Takeaways
- NEC Key Takeaways
- Measuring Success of DPAWG
- Underrepresented Minorities by Grade
- Proposed Next Steps for DPAWG



Purpose



- Review status of Working Group actions over the past year
- Review Working Group priorities over the next 2 years
- Opportunities for the Education Council to help move DPAWG priorities forward



Connection to Education and Implementation Plans



Goal 4: Future Workforce

- A diverse and highly-skilled future workforce pursuing careers in disciplines that support NOAA's mission.

Objective 4.4

- Graduates completing NOAA-supported student opportunities continue education, enter the workforce, and advance in careers that support NOAA's mission

Strategy 4.E

- Strengthen linkages of education initiatives to career pathways at NOAA and in related organizations with particular emphasis on high-need career fields and underrepresented groups.

Action:

- Develop recruitment, retention, and advancement strategies to promote diversity and inclusion in the NOAA workforce.
 - Tasks
 - Analyze results from diversity survey of NOAA employees in order to examine retention and upward mobility.
 - Analyze workforce demographics, hiring statistics, and job paths for each NOAA Line Office.
 - Develop strategies to improve diversity and inclusion efforts.



Key Accomplishments 2015



- Developed and analyzed a NOAA-wide survey on Diversity and Professional Advancement
- Developed a NOAA Executive Council presentation
- Many of DPAWG members getting leadership opportunities and completing NRAP
- Planned and Engaged Senior leaders at SES Summit IX
- Assisted with development of NOAA Diversity and Inclusion Policy Statement and Video
- Working with LCDP/EEO Tiger Team to develop a Diversity and Inclusion Toolkit
- Continue to Recruit NOAA colleagues and refined Mission, Vision and Goals
- Added members to the Mentoring Committee



DPAWG Survey Results



- Entry to NOAA
 - Most learned of their position through USAJobs (30%)
 - Most respondents did not receive a NOAA-supported scholarship/fellowship
 - Top three: student appointment (8%), Knauss (2.4%), and EPP GSP (1.4%)
- Mentoring
 - 89% believe mentoring is important but only 16% are currently being mentored
 - About 50% want/do not want a mentor
 - About 53% are not interested in becoming a mentor



DPAWG Survey Results



- Responses nearly split on aspirations to leadership
- Respondents noted the following reasons for not having aspirations to become a member of NOAA's leadership team.
 - Unappealing: Inadequacies and dysfunction in leadership make leadership positions unappealing
 - Disinterest: Not interested or retiring soon
 - Unfeasibility: Positions centered in DC/Silver Spring
 - Vocation: Did not want to move away from science
 - Values: Work life balance issues

“There is not much racial diversity in NOAA leadership. I don't think there is malicious intent on the part of management, however, it is 2015 it is easier to find a workplace with diversity than to wait for it to arrive.”



DPAWG Survey Results



- 40% of people surveyed believe NOAA's leadership development programs are not accessible for becoming a member of leadership.
 - Lack of support/funding/time: lack of support from management to participate in the programs.
 - Ineligibly due to grade or prerequisites
 - Not aware of programs
 - Favoritism: Participants selected based on personal relationships.
 - Location: Programs centered around people who are located within the commuting distance of NOAA HQ.

“There is no correlation between participation in NOAA's leadership development programs and that participation as a pathway to leadership. Paths to leadership are still closed to the chosen few.”



DPAWG Survey Results



- **Diversity**

- 86% feel treated fairly related to their race/ethnicity
- 82% believe their supervisor is committed to and supports racial/ethnic diversity
- 70% believe NOAA's policies and programs promote racial/ethnic diversity
- 62% feel management shows diversity is important through its actions

Minority and Majority Comparisons

- Overall, the minority population within NOAA is satisfied with their work, sense of belonging, and opportunities to develop professional skills to advance.
- Not many minorities believed that management displays racial/ethnic diversity through its actions (38% vs 69% majority).
- About half of this population feels that NOAA's policies/programs promote racial/ethnic diversity in the workforce (49% vs 76% majority).



SES Summit Individual Commitments



1. Whatever I have been doing on diversity and inclusion, I will double-down and do more.
2. I will tell the story of this SES retreat to my team unit.
3. I will create a safe space for this topic in my unit – safe to explore feelings and behaviors.
4. I will be intentional to model inclusive behaviors every day.
5. I will do at least 2 things in the next year to strengthen my skills – by reading or training.



SES Summit Key Takeaways



- **Overarching needs identified at SES Summit**
 - Outreach
 - Training/education for managers
 - Data driven assessment of hiring
 - Mentorship
 - Innovative hiring/recruitment
 - Staff recognition
 - Exit interviews
 - Promote special emphasis programs
 - Promote Diversity and Inclusion through cooperative agreements



NEC Key Takeaways



What we can do now...

- Distribution, promotion, and discussion of the video and policy statement are key to spreading the message of D&I.
 - It is impossible to say too much about D&I.
 - Must communicate regularly, and encourage feedback mechanisms.
 - Use touch-tone stories to share experiences.
- Add D&I training to manager curriculum and orientation processes
- Recognize disconnects between employee satisfaction, and NOAA's mission and organizational workplace culture → leading to decreases in FEVS scores
- Request SESers to post SES Summit Commitments; share discussions
- Acknowledge feelings of skepticism; reassure employees that this time will be different.
 - Dr. Sullivan and her team are developing a structure, strategy and legacy that will be carried on by career SES.
- Quarterly NECs; Dr. Sullivan will raise D&I issues during Friday tag-ups



Measuring Success of DPAWG



- DPAWG members completed NOAA's LCDP (2)
- DPAWG members gained temporary promotions to GS-14 and GS-15 positions (2)
- DPAWG members accepted promotions to GS-14 and GS-15 positions (2)
- DPAWG member published 2 peer-review articles in 2015 (2)
- DPAWG member completed the BIG mentoring program (1)
- DPAWG member attending the OPM New IQ Master Game-Changer Course 7 (1)



Number of Underrepresented Minorities (UMs) by Grade

Numbers include employees from pay bands



	2010	2011	2012	2013	2014
White (GS-13)	1658	1591	1586	1557	1513
UMs (GS-13)	114	103	102	110	105
White (GS-14)	2629	2525	2468	2393	2355
UMs (GS-14)	325	312	314	314	318
White (GS-15)	843	815	800	751	753
UMs (GS-15)	71	72	78	77	78
White (SES)	108	101	98	89	85
UMs (SES)	12	11	10	6	7



Proposed Next Steps for DPAWG



- Promote opportunities for advancement through NRAP and LCDP
- Involvement with NOAA and Line Office level Diversity and Inclusion programs
- Training and professional development of members
- Mentoring (formal and informal)
- Support education outreach
- Build on the DPAWG Network
- Expand membership



Thank You



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Back-up



Mission

- Identify and promote opportunities for the professional advancement of underrepresented minorities in NOAA; and support NOAA leadership in expanding and strengthening the diversity of NOAA's workforce

Vision

- A NOAA workforce that mirrors the diversity of the Nation

Goals

- Establish a diverse network of highly-educated professionals in NOAA
- Serve as a unified voice to advocate for leadership of men and women of diverse backgrounds, and to elevate issues of concern to the proper forums
- Provide guidance to NOAA leadership on effective strategies for recruiting and retaining a diverse workforce
- Provide mentorship and support to peers



Membership



Membership:

- NOAA-related STEM Degree
- Early- to mid-career
- Underrepresented minority
- Expertise or interest in diversity
- All LO representation
- Racially and ethnically diverse

Groups traditionally underrepresented in the sciences include students who identify as American Indian or Alaska Native, black, Hispanic or Latino, Native Hawaiian or other Pacific Islander.

Co-Chairs: Michelle Hawkins, DaNa Carlis

NWS	NESDIS	NOS	OAR	NMFS	EEO/CR	Staff Office
Vankita Brown Shari Hales Reginald Ready Nelsie Ramos James Sims	Toni Parham Martin Yapur Alisa Holley Jason Taylor	Terence Lynch Lonnie Gonsalves Laurita Brown	Adrienne Antoine	Larry Alade Ayeisha Brinson Erica Nunez	Salim Abddeen Michelle Moore Hope Hasberry	Makeda Okolo Tishema Miller

*Education Council Members are encouraged to nominate group members



Mentor Group Membership



- Mentor Group

- The following individuals agreed to act as mentors to DPAWG:

- VADM Manson Brown, Assistant Secretary of Commerce and Deputy Administrator, NOAA
- Dr. Marshall Shepherd, Professor, Univ. of Georgia
- Cindy Woods, Chief, Operations Division, NWS, NOAA
- Monica Matthews, Deputy Director, Commissioned Personnel Center, OMAO, NOAA
- Billy Williams, Director of Science, American Geophysical Union
- Donnell Woods, Senior Staff Physical Scientist, Office of Federal Coordinator for Meteorology
- Octavia Saine, Executive Officer, NOAA Office of General Counsel



Back-up



Why establish a Diversity and Professional Advancement Working Group?

- **Furtheres the efforts of NOAA Education to attract a diverse future workforce**
 - Advances and extends the ‘pipeline’ for a seamless transition from education to employment
 - Supports Goal 2: Workforce Development in the current Education Strategic Plan
- **Defines a group in NOAA who identify and implement opportunities to promote professional advancement of underrepresented minorities**
 - Examine entry pathways to NOAA
 - Provide access to mentors, networking opportunities, strategic professional development
 - Elevate issues such as recruitment, retention, barriers to upward mobility
- **Lack of diversity at executive levels in NOAA**
 - NOAA is best advanced by the leadership and contributions of people from all backgrounds and cultures
- **This working group supports TWO of Dr. Sullivan’s three top goals:**

“...Sustaining environmental intelligence ... develop our young, emerging leaders ... keep improving the diversity of our workforce. In some fields, we’re pretty good on gender diversity, but almost across the board, we’re still not seeing the level of success that I would like in bringing underrepresented minorities into our workforce.” August 30, 2013, Washington Post