

NOAA NEWS

U. S. Department of Commerce

NOAA

National Climatic Center

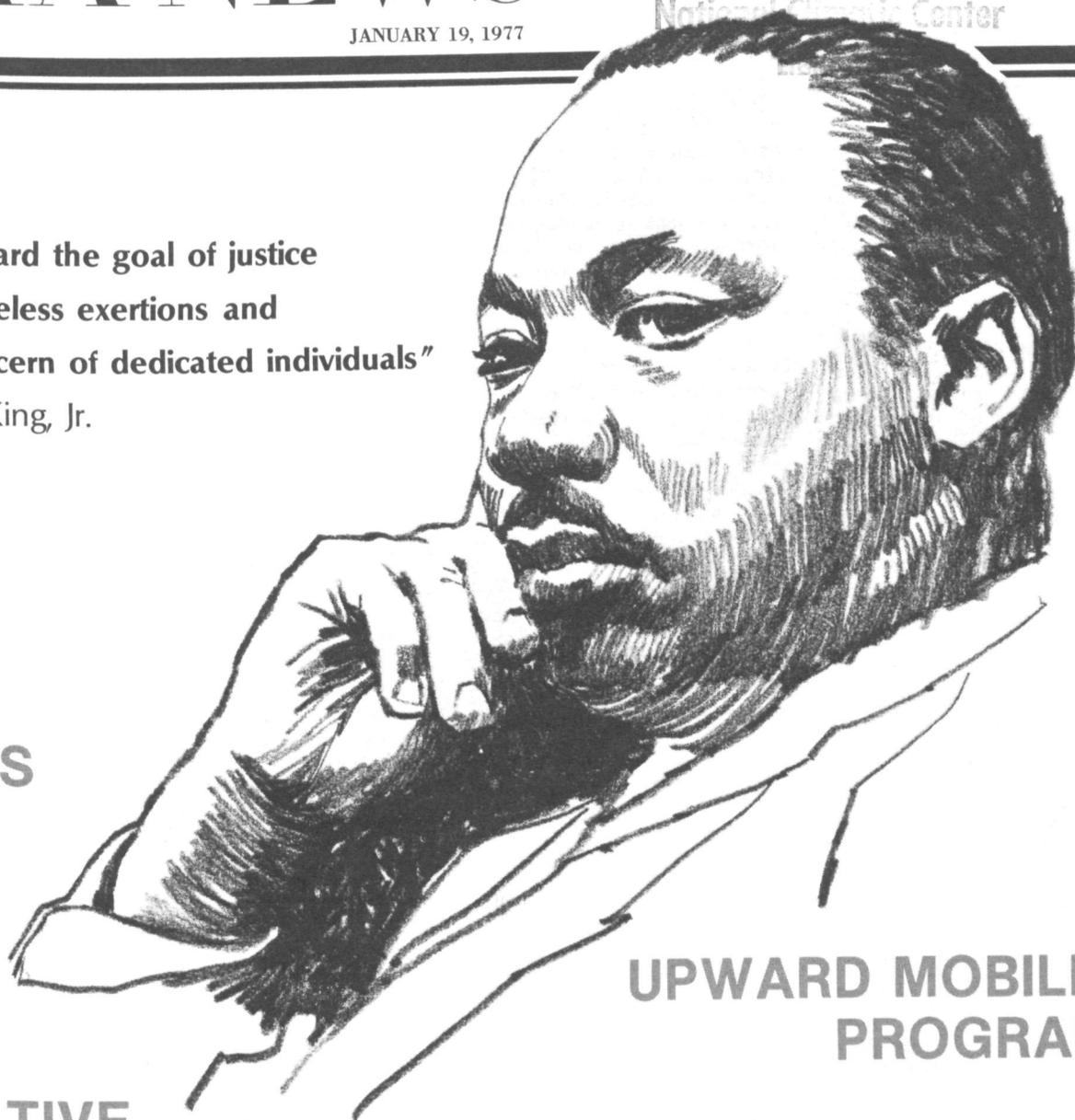
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SPECIAL ISSUE

JANUARY 19, 1977

**"Every step toward the goal of justice
requires the tireless exertions and
passionate concern of dedicated individuals"**

Martin Luther King, Jr.



**CIVIL
RIGHTS
ACT**

**UPWARD MOBILITY
PROGRAMS**

**AFFIRMATIVE
ACTION PLAN**

**DISCRIMINATION
COMPLAINT SYSTEM**

**EQUAL EMPLOYMENT
OPPORTUNITY**

**EEO TRAINING
FOR SUPERVISORS**

FEDERAL WOMEN'S PROGRAM

IWY Brings A Resurgence of Hope

by Joyce Thomas,

Federal Women's Program Coordinator

International Women's Year, 1975, marked the beginning of a period in which women everywhere, including NOAA, received a needed resurgence of hope; a feeling of not being alone, that others knew, cared and, most importantly, were prepared to help. Yet IWY also reinforced our perception of the magnitude of the task remaining before equal rights for all can be achieved. IWY helped us to focus on the need to work together, concentrating our energies on matters of major concern such as equality of opportunity, equality of compensation, the need for better communication among women, the need for coordination among government agencies concerned with women's programs, and the need for women involved in working for economic and legal advances to keep a sense of the joy of living and to show kindness and understanding to one another.



The decade ahead promises to be one of great challenges. The aim is not to tear down or inhibit the status of men, but to raise women to a more equal partnership with men; a partnership of mutual respect for the competence and contributions of all members of the work force.

With the momentum gained last year, NOAA management has taken a major step toward creating a promising climate for women in the agency by strengthening the Federal Women's Program. A full time Federal Women's Program Coordinator (FWPC) has been appointed. Ten representatives will be elected to serve on an Advisory Committee to the FWPC in the Washington, D.C., metropolitan area, and 14 Federal Women's Program Field Coordinators who

serve as focal points for women in the field, have also been designated.

Several activities were begun in 1976 which contributed toward making a more visible program. Three publications containing a variety of information pertinent to women were distributed among NOAA employees: "Women in Action," a quarterly newsletter published by the Civil Service Commission; a handbook entitled "Career Counseling for Women in the Federal Government," also published by the Civil Service Commission; and, the "Federal Women's Program Digest," published by the Office of the Federal Women's Program at NOAA. In conjunction with the above publications, training information concerning courses of interest to women that are available in regions across the country is sent out periodically to focal point representatives in the Metropolitan D.C. area and in the field. In addition, a brief, two-page memorandum on the role of the Federal Women's Program Coordinator was prepared for use by women in the field as a guideline in their role as FWPC's.

In the early part of 1976, NOAA's FWPC visited several universities in an effort to encourage female students majoring in relevant scientific disciplines such as engineering, computer science, meteorology, oceanography, etc., to consider NOAA as a possible employer upon graduation. Out of the twenty women interviewed, none had heard of NOAA before, and all seemed excited at the prospect of employment with NOAA.

Many lunch hour seminars were held in the Rockville Complex and at other various locations. (Continued on page 8)

Warren Jacob - Back To School On Special Assignment

Warren Jacob, a research meteorologist in NESS and past chairperson of the NOAA EEO Committee, is spending the academic year 1976-77 on an Intergovernmental Personnel Act (IPA) assignment at his alma mater, Dillard University, New Orleans, La.

The IPA was passed in 1970 and provides for the temporary assignment of personnel to all

A MESSAGE FROM THE ADMINISTRATOR

This fourth year of commemorating the birthday of the late Dr. Martin Luther King is a proud occasion for the entire NOAA family. For we are now beginning to see the actual flowering of the seeds planted some four years ago when NOAA decided to initiate an innovative, results-oriented EEO Program as a means of helping us achieve Dr. King's dream. One index of EEO Program accomplishment over these past four years—we have gone from four minority and female meteorologists (our largest occupation) to forty—is dramatic evidence of the movement toward meeting the goals of our Equal Employment Opportunity Program in NOAA.

The Upward Mobility Training Program (UMTP) has been the major agent contributing to the positive EEO accomplishments in NOAA. Overall, we have filled over 300 positions since the UMTP began three years ago. These 300 positions have been divided among the eight programs which make up the UMTP. The trainees involved are over 80 percent minority and female.

Besides the real gains of the UMTP, further evidence of our total NOAA EEO Program progress can be seen in the following four-year overall statistics compilation for full-time employees in all pay plans.

	30 JUNE 1972		30 JUNE 1976	
WOMEN	2,546	18.7%	2,683	19.8%
MINORITIES	1,511	11.1%	1,839	13.6%

From the middle GS full-time grade levels (GS-9-11) up through the grade levels just below super grades (GS-14-15) where we begin to see the impact of our strengthened EEO efforts on major career programs, the changes are encouraging.

	30 JUNE 1972		30 JUNE 1976	
WOMEN	407	5.5%	580	7.3%
MINORITIES	386	5.2%	621	7.8%

This special commemorative issue will highlight many of the special steps taken over the past year to assure an effective EEO Program—this is no empty rhetoric, we can point to positive and specific EEO accomplishments. These gains have helped many minorities and women in our entire NOAA family to achieve new career heights.

I ask that all of you join me in applauding these EEO efforts of the past year for, indeed, our progress has been significant. To congratulate our efforts and achievements is certainly appropriate—but we must also look to the future—1977 and beyond—as we continue to move ahead on the very difficult and arduous road leading to fulfillment of Dr. King's dream as quickly as possible—full equality for all.

Robert M. White

Robert M. White,
NOAA Administrator

levels of government (Federal, state, local) and institutions of higher education. IPA assignments to or from states, local governments, and institutions of higher education are intended to facilitate Federal-state-local cooperation through the short-term assignment of skilled manpower. Assignments permit Federal civilian employees of executive agencies to serve with state

or local governments or institutions of higher education for limited periods of up to two years without loss of employee rights and benefits.

NOAA has long felt a need to have closer interactions with many schools, including those with predominantly minority and female enrollments. This interaction involves development (Continued on page 7)

The Dream and The Reality - A Merging

NOAA's EEO Office Gets It Done!

by Barbara Gainey, NOAA EEO Officer

Title VII of the Civil Rights Act of 1964, as amended by Public Law 92-261, the Equal Employment Opportunity Act of 1972, prohibits discrimination on the basis of race, color, religion, sex or national origin. Public Law 93-259, The Fair Labor Standards Amendments of 1974, prohibits discrimination on the basis of age. Both of these laws cover all forms of discrimination in employment and pre-employment matters, and they apply to hiring, discharge, compensation, promotion, classification, training, apprenticeship, referrals for employment, union membership and terms, conditions and privileges of employment. Under the provisions of these laws, agencies are responsible for allocating sufficient resources to the Equal Employment Opportunity Program. They are also responsible for providing for the prompt, fair, and impartial consideration and disposition of complaints of alleged discrimination based on race, color, religion, sex, national origin and age.

The Equal Employment Opportunity Office of NOAA is responsible for the processing of complaints of alleged discrimination. Presently the staff is comprised of three full-time persons and 91 part-time persons who serve as Equal Employment Opportunity Counselors.

For the 18-month period ending December 1974, 252 employees/applicants consulted with an EEO Counselor regarding an alleged discriminatory matter. Corrective action was taken in 80 of these matters and



only 27 of those counseled filed formal complaints of discrimination. For the period ending December 1975, 356 employees/applicants consulted with an EEO Counselor. Corrective action was taken in 46 of these matters and 52 of those counseled filed formal complaints.

Due to this increase in complaint activity, authorization was received to increase the EEO staff by three positions. Efforts are presently underway to hire persons for the positions of EEO Assistant, EEO Counselor and Assistant EEO Officer.

The EEO Assistant will be responsible for assisting the EEO

(Continued on page 7)

by Landry Williams
Chairperson, NOAA EEO Committee

Dr. Martin Luther King was a profound believer in the right of each individual to life, liberty and the pursuit of happiness. A person who is not allowed equal employment opportunity and advancement opportunity has very little, if any, opportunity to exercise his or her right to life, liberty or the pursuit of happiness. The equal opportunity programs within NOAA and throughout the Federal government are attempts by the Government to reestablish these rights for individuals regardless of race, color, religion, sex, national origin or age.

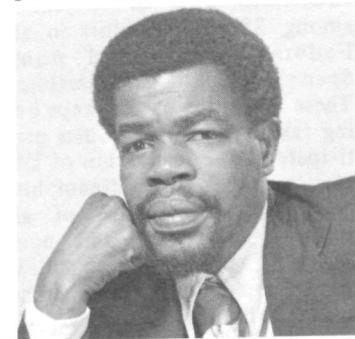
Many Americans will automatically state that the United States of America is the best country on earth. This does not mean that we are fair to all people. But, we are most certainly a country of active people and our Constitution allows us to seek change for the betterment of all citizens. We are constantly attempting to set those things that are wrong—right, and the majority of Americans are demanding perfection in the area of fair play for all of humanity. The Civil Service Act of 1883, which called for Federal employment should and must be founded on the principle of "non-discrimination." With the issuance of Executive Order 10590 in 1955, President Dwight D. Eisenhower broadened the concept of "non-discrimination" to "equal employment opportunity." In the years that followed, Presidential directives have been issued to support equal employment opportunity at all levels of government.

Within NOAA, the introduction of EEO Committees as well as the other EEO programs have been used to expedite the dreams of Dr. Martin Luther King, Jr.—dreams which must come to pass if America is to remain a great nation.

EEO Committees throughout NOAA were established under the direction of the Administrator. The two prime functions of these Committees are: (1) to act as a communication link between management and employees; and, (2) to advise the different levels of managers relative to EEO matters within NOAA.

The Administrator of NOAA or the Directors of Major Line Components (MLC) or Primary Organization Elements (POE) may appoint up to one-third of their Committee members to insure that the Committee reflects the composition of the work force.

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Committee members to insure that the Committee reflects the composition of the work force.

The NOAA/EEO Committee serves as an advisory body to the Administrator. This Committee is composed of the chairperson of all the MLC or POE EEO Committees and a representative of the NOAA Corps.

The NOAA/EEO Committee
(Continued on page 6)

EEO Recruiting Activities Increase

"No Easy Victories," the title of a collection of essays and speeches by John Gardner, might be applied equally as well to NOAA's program for recruitment of minority and female candidates for NOAA's highly scientific and complex organizations. Since the program's inception in 1970, NOAA personnel and other recruiters have been contacting colleges, universities and other organizations which have a large minority population—Black, Hispanic, Native American, Asian—to seek out

persons who would be interested in qualifying for and competing for career positions in NOAA. This program of specialized recruitment has met with varying degrees of success depending on the availability of jobs and the commitment of selecting officials to the concept of fairness and equality in employment practices. In the Office of Administration, the percentage of minority and female employees has climbed steadily to 37 percent as of June 1976 for minori-

(Continued to page 10)

EEO Committee Budget Expanded

Dr. Robert M. White, Administrator, has provided for a significant increase in the budget of the NOAA Equal Employment Opportunity Committee for FY77. This increase from \$3,500 in FY76 to \$10,000 in FY77, is another indication of NOAA's commitment to the goal of EEO for all its employees. The funds are to be used for training purposes, to facilitate the attendance of Committee members at relevant conferences, for the obtaining of EEO-related publications, and to finance the travel of Committee members to NOAA field locations so they may participate in on-site reviews of problem areas. A breakdown of the total budget follows:

1. Travel and lodging to and from NOAA field stations and EEO-related conventions:	\$ 7,200.00
2. EEO training for Committee members:	2,500.00
3. EEO related publications:	300.00
TOTAL:	\$10,000.00

NOAA's Spanish Speaking Program Expands Scope of EEO Activities

by Anita Daymude,
Spanish Speaking Program Coordinator

Dr. Martin Luther King was a man with a dream; a dream that was to encompass all people. He wanted all classes of people to join in the struggle for equal rights, to attain equal education, to be treated with a sense of human justice, to be given equal opportunity to earn their keep, to move ahead in this great land, the "land of opportunity." He wanted all Americans to pass the survival point and to really experience what this land was meant to stand for: "liberty and justice for all."

Equal Employment Opportunity, very much part of his dream, has not yet worked for some people. We have worked hard at assuring EEO, but have failed to fully apply its basic principles to all groups. The establishment of the Spanish Speaking Program came about, in fact, through the acknowledgement that our Equal Employment Opportunity efforts on behalf of the Spanish Speaking had been lacking (see table below). EEO Programs are for all groups and all persons, and special emphasis programs are directed to those still experiencing discrimination in their search for equality of opportunity.

All of us must work together to improve all areas of EEO, with a spirit of cooperation. It must be so for none of us can rely on the other to do the job—we must do it together. We will need to find new approaches and to further professionalize our behavior toward the solving of employment problems of all groups, which have hampered EEO progress. Hispanics—that group of unnoticed, yet concerned Americans—hope, while preserving their faith, that America's promise, and Dr. Martin Luther King's dream, soon will come true for them, too.

A Federal Spanish Speaking Program (SSP) has been established, headed by Mr. Carlos Esparza in the Civil Service Commission and staffed by SSP program coordinators in departments and agencies, many of them full-time. NOAA appointed a full-time Coordinator for the Spanish Speaking Program in January 1976. There are



also part-time coordinators in all of the field personnel offices and 10 major line component representatives on an advisory committee to the NOAA SSP Coordinator.

Applications from qualified Hispanic Americans are being referred by the Spanish Speaking Program Coordinator in increasing numbers to managers and supervisors. NOAA's SSP Coordinator is meeting with managers and supervisors in all MLC's to make them more conscious of the objectives of the SSP in NOAA. NOAA vacancies are reported in a weekly newsletter called "El Noticiero" which conveys information on Federal job vacancies and is circulated among SSP coordinators in all Federal agencies and many Spanish Speaking organizations. These are some of the steps being taken to help Hispanics participate in the realization of Dr. Martin Luther King's dream; but the full cooperation of all people, minority and non-minority, male and female, is needed for this dream to come true for all people.

For further information on the Spanish Speaking Program, write to Ms. Anita Daymude, AD451 or call FTS 443-8247.

Booklet Outlines EEO Structure

In the fall of 1976, an updated version of NOAA's EEO Booklet was distributed to all employees describing the EEO structure within NOAA. The booklet outlined the regulatory requirements that are the basis for all Federal EEO programs and then went on to discuss how these requirements are trans-

Commerce Awards

Six Recognized For EEO Efforts

Six NOAA employees' contributions to the development of equal employment opportunities for minorities and women were applauded by the Department of Commerce last year, with the award of Certificates of Recognition.

The employees are Dr. Celso S. Barrientos, NWS; Frank D. Christhilf, Personnel; Frederick K. Ganjon, NOS; Steven E. Hughes, NMFS in Seattle; Mrs. Rosemary I. Lovell, NOS in Bay St. Louis; and Robert W. Taber, EDS.

The certificates were presented by Secretary of Commerce Elliot L. Richardson.

A Research Meteorologist with the NWS Systems Development Office, Dr. Barrientos was honored for his activities as Chairperson of both the National Weather Service and NOAA EEO Committees, Executive Vice President and Chairperson of the Executive Committee of the Progressive Alliance of Filipinos and Americans, Inc., and the Spanish-speaking coordinator. He is a participant on the American Geophysical Union's Committee on Minorities and Women, and is helping to develop a roster of minorities, a list of employment opportunities, and a list of firms available for use by predominately minority high schools and colleges. Last year the Committee awarded 14 scholarships totaling \$34,000 to minority students. He organized a special session on exploring geophysics for minority high school students. He developed and is teaching a course in oceanography at Howard University attended mainly by minority students.

Mr. Christhilf, a Personnel Management Specialist, has demonstrated his commitment to EEO through his intensive

and productive work in coordinating and developing the NOAA Affirmative Action Plan and all the special emphasis programs directed at improving the status of minorities and women in NOAA. He was instrumental in the development and implementation of the first real NOAA EEO upward mobility program—the Administrative Trainee Program—which was directed toward assisting minorities and women achieve meaningful professional careers in Administration. This personal commitment to EEO also carried over in his community related efforts to achieve racial harmony and justice.

An NOS General Physical Scientist, Mr. Ganjon was recognized for his many services for minorities, women, and needy students. As a member and Chairman of the EEO Committee and member of the NOAA EEO Committee, he provided highly effective leadership to the EEO Affirmative Action Program. Through personal initiative, he successfully recruited nine women and two minorities in the field of cartography. He conducted tours at the National Ocean Survey, many of which had to be held on Saturdays for student convenience. Mr. Ganjon also initiated a program over a two-year period for the employment of 24 needy high school students, among which were minorities and women, as cartographic aides during their senior year.

Mr. Hughes, who is a Fishery Biologist, demonstrated by his activities on the job and in the community a sincere commitment to further equal employment opportunity for minority group members, women, and the physically handicapped. He is to be especially commended for his initiative in setting a precedent in Federal Fisheries in the Pacific Northwest by employing two minority males, two women and one physically handicapped person for shipboard activities. It was demonstrated women and physically handicapped employees can adapt to the vigorous life aboard research vessels in remote areas and that under these conditions they do an outstanding job.

Mrs. Lovell is a Support Serv-
(Continued on page 7)

Inequalities Revealed In Statistics

Infant Mortality Rate	Minorities	Non-Minorities
Males per thousand	31.8	17.4
Females per thousand	26.6	12.7

(H.E.W. Report, May, 1975)

Life Expectancy

People born in 1973 can expect to reach age:

	Minorities	Non-Minorities
Male	61.9 years	70.1 years
Female	68.4 years	76.1 years

(H.E.W., Public Health Service, 1973)

Education

High School Graduates:

	Blacks	Whites
Blacks	65%	90%
Chicanos	27%	
Puerto Ricans	26%	

Drop Out Rates:

At 16 yrs. of age, Blacks - 22%, Whites - 12%, Chicanos - 36%
 Half of all Indian youths never get beyond 8th grade.
 (National Education Association, 1974)

Unemployment

	Blacks	Whites
American Indians	45%	8.0%
Blacks	15.1%	
Hispanics	12.9%	

40.2% of Black teenagers are unemployed. 27.8% of "discouraged workers" (persons who "give up the search for work") are Black. 55.3% of Blacks earn under \$7,000 per year.
 (U.S. Bureau of Labor Statistics, 1975)

Income Gap

Median Income per year:

	Blacks	Whites
Blacks	\$7,800	\$13,400
Hispanics	\$7,534	
American Indians	\$4,000	

Of all full-time, year-round workers who earn \$25,000 or more 98% are White - 2% are minorities.
 (Bureau of Census, July, 1975)

2,000 NOAAites Attend Courses On Race, EEO

The EEO Training staff began its NOAA-wide series of Race Relations and Equal Employment Opportunity Seminars in Seattle, Wash., on January 5, 1976. Throughout the year the courses were extended to more than 2,000 NOAA employees in 14 states, including new areas such as Hawaii; Wallops Island, Va.; Ann Arbor, Mich.; La Jolla, Calif.; and Bay St. Louis, Miss. Approximately 720 supervisors attended the course "The Supervisor and EEO," and another 1,300 non-supervisory personnel participated in the race relations course, "Focus On Understanding." The 1976 overall total of 2,020 participants was a significant increase over last year's total of 1,139.

More important than the numbers actually attending the courses has been the improved cooperation from Directors, EEO coordinators, training officers, and staff assistants who prepare the training rosters. It reflects a greater awareness of the value of the EEO training sessions.

During the past year it has been generally noted by the training staff and the Personnel officers that the seminars have caused managers and supervisors to be more sensitive to the problems of minorities and women in the workforce. A specific example of implementation is evidenced by the fact that some of the NOAA field installations have hired minority summer aides for the first time. Federal Women's program Coordinators have also been encouraged to promote the interests of women employees and to communicate their problems to management.

In preparation for future training courses, supervisors who have attended the EEO seminars are providing feedback through an evaluation form on course content and any attitudinal changes they have felt or observed towards minorities and women brought about by the seminars. Because of the numbers of NOAA employees who still have not attended the seminars, the EEO training staff has temporarily been increased with part-time instructors. Also, 1977 will see the development and further use of color video equipment in the seminar presentations.

NOAA Recruiting Program Goes Into High Schools

A High School Cooperative Education Program was developed recently with the purpose of hiring students with high potential for development in scientific fields who might be interested in a career with NOAA. The first effort was the creation of a pilot program involving only the NOAA facilities in the Washington, D.C., metropolitan area. This is a new program—not a

part of any ongoing NOAA program. Recruiting efforts have been restricted to high school junior or senior students who are 16 years or older, highly motivated, maintain high grade point averages, preparing to go to college, may or may not be economically disadvantaged, and are U.S. citizens. Appointments will be at the GS-1 level and not to exceed one year (maximum

of 1040 hours).

Currently, three students have been hired into this program—two in NWS and one in NESS. High Schools are being contacted for possible placements in other headquarters offices. In the summer of 1977, the program will be evaluated and a determination made as to whether to expand it to include all of NOAA.

The Dream and The Reality

(Continued from page 3)

participated very heavily in the development and implementation of the Upward Mobility Training Programs (Administrative and Scientific) in NOAA. Each year since the inception of these programs, the Committee has taken a close look at these programs and has made recommendations to management in order to maximize their effectiveness.

To assure that women and Spanish Speaking Americans are properly included in equal opportunity programs, the NOAA EEO Committee has worked with NOAA management and the Personnel Division to enhance the effectiveness of the Federal Women's and the Spanish Speaking Programs. These programs, though still in the developmental stages, are already bearing fruit.

The NOAA/EEO Committee is also beginning to involve itself with the Handicapped Program. The Committee's involvement here has been at a minimum, but we hope to increase our involvement in the very near future.

The NOAA/EEO Committee, along with management and Personnel, is giving strong support to the Cooperative Education Program. This Program is designed primarily to attract young people (minorities, females and other disadvantaged

students) to enter the types of disciplines or careers that NOAA utilizes in order to achieve its mission. This Program has had quite a bit of success; however, the minority representation is quite low. In order to operate successfully, the NOAA EEO Committee constantly evaluates NOAA's employment statistics and compares them to the action items in the NOAA Affirmative Action Plan so that the Committee can make relevant recommendations to the Administrator.

Again, I would like to point out that the reason for the existence of all the EEO Committees in NOAA is to help management turn Dr. Martin Luther King's dream into a reality within our agency. The NOAA EEO Committee will have little or no effect if you, the NOAA family and potential family members, do not bring to us your suggestions and criticisms, and apply for and support these programs which we have worked to establish.

The road to freedom lies in accepting opportunities and getting involved. I would like to share with you a statement I heard some time ago. I do not remember the name of the gentleman who said it but, I think of it as a way of life. "Give me pains of being free and let me suffer the loneliness of a man without chains."

Handicapped and Disabled Vets Also Face Prejudices On The Job

The Selective Placement of the Handicapped and Disabled Veterans Program, and other Veterans programs, while they do not come under the concept of EEO as set forth in the EEO Act of 1972, are nevertheless very real EEO programs. Many of the same difficulties of prejudice, pre-conceived notions and fears exist for many handicapped individuals in seeking employment that exist for minorities and women. Many veterans returning to the work world, or entering it for the first time, as they separate from the military services, experience extreme problems in being placed because of a lack of skills, or having skills well suited to the military but not easily transferrable to the civilian work force.

Because of the difficulties in obtaining equal employment opportunity, the Rehabilitation Act of 1973 (Public Law 93-112), the Vietnam Era Veterans Readjustment Assistance Act of 1974 (Public Law 93-508), and various other earlier pieces of legislation have been enacted to assist these special interest groups in finding employment. These laws provide particular emphasis on the employment and rehabilitation of handicapped individuals, disabled veterans, and Vietnam Era Veterans.

NOAA has a Selective Placement Program Coordinator with a network of 19 designated field coordinators to implement these

programs. It is their task to identify sources of employment such as the Veterans Administration, Disabled Veterans organizations, state and local Vocational Rehabilitation Centers, private organizations, etc., and also to approach personnel managers and supervisors, to make them aware of the various programs and stimulate their interest and concern for employing the handicapped and veterans.

There are various types of appointing authorities that can be used to facilitate the employment of the handicapped and veterans which will enable them to get "on-the-job" much more easily and quickly than using routine channels. In addition, there are on-the-job training (OJT) agreements that can be negotiated with the VA and Vocational Rehabilitation organizations that can be financed either totally or at least partially by these organizations. Often, persons in such training programs can be hired on a full-time basis after completing their training, having had the opportunity to show qualifications which otherwise may have gone unobserved.

Further information on these programs can be obtained either from John Wetstein (301-443-8247), the NOAA Coordinator, or by calling field personnel offices and asking for the Handicapped and Veterans Coordinator.

NOAA's Total Full Time Employees With A Permanent Type Of Appointment As Of June 30, 1976

	Total Employees	%	Total Minorities	%	Hispanic	%
Hdqtrs	393	100.0	56	14.2	3	0.8
Admin	845	100.0	307	36.3	21	2.5
NWS	4948	100.0	378	7.6	82	1.7
NOS	2408	100.0	394	16.4	25	1.0
ERL	1049	100.0	79	7.5	24	2.3
EDS	681	100.0	102	15.0	8	1.2
NESS	654	100.0	78	11.9	7	1.1
NMFS	1774	100.0	239	13.5	34	1.9
TOTAL	12752	100.0	1633	12.8	204	1.6

Department of Commerce Awards *(Continued from page 4)*

ices Specialist with the Data Buoy Office. Her awareness and sensitivity to matters associated with equal employment opportunity can be seen in the performance of every facet of her work. Mississippi does not have a compulsory education law and a number of school dropouts in elementary and high schools, especially minorities, is well above the national average. Through her continuing efforts over the years, she counseled 700 students, 200 of whom were minorities on the importance of completing their education in prepa-

ration for their future careers and concerning job opportunities with NOAA. In addition she forwarded approximately 3,100 pieces of literature to various schools regarding employment with NOAA and the Federal Government.

Chief of the Data Processing Branch of EDS's National Oceanographic Data Center, Mr. Taber's accomplishments in the design and application of upward mobility programs, full utilization of employees' skills, and effective career counseling have been outstanding. As a re-

sult of these efforts, three non-professional minorities are presently enrolled at the Washington Technical Institute receiving training toward developing their careers. He initiated and implemented a job restructuring program in one of his sections which resulted in promotional opportunities for five minorities in dead-end positions. He also developed and instructed an introductory course in oceanography for non-scientific personnel. The course was attended by 29 lower grade minority and women employees.



Attending Commerce Department EEO recognition ceremonies from NOAA last year were, left to right, Robert W. Taber, Dr. Celso S. Barrientos, Associate Administrator Dr. John W. Townsend, Jr., Steven E. Hughes, Frederick K. Ganjon, Deputy Administrator Howard W. Pollock, Frank D. Christhill, and EDS Director Dr. Thomas S. Austin. Townsend, Pollock and Austin attended the ceremonies in honor of the others who received EEO Certificates of Recognition, as did Mrs. Rosemary I. Lovell, inset.

Warren Jacob-Back To School *(Continued from page 2)*

of curricula and courses of study which will prepare students for careers in our major disciplines. The IPA offers a method whereby NOAA professionals may participate directly with their alma mater, and other schools, and serve as a positive model for students oriented toward careers in the earth, marine, or physical sciences.

Mr. Jacob, while on the IPA assignment, will provide assistance to Dillard University and NOAA by:

1. Assisting in development of

curricula and courses of study in areas where NOAA's staffing needs are the greatest;

2. Providing assistance to students on governmental job opportunities, specifically helping students in preparing for careers in NOAA's major scientific and technical occupations; and

3. Relieving faculty of workload through teaching and related duties involving course work and program development.

One of the program areas in the NOAA EEO Affirmative Action Program has been the use of

IPA assignments to achieve the above goals. While there have been numerous contacts over the years, this the first effective utilization of the IPA. With the assignment of Mr. Jacob to Dillard University, it is hoped to increase the effort to achieve two positive goals: provide a resource to the schools for their use in the educational process as needed; and assist interested minorities and female students with possible careers in NOAA. Mr. Jacob is pioneering this special EEO effort in NOAA.

EEO Office Gets It Done

(Continued from page 3)

Officer in the processing and disposal of complaint cases.

The EEO Counselor position is a pilot program for one year. The incumbent of this position will serve as an EEO Counselor on a full-time basis and will be responsible for processing informal complaints of discrimination, counseling complainants, making inquiries into the matter, interviewing managers, supervisors, and alleged discriminatory officials, reviewing pertinent documents, including personnel records, and attempting to resolve the matter within the prescribed time limitations.

The Assistant EEO Officer position will be located at the Environmental Research Laboratories, Boulder, Colorado. The incumbent of this position will be assigned to the Office of the Administrator and will serve as the Assistant EEO Officer for the western regional area of NOAA. The incumbent will provide advice and assistance in the planning, development, and maintenance of NOAA policy and guidelines regarding the EEO complaint process. The incumbent will also process formal complaints of discrimination and will provide advice and guidance to managers, supervisors, employees and EEO Counselors with respect to the application of statutory, regulatory and policy aspects of the complaint process.

In addition to the above positions, NOAA allocated additional resources to the Department of Commerce, Office of Investigations and Security, for complaint investigation.

These efforts on the part of NOAA leadership to honor the rights of employees embodies those principles of fairness voiced by the late Dr. King.

The months have not been easy...but we have kept going with the faith that in our struggle we had cosmic companionship, and that, at the bottom, the universe is on the side of justice.

Dr. Martin Luther King, Jr.

Yearly EEO Awards Recognize Individual Contributions

Since 1971, NOAA has formally recognized, through the awarding of the NOAA Award for Equal Employment Opportunity, those employees who have contributed significantly to EEO within NOAA or the community. The Award, consisting of a plaque and \$1,000 (prior to 1976 the monetary award had been \$500), serves as very visible and concrete reinforcement of the importance given to the concept of equal employment opportunity within NOAA. A look at the past recipients of this award will convey to each of us the spirit and dedication that exists within our NOAA family to the concept of EEO:

1971 Award winners -



Tony Mackel

Tony Mackel, an Employee Development Specialist within the Personnel Division, was recognized for the development of the outstanding EEO seminar "Focus on Understanding." Over 4,000 NOAA employees have attended "Focus" since its inception and the seminar has been cited as one of the best of its type in government.



Alonzo Smith

Alonzo Smith, the first Chairperson of the NOAA EEO Com-

mittee, was recognized for the leadership and dedication he displayed in that post. His tactful approach to potentially sensitive situations led to a greater understanding between management and employees and to the development of mutual trust—a strong basis for the development of an effective EEO climate in NOAA.

1973 Award Winner -



Maurice Ward

Maurice Ward of the National Weather Service was recognized for his voluntary efforts toward helping over 200 minority students find employment within the Federal Government. Within his local community, he organized high school counselors, Chamber of Commerce members, pastors, and businesspersons who, in turn, met with and counseled minority youth on how to apply for jobs and how to develop resumes.

1974 Award Winners



Jacqueline Coit

Jacqueline Coit was recognized for her significant efforts toward encouraging the employ-

ment of handicapped individuals in the Federal service and toward effectively translating the goals and objectives of the EEO Affirmative Action Plan into a meaningful program at the Southwest Fisheries Center in La Jolla, Calif. Her work with Federal and State agencies, as well as with community organizations, established strong communications links with these organizations and NOAA.



Theodore P. Gleiter

Theodore P. Gleiter, Assistant Administrator for Administration was recognized for providing continuing, aggressive, and imaginative leadership in all aspects of EEO within NOAA. In addition, his involvement in many community volunteer activities provided job training, daycare, emergency food, clothing, shelter, and transportation to disadvantaged persons.

1975 Award Winners



Lena Loman

Lena Loman was recognized for her innovative and dedicated
(Continued on page 10)

IWY Brings Resurgence

(Continued from page 2)

tions. They included "Upward Mobility - Everything You've Always Wanted to Know about Upward Mobility But Were Afraid to Ask," "Alcoholism and Women," "Preventive Smoking Clinic - Five Day Workshop," and "How to Improve on your SF-171." Also, presentations on various aspects of the Federal Women's Program at NOAA were made to top management and supervisors of several Major Line Components.

Community contacts with various organizations and Government agencies were made through correspondence, telephone conversations and requests for additions to mailing lists. Some of these are George Washington University Continuing Education for Women Department, Montgomery College, Prince Georges Community College, the National Secretaries Association, The Women's Institute, Washington Opportunities for Women, the Montgomery County Commission on Women, and the Department of Labor's Women's Bureau. NOAA also participated in three conferences; the Annual Federally Employed Women's Conference in San Francisco, the Black Women's Organization Conference sponsored by Howard University, and the Women on the Move Conference sponsored by the D.C. Department of Human Resources.

On a continuing and daily basis, women receive counseling in their careers as needed, and the Office of the Federal Women's Program Coordinator maintains an open door policy to enable anyone to utilize the services available. This is a popular segment of the Federal Women's Program and there seems to be a need for this service throughout NOAA.

The future for women at NOAA promises to be exciting, inspiring and demanding. Our objectives include the following:

1. Improving Communication by establishing a strong communications network connecting
(Continued on page 9)

NOAA Upward Mobility Training Programs Show Progress

In 1975-1976, NOAA's eight Upward Mobility Training Programs, (UMTP) created great interest, with 1,361 applications reviewed. Candidates selected were broadly representative of minority, female and non-minority populations, and their entry into the program is helping NOAA meet its EEO objectives. The chart below portrays the breakdown for each of the special programs in UMTP:

PROGRAM	NO. OF APPLICATIONS		NO. OF POSITIONS		SELECTIONS				Non-minority	
	TOTAL				M	F	MIN & F	% MIN & F	Male-	Female
1. Grad Sci	172		15		4	11	13	87%	2	6
2. Sci Intern	66		5		3	2	5	100%	0	1
3. Sci 20/20	160		20		14	6	14	70%	6	2
4. Sci Tech	335		50		30	20	42	84%	8	11
5. Adm Tech	127		14		3	11	13	93%	1	5
6. Adm Trainee	253		7		0	7	7	100%	0	2
7. Adm Fellow	110		3		2	1	2	67%	1	0
8. Adm 20/20	138		3		1	2	3	100%	0	0
TOTAL	1,361		117		57	60	99	85%	18	27

Minority Participation	GS		SI		S 20/20		ST		A Tech		A Trainee		A Fellow		A 20/20		TOTAL	%		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
Black			2	4	2	1	6	4	18	7	2	4	0	3	1	1	1	2	58	50%
Spanish Speaking			0	1	0	0	2	0	2	1	0	2	0	1	0	0	0	0	9	7.7%
Orient			0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2	1.7%
Alaska Nat.			0	0	0	0	0	4	2	1	0	0	0	0	0	0	0	0	3	2.1%
Total Minority	39	33	2	5	3	1	8	2	22	9	2	6	0	5	1	1	1	2	72	62%
Non-Minority	18	27	2	6	0	1	6	6	8	11	1	5	0	2	1	0	0	0	45	38%
TOTAL	57	60	4	11	3	2	14		30	20	3	11	0	7	2	1	1	2	117	

NOAA's 1976-1977 upward mobility training programs are underway and all selections for over 100 positions will be completed by the end of next month.

IWY Brings Resurgence of Hope (Continued from page 8)

the Federal Women's Program Coordinator with Management EEO Coordinators, EEO Committees, Field FWPC's, Managers, Supervisors, and employees.

2. Raising visibility by developing an Annual Women's Day or

Week throughout NOAA, establishing more community outreach programs, and utilizing exhibits at major conferences.

3. Obtaining a budget for involvement in special activities and to fund exchange visits by field and headquarters staff.

4. Expanding training opportunities through increasing the number of seminars which deal with concerns of women, special training for supervisors on how to treat women, career counseling on a scheduled basis at vari-

ous locations throughout NOAA.

Reiterating Dr. Robert White's words of December, 1975, "Progress comes in small steps. If we take enough small steps, we will be leagues ahead before we know it."

EEO Awards

(Continued from page 8)

leadership of both the NOAA and National Weather Service EEO Committees. Her work toward developing, implementing, and analyzing the NWS Affirmative Action Plan was exemplary and helped to develop further support for EEO within the agency. Her spirit of enthusiasm and cooperation toward achieving a common goal was inspirational for all who worked with her.



June D. Schadt

June D. Schadt was recognized for her superior efforts toward the development and implementation of the first formal National Marine Fisheries Service career development plan for biological aides and technicians. It was largely through her dedicated efforts that the Middle Atlantic Coastal Fisheries Center was able to realize its EEO objectives.

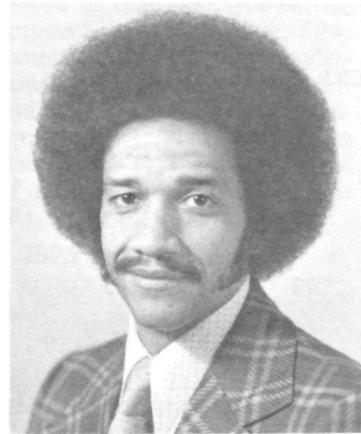
1976 Award Winners -



Frank F. Morales

Frank F. Morales was recognized for his unselfish dedication to his EEO counseling responsibilities, his volunteer work with IMAGE, and community youth groups and his work as a regional representative of the

Federal Spanish Speaking Program.



Worthington Ross

Worthington Ross was recognized for his exceptional work as an EEO counselor within NOAA. Through his involvement in the discrimination complaint process he has contributed to the informal resolution of numerous complaints. In addition, he has contributed significantly to the development, implementation and monitoring of the EEO program within the National Ocean Survey.

EEO Liaison Activities Extended In Seeking Outside Assistance

This past year saw the beginning of a concentrated effort by the NOAA EEO Committee as well as the Personnel Division to reach out beyond the traditional kinds of liaison activities to many institutions for help in overall NOAA EEO Program efforts.

This outreach activity is directed at those minority, female, public interest and philanthropic organizations that can assist NOAA in indentifying candidates or sources for employment. The organizations involved have, in a broad generic context, responsibility for improving the status of minorities and women so that their members or clientele can maximize their individual human potential.

These organizations may be divided into the following five groupings:

1. Subcommittees of professional scientific organizations such as the American Meteorological Society, American Geophysical Union, etc.;
2. Governmental, education

EEO Recruiting (Continued from page 3)

ties and to 50 percent as of June 1976 for women. Within NOAA's scientific community, the increase has been less dramatic, and in some occupations barely noticeable.

Because of the great expenditure of effort to find outside minority candidates who were on Civil Service registers and were qualified for NOAA positions, both administrative and scientific, the Personnel Division generated several applications each year, usually for more than the available number of placement opportunities. The actual number of placements through this program has been small. Several factors have contributed to this situation. The first and most obvious is that managers and supervisors continue to discriminate against hiring minorities and women for certain scientific and technical occupations because of a basic, and untested, predisposition to believe "they" cannot do the job as well as a man and/or non-minority.

A second factor is the con-

scious policy decision in 1973, to recruit, select and train NOAA employees for entry-level professional, scientific and technical positions through Upward Mobility Training Programs. A third factor, which is only now being recognized, is that NOAA's specialized recruitment program has been general in scope, not geared to particular vacancies which are anticipated and not tied in with the change in the state of the economy over the past three years.

The EEO and Special Emphasis Programs Section staff in the Personnel Division analyzed the recruitment program in FY 1976 by examining the direct cost of recruitment and comparing this with the number of students interviewed and hired. As expected, the cost per hire was very high and the number of disappointed graduates who were turned down was also very high.

New directions were needed to make the recruitment program cost-effective and efficient in zeroing in on specific vacancies as much as possible. On October 13, 1975, Dr. John W. Townsend, Jr., NOAA's Associate Administrator, directed all Primary Organization Elements to submit a projection of their anticipated personnel vacancies for GS-5/7 entry level positions for FY 1977 to the Personnel Division so that recruitment can be geared to realistic targets. This approach should assure a considerable savings in time and money, and that all persons who apply and are qualified are going to be given serious consideration for specific vacancies as they occur. Tailoring our recruitment program to potential openings will also help NOAA's credibility with institutions of higher education when it becomes known that we are recruiting people for real jobs and not just playing the numbers game. Professional, scientific and technical employees within NOAA also will be more involved in recruitment than in the past and a full-time staff person for recruitment is being added to coordinate this important effort to bring Dr. King's dream to fruition.

For further information or suggestions on the college recruitment program, write to Mr. John Haberlin, AD451 or call him on FTS 443-8105.

and private public interest groups;

3. Fraternities and sororities;
4. Local community action groups such as United Planning Organizations;
5. National organizations such as National Association for the Advancement of Colored People, Urban League, National Organization of Women, American G.I. Forum, and the like.

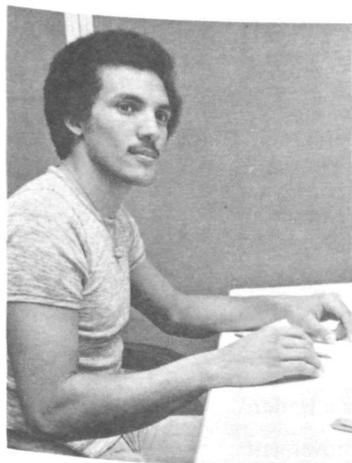
NOAA EEO program personnel interact and participate with these organizations through:

1. maintaining continuous contact with the organizations;
2. providing vacancy announcements and promotional literature on NOAA and its staffing needs;
3. attending national, state and local conferences and conventions of these organizations. NOAA provides exhibits, personnel and other promotional information.

An example of how these organizations relate to NOAA can be seen through the participation of Bill George, Chief,

(Continued on page 11)

Cooperative Education Program Tied To EEO Objectives



Mike Taylor
New Mexico State University
Biology Major
Marine Ecosystems Analysis Program

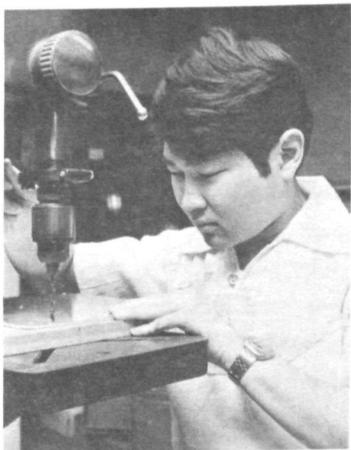


Barbara Lachmann
Metropolitan State College
Computer Science Major
Research Support Services



Mike Dias
San Jose State University
Meteorology Major
Atmospheric Physics and
Chemistry Laboratory

Jim Murashige
Washington University
Electrical Engineering Major
Wave Propagation Laboratory



Cooperative Education is a program that provides opportunities for undergraduate students at accredited institutions of higher learning to alternate periods of study with periods of study-related employment in the Federal Government.

One of the major objectives of this program is to support equal employment opportunity in NOAA by relieving situations in which recruitment has traditionally been limited to one sex, color, or race. While the co-op program does have these potential implications for NOAA's Equal Employment Opportunity Program, a much more intense effort is needed to recruit co-op minorities and women into the scientific and technical disciplines within NOAA as a part of NOAA's Affirmative Action Plan for Equal Employment Opportunity. This objective can be more effectively accomplished through the combined efforts of NOAA managers and supervisors, program coordinators, college officials and the NOAA Personnel Offices. There is a need to reevaluate traditional recruiting sources which have proved to be ineffective in the past. More local minority and women's colleges should be contacted and used when appropriate.

It has been determined from the Cooperative Education FY 76 Annual Report that of the total number of 250 students enrolled in the co-op program, only 18 percent are minority students. This percentage needs to be improved during FY 77.

One method is to increase the number of co-op students from predominantly minority schools, including Spanish speaking and women's colleges. We've recently improved our rapport with Howard University, City College of New York, Pratt Institute (60 percent minorities in the Engineering Program), Lincoln University, and Tuskegee Institute, and we are now receiving more applications from these schools. Nadine Doxey, NOAA Co-op Coordinator maintains a list of all students, including minority and women students, who are available for co-op assignments. When a student's application is referred to managers, it is accompanied by a letter which reinforces NOAA's EEO commitment to hire minorities and women.

Further measures are being taken to coordinate recruitment efforts with other Commerce agencies in order to provide an exchange of excess applications.

A stronger commitment of permanent positions to the Co-op Program would increase NOAA's credibility by providing more permanent employment to minorities and females after they complete their co-op program. This approach is being encouraged.

In summary, if managers, coordinators, and personnelists take a few extra steps, the co-op program will work effectively to enhance our mutual goal of bringing more qualified minority and women graduates into the NOAA work force.

Liaison Activities

(Continued from page 10)

Special Personnel Programs Branch, Personnel Division; and Landry Williams, NOAA EEO Committee Chairperson, at the recent Texas State NAACP Convention. NOAA was the only Government agency with a complete exhibit at the convention; while Bill and Landry appeared on panels to discuss NOAA and career opportunities, and generally were available to assist delegates with information on NOAA and job needs.

There have been many other similar occasions in NOAA when both field and headquarter employees have interacted with

groups in outreach activities.

NOAA EEO Program officials plan to involve themselves much more in the activities of these organizations in 1977. We encourage all interested employees, managers, and supervisors to concern themselves with these organizations as much as possible at the local levels to explain NOAA and its career possibilities. Interested persons should contact either the Special Personnel Programs Branch, (AD45), members of EEO Committees, or local servicing Personnel Offices.

King's Master Plan

Dr. King appeared on the scene in Montgomery, Alabama, when his people were seeking a leader. He was able to transform a spontaneous racial protest into an awesome massive resistance movement with a method and an ideology. He had an instinct for symbolic action, and knew how to dramatize the truth. Essentially, what he accomplished in mobilizing for an all-out assault on segregation, was to link new methods with traditional techniques of protest. From this thrust, we can see his accomplishments evidenced through the eight basic components of his master plan. These accomplishments are:

1. He was able to move people to resist the evil of segregation in a passive non-violent spirit. He stated on many occasions when the presence of violence hovered near, "We should refuse to cooperate with injustice." Positive resistance as exemplified by Dr. King became a powerful personal and social weapon.

2. He was able to mobilize people to use the power of love in their everyday lives. Violence was to be avoided at all costs—resistance was to be peaceful and in a spirit of love.

3. He was able to mobilize people in an all-out fight for first class citizenship. He conducted training workshops for leadership in the civil rights struggle.

4. He was able to stimulate the legal and legislative fights in the courts and in the Congress by working through and supporting organizations involved in the civil rights struggle. The monumental civil rights legislation passed during this era was due to Dr. King's efforts. His unique ability to mold public opinion through education helped change internal attitudes of all our citizens.

5. He was able to awaken the churches of the country to fulfill their social responsibilities. He roused the ministry, especially in the black churches to spiritually and physically help the masses to plod on in the civil rights struggle.

6. He got people to vote. He was able to use the power of the ballot to bear upon powerful elected officials.

7. He was able to awaken all classes of people to join in the struggle for equal rights. Through his efforts, class distinctions were forgotten as all people mobilized for the fight for justice.

8. He was able to prepare his followers for what was to come in a mixed society. He preached self-reliance and the excellence of human achievement.

Dr. King was able to hold all manner of peoples together in a coalition which successfully fought and won gains in the struggle for an equal and free society.

National Oceanic and Atmospheric Administration

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