



noaa week

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NOAA

Message From The Administrator

National Climatic Center

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Equal Opportunity: Martin Luther King's Dream

On the anniversary of the birthday of the late Dr. Martin Luther King, Jr., we are reminded that this great human being symbolized the hopes of all individuals--equal opportunity in all endeavors. His birthday represents an opportunity

to renew our dedication to making the dreams of this noted civil rights leader come true and, by doing so, make this a better America.

Dr. King was a man of dreams--and his dreams left us with hope for a future in which prejudice would have no role in our daily lives. He was also a man of action, and much of his action was directed at achieving equal employment for all.

This special NOAA Week is issued in observance of this anniversary as a means of summarizing the goals--and some of the achievements--of our Equal Employment Opportunity Program.

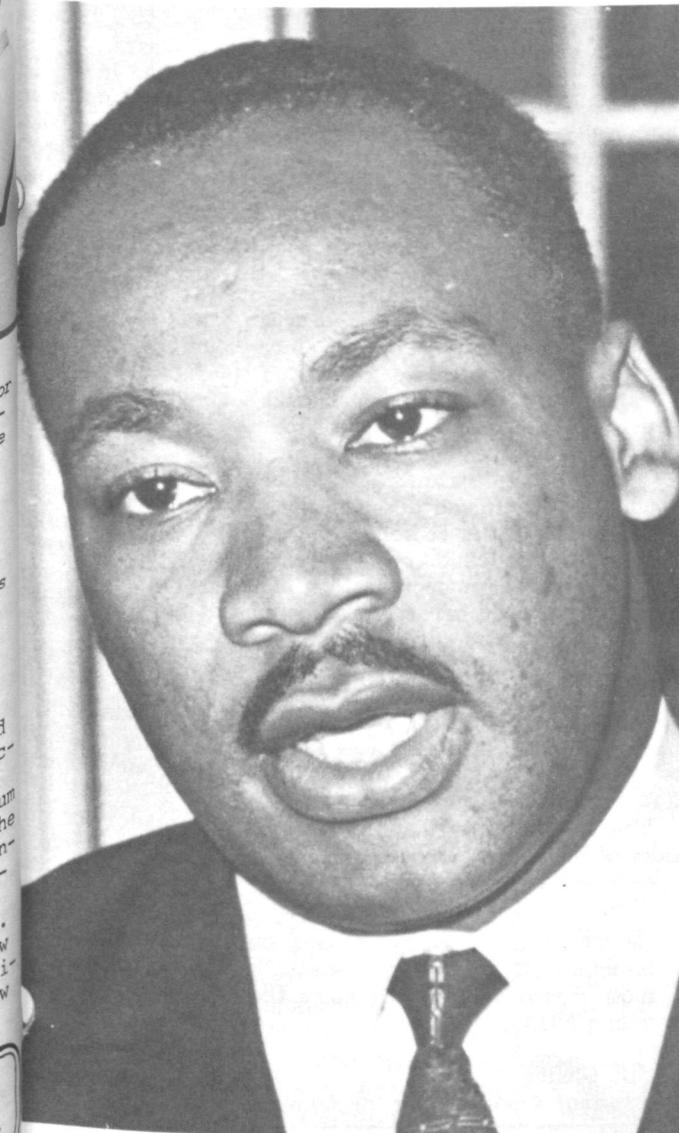
Without the help of each and every member of the NOAA family as he or she carries out his or her daily responsibilities, we will never reach our goal of equal opportunity for all employees and applicants without regard to race, color, sex, religion, national origin, or any other factors unrelated to merit. Only by individual action will we achieve NOAA's goals of making sure that all recruitment sources are tapped; that full use is made of all the talents of our employees; that each NOAAite can fulfill his career aspirations.

Not only is it the anniversary of the birthday of Dr. Martin Luther King, it is also a new year. Let us all resolve to do what we can as individuals to see that NOAA's policy of providing equal employment remains vital. Let us pledge a common dedication to making EEO work within NOAA by treating this program as an integral part of NOAA's mission.

Through our individual and collective efforts, it is just possible that Dr. Martin Luther King, Jr.'s dreams might come true.

Robert M White

Dr. Robert M. White
Administrator



*Dr. Martin Luther King, Jr.
January 15, 1929 - April 4, 1968*

"All life is inter-related. Whatever affects one of us, affects all."

EEO Committee Chairperson Describes Group's Work and Future Plans

by Warren Jacob, Chairperson, NOAA EEO Committee—Research Meteorologist in the National Environmental Satellite Service, Suitland, Maryland.



The EEO Committee advises the Administrator on the operation and effectiveness of the total NOAA EEO Program. The Committee is made up of the Chairperson and Vice-Chairpersons of all the MLC EEO Committees, the Headquarters Staff elements committee, and a representative from the NOAA Corps, who in turn serve as advisers to their top managers on all EEO matters. The Committee over the past year has provided leadership in the development and promulgation of the following facets of our EEO Program; scientific upward mobility training program; improved minority recruiting program; secretarial and GED training programs; additional EEO staff at the Administrator's level (full-time EEO officer and his staff) as well as additional EEO Counselors and increased Personnel Division resources; also the establishment of improved EEO communications channels. The Committee has continued to work towards developing an improved EEO statistics system; helped to educate NOAA employees on the functioning of the EEO complaint system and the roles of the EEO Counselors; and exhorted management to insure employees are able to maximize their potential to the fullest extent possible.

The Committee's objectives for future EEO progress in NOAA will encompass the following: improved organizational structure for EEO from the Department of Commerce down through NOAA; training EEO Committee members in Affirmative Action Plan development; improved awards program structure to recognize EEO accomplishments with monetary stipends; expansion of EEO training for all NOAA managers and supervisors; a NOAA-wide EEO Awareness Program which will take place during May 1974; and hopefully, total fulfillment of Dr. King's dream.

"Every step toward the goal of justice requires...the tireless exertions and passionate concern of dedicated individuals," Dr. Martin Luther King, Jr., said.

The achievement of equal employment opportunity is no exception. Regardless of the success of various EEO workshops, individual projects, and programs, we will not have truly accomplished our goal until every individual employee and supervisor is personally committed to the concept of fair and equal job opportunities for all Americans.

Thomas S. Austin, Director
Environmental Data Service

Counselor's Activities Fill Day But She Calls It 'An Investment'

"The important thing in employment counseling—as is human relationship—is for people to communicate. So understanding breeds respect." This, in essence, is the philosophy of Catherine Hiland, an EEO Counselor who works in the North Bethesda Office Center Building One in Rockville, Md.



Mrs. Hiland became a part of the present NOAA family in 1961 when she joined the U.S. Weather Bureau to work in the Geophysical Fluid Dynamics Laboratory as a mathematician programmer at a GS-7 grade. She has progressed in intervening twelve years both in job responsibility and income to her present position as a systems analyst, GS-13, for the IFYGL Program. Her credentials include a laude as a mathematics major from Spelman College, Atlanta, Georgia; graduate work at Atlanta University; a year as a junior mathematician in the physical science laboratory at New Mexico A&M College, and two years as a research mathematician in the University of Alaska.

When Catherine Hiland was originally selected in 1971 as an EEO Counselor for FOB-4 in Suitland, Maryland, it was not really a new field of interest. With her special background she has seldom encountered problems of race and sex in her job, but as a woman and member of a minority group she has a very special insight into them.

During her childhood in Atlanta, her father worked as a business manager for the AFL-CIO, charged with the responsibility of keeping union jobs open to all races, creeds, and colors. Growing up in this environment she developed an early understanding of the employment hazards of the 1940's. In later years she worked on special assignments for "Frontiers Unlimited," a professional counseling organization which provides courses for industry management on employer/employee relationships.

In order not to conflict with her job and its demanding deadlines, Mrs. Hiland does the necessary paperwork for her counseling activities at home. She admits that, as a working mother of two children—a 14-year-old boy and a girl, 9—this keeps her spare time to a minimum. But she has no vision to look on her added work load as an investment in the future of her family.

A tall, charming woman in her thirties, she has earned respect on both sides of the counseling table with her sincerity and perceptive understanding. In her words, "It is important that supervisors see people not as minorities, but as potential talent. I try to give them a new viewpoint on how they are thinking—and why."

This is Catherine Hiland, a sensitive ambassador for the sides of the NOAA Equal Employment Opportunity table.

On the occasion of the birthday of Dr. Martin Luther King, Jr., we pledge anew our dedication to the principles of Equal Employment Opportunity and our most vigorous efforts to make those principles work within NOAA.

T.P. Gleiter
Assistant Administrator for Administration

NOAA's Progress In Equal Employment Programs Outlined

Minority employment in the National Oceanic and Atmospheric Administration has increased from 10.5 percent in 1970 to 11.8 percent. In the Washington area, the percentage has grown from 16.7 percent in 1970 to 19.7 percent at present. Much of the gain in minority group employment is in technical fields, rather than in clerical or ge board occupations.

The progress in equal employment opportunity has been achieved through expanded and intensified recruiting efforts at colleges with large minority enrollments; through special emphasis on achieving understanding and support of EEO goals and objectives among line and staff managers, supervisors, and all employees; and particularly through a number of innovative training programs.

NOAA's Alaskan Native training program, now in its sixth year, teaches the skills needed for employment at National Weather Service stations and aboard NOAA vessels. Forty-seven graduates of this program have been promoted. The National Weather Service program, conducted in cooperation with the Bureau of Indian Affairs, Eskimos, Indians, and Aleuts are taught to take weather observations, establish meteorological facilities, and maintain meteorological equipment. At stations from the Arctic Ocean to the top of the Aleutian Island chain, they have replaced Weather Service employees who had been stationed in Alaska on two-year tours, thereby eliminating expensive transfer costs as well as providing increased opportunities for these minority groups. Also the National Marine Fisheries Service employs 44 Alaskan Natives in the Pribilof Islands.

In the Trust Territories of the Pacific, the National Weather Service's Pacific Region has a school at Truk, Caroline Islands, where Micronesians are trained as weather observers. This group now comprises 55 percent of the workforce in the Trust Territories. Further, the Region conducts a program of management training, including academic courses at the East-West Center and on-the-job experience, to enable the Micronesian observers to advance to station management or other administrative posts.

In 1969, the agency, in cooperation with the Bureau of Indian Affairs, began training American Indians as meteorological technicians in the Southern, Central, and Western Regions, where a number of Indian reservations are located near Weather Service offices. Indians are referred by the Bureau of Indian Affairs for training at the GS-2/3 entry level.

A Meteorological Technician Training Program was established in 1970 in the Weather Service's Eastern, Southern, and Central Regions, for disadvantaged or minority veterans who do not meet the qualifications for meteorological technician positions. In this program, veterans are hired at the GS-3 level and given extensive training, with the prospect of entering permanent positions in which advancement is possible to the GS-7 level. Candidates for the program are recruited through local community action groups, state employment services, the Congress of Racial Equality, the National Association for Advancement of Colored People, the Urban League, and similar organizations. Veterans Readjustment Appointments have been very successful; of the 53 present NOAA employees hired under the program, more than half are minority group members. The program offers opportunity to returning veterans, and career opportunities to minority group members in attractive technical fields.

NOAA has instituted a career counseling program, staffed with counseling psychologists, to assist employees -- especially disadvantaged and underutilized -- in overcoming handicaps to their progress and development. In addition,

several in-house training programs have been initiated to help employees advance to the full extent of their abilities.

In 1969, a Computer Operator training program was established to qualify employees in dead-end jobs at GS-7 and below for higher graded computer operator positions. Twenty-eight employees have completed the six-month course; of these 15 are minority group members and 13 women.

The Administrative Trainee Program, started in 1970, provides training and promotional opportunities and creates a continuing pool of trained employees for administrative positions. Those selected for this one-year program participate in special orientations, on-the-job assignments, seminars, and NOAA-paid academic courses. Upon successful completion of the program, a trainee enters a target position at the GS-7 or 9 level. A total of 62 employees has been enrolled in the program; of these, 36 are minority group members and 34 are women.

In addition to these counseling and training programs, NOAA continually reviews and, whenever possible, redesigns positions to allow upgrading of lower level employees and employment of the disadvantaged and minority group members.

The Junior Fellowship Program -- established in 1969 to provide opportunities for high-quality disadvantaged students who might otherwise be unable to attend college -- has expanded from 34 Fellows in 1969 to 74 in 1973. Of the 74, 50 percent are minority group students. This program has proved an effective tool for attracting top quality students.

Many minority group students have been appointed to
(Continued on page 6)

It was a humid day in 1965 when our plane load of people from Washington, D.C. landed near Selma, Alabama. The Brown Chapel was filled to overflowing but we were ushered to the podium near the man Dr. Martin Luther King, Jr., who had issued the call for reinforcements. There would be a march. There would be pain. But inch by inch things would change.

Inch by inch, step by step, the work goes on. The job; "We must learn to live together as brothers or we shall surely die together as fools." That is the legacy Dr. Martin Luther King, Jr., left for us to complete.

NOAA has seen fit to involve itself in that task. The inch by inch, step by step recruitment efforts in this community have brought results. Black people in far northeast, southeast Washington, long accustomed to closed doors and denied opportunities found an open door. They found jobs; not GS-2's, 3's and 5's, but 11's, 12's and 13's! They found jobs offering an increase in responsibilities as well as in salaries.

I know NOAA has benefited also from this long neglected valuable resource; I know the Black community has benefited, not just in monetary terms but in a new possibility of hope. The "DREAM CAN COME TRUE!" NOAA has given substance to that dream and all America has benefited.

Pastor Herbert S. Schwandt
Peace Lutheran Church
15th and Ames Place, N.E.
Washington, D.C.

Minorities, Women Rise In NOAA Officer Corps



Christine Carty (left) and Evelyn Fields are two of the six women in the most recent NOAA officers training class.

The prime requirement for appointment to the NOAA Corps is a college degree in science or engineering. This creates serious problems in the EEO area because the national population of minorities and/or women in science or engineering is very small compared with their total numbers. Although women are over 50 percent of the U.S. population, they represent less than 4 percent of the science or engineering community. The comparisons are even worse for minorities. Only 470 Blacks received bachelors degrees in engineering in 1972; to recruit even one of the national production of Black engineers every year would represent a real accomplishment.

Nevertheless, the Corps does represent an attractive career opportunity for young college graduates. The Corps carries out an aggressive recruiting campaign to ensure that the applicants represent a broad geographical, social, and academic base, giving special attention to schools with exceptional minority representation.

As a result of these efforts, 11 minority-group men and nine women, including two minority-group members, are serving in the NOAA Corps. Of the men, three are Executive Officers aboard NOAA ships.

Oceanographer Samuel McCoy Chairs NOS-EEO Committee

Samuel E. McCoy is a native Washingtonian with 18 years in government behind him and a responsible position in the National Ocean Survey where he recently promoted to the post of assistant to the Chief of Predictions Branch in the Oceanographic Division.



In addition to his professional duties, McCoy serves as Chairman of the NOS Equal Employment Opportunity Committee.

McCoy, 38, received a bachelor of science degree in 1962 from the District of Columbia Teachers College

majoring there in mathematics and general science. He prepared himself for his present position as an oceanographer, through graduate studies at American University, George Washington University, and the Graduate School of the U.S. Department of Agriculture.

McCoy resides in Washington with his wife Shelvee; the couple has four children, Andrea, 19, who attends Boston University; Doxie, 18, a student at Boston College; Shantel, and Kelli, 11.

The policy of the National Ocean Survey is to support equal employment opportunity on the basis of merit, and without regard to race, color, religion, sex, or national origin. Much has been accomplished through positive action programs to assure equality of opportunity. I want to emphasize my own commitment to a strong program for equal employment opportunity. In 1974, we will all be looking for new ways to assure that significant progress is made. Managers, supervisors, and employees will be called upon to bring new directions and a rededication to the ideals of equal employment opportunity. Every effort will be made to assure that positive action is reality in every element of the National Ocean Survey.

Rear Admiral Allen L. Powell
Director, National Ocean Survey

Officers of the NOAA Corps have two separate responsibilities with regard to EEO. As NOAA supervisors they are expected to develop and carry out EEO activities in the particular parts of NOAA in which they are assigned. In addition, they have responsibility to the EEO activities of the Corps itself and to the plans of the Office of the Director of the Corps.

Because of this dual responsibility, Corps officers are doubly obligated to insure that the spirit, process, and intent of the NOAA EEO effort are faithfully presented and that no legitimate cause for criticism arises because of the actions of the Corps itself or one of its members.

Rear Admiral Harley D. Nygren
Director, NOAA Corps

Janice Cavaliere Active in Boulder Women's Program

Arthur A. Barrios Is NWS Representative in Program for Spanish-Speaking Citizens

Arthur A. Barrios, Electronics Engineer in the National Weather Service's Systems Development Office, represents the NWS EEO committee on the Civil Service Commission's program to assist Spanish-speaking American citizens interested in joining the Federal civilian service. This 16-point program was initiated by the Civil Service Commission in November 1970. This interagency advisory group is a part of the Federal EEO Program.

The Spanish-speaking program was created to focus attention on the needs of the Spanish-speaking in the Federal employment situation. Federal employment statistics for November 1969 showed that Spanish-speaking Americans held only 2.8 percent of the Federal jobs, an indication that their skills on the labor market were possibly not being effectively tapped.

Spanish-speaking coordinators have been designated for each of the following NWS regions: Eastern Region, Steve Prienza; Southern Region, Rodrigo V. Gonzales; Central Region, Irma Joern; and Western Region, Stephen Holmes. They have been provided with guidelines that outline their roles and activities in the eight action areas required under the EEO Act.

Equal employment opportunity is a term we use to describe a fundamental right of Americans, and a simple truth about people—namely, that there is no important variation in human ability that can be traced to differences in race or sex. That we have the term at all is because there have been persistent inequities in bringing such equality into the real world of work and reward. Its existence is also evidence of a genuine desire on the part of management that these inequities cease.

We believe that our recruitment problems will not always be as difficult as they are today. The inequities of employment opportunity have been matched, historically, by inequalities in educational opportunity. As the talented products of a more even-handed society emerge from institutions in the coming years, our opportunities for recruiting minority scientists, engineers, and technicians should greatly improve, and our statistical inequities will go the way of the philosophical ones.

In the Environmental Research Laboratories, the goal of equal employment opportunity is one of our highest objectives. We are conscious of the inequities that exist, aware of the simplicity with which the desired equality can be expressed, and have made equal employment opportunity an important priority goal in the laboratories.

Wilmot N. Hess, Director
Environmental Research Laboratories

"I've always been committed to equality of opportunity," says Janice Cavaliere, a member of the EEO committee for the U.S. Commerce Department laboratories in Boulder, Colo. And she practices what she preaches.



A writer-editor in technical publications for NOAA's Environmental Research Laboratories, Ms. Cavaliere is a member of the Federal Women's Program Committee of the Denver, Colo. Federal Executive Board. In this capacity, she was one of the coplanners of the first national Federal

Women's Program conference held in February 1973 at Aspen, Colo., which was held for invited members of Federal Executive Boards around the country.

As a member of the Federal Women's Program Committee of the Denver, Colo., Federal Executive Board, she also edits a quarterly newsletter for this board that goes to all Federal Women's Program Coordinators and members of the Federal Executive Board—83 Federal agencies in Region 8, which includes Colorado, Utah, Montana, Wyoming, North Dakota, South Dakota, and New Mexico.

In addition, Ms. Cavaliere writes a weekly newsletter for the Federal Women's Program and another for the EEO program, both of which are incorporated into a weekly Department of Commerce newsletter which is sent to all Boulder Laboratories employees.

Presently, Ms. Cavaliere is immersed in planning a REACH FOR SUCCESS course for women in GS grade levels 1 through 8.

"I'm really excited about the course," she says, "For these are the women who are usually overlooked in promotional opportunities, and we hope this course will increase their chances of getting ahead. In other words, if no women are trained to assume positions in grade levels above GS 8, a man gets the job."

"We were so flooded with applicants that we are holding the course at two different times. The first session will be from January 21 through 23 at the Denver Hilton Hotel, and the second session will be held from February 4 through 6 at the Brown Palace Hotel. Since we had to limit the number of attendees to 320, we are now planning a third session in July 1974 for all those we had to turn away."

I recently spoke at a graduation ceremony for Administrative Trainees in NOAA. At that time, it was gratifying to learn of your expanded Upward Mobility Programs designed to achieve equal opportunity throughout NOAA. You are moving ahead toward the fulfillment of Dr. King's dream, and I support and commend your efforts in EEO. I hope all of us will renew and redouble our efforts to make ours truly an equal society.

Gerald K. Hinch, Director
Federal EEO Programs
Civil Service Commission

Progress In Equal Employment Programs (Continued from page 1)

trainee positions under NOAA cooperative work-study agreements with Howard University, Northeastern University, Cleveland State University, Norfolk State College, the University of Maryland, Texas Southern University, St. Thomas University, Washington Technical Institute, Drexel University, Clark College, Southern University, McComb Community College, and New Mexico State University.

Through the Neighborhood Youth Corps, the Work Experience Program, and Work Incentive Program, NOAA has been able to provide the disadvantaged with work experience and training. Weather Service stations in the field have trained Neighborhood Youth Corps members as meteorological aids, thus relieving higher-grade employees from some weather observing duties. Several field offices have converted summer aids to winter aids to enable them to continue working part-time through the school year.

Since 1969, about 75 percent of the summer employees hired by NOAA have been minority group members.

Other noteworthy minority activities within NOAA over the past several years include:

- 1970 - Establishment of headquarters EEO committee to advise the Administrator.
- 1971 - Special Programs Branch established in the Personnel Division, to coordinate equal employment opportunity program, specialized college recruiting, cooperative work-study programs, administrative intern programs, employment of the handicapped, etc.
- 1971 - Special training program -- "Focus on Understanding" -- developed for supervisors and employees at headquarters and in the field; this program, which seeks to have participants examine their concepts on race and ethnic groups, has also been presented for other agencies at their request.
- 1972 - Five NOAA employees were presented with DOC Awards for their EEO activities.
- 1972 - NOAA minority group employees participated in the National Conference on "Minority Participation in Earth Science and Mineral Engineering."
- 1973 - Four new Scientific Upward Mobility programs were initiated within NOAA.
- 1973 - EEO funding was increased to more than \$600,000 from an original projection of \$338,000. By the end of 1974 it is anticipated that over \$900,000 will be allocated to support the EEO program.

NOAA's community activities include numerous open houses with NOAA facilities hosting minority groups and other students and visitors, and voluntary community activities by NOAA employees.

About 10,250 minority group students are invited each year to visit NOAA facilities in an effort to stimulate interest in environmental programs and provide counseling along occupational lines.

Several field stations have established close relationships with local colleges and universities, providing assistance in establishing curricula in environmental and physical sciences. The National Marine Fisheries Service gives technical assistance to the home economics departments of several colleges with predominantly minority group enrollment: Delaware State, Hampton Institute, Maryland State, Morgan State, Virginia State, Cheney State, and Alcorn A&M.

NOAA also has provided advice in the establishment and conduct of minority business enterprises, and regional offices with procurement authority engaged in a coordinated effort to award purchases and contracts to minority firms.

Employees are continually encouraged to participate in community affairs, and many are involved in such activities as teaching English to foreign-born residents; tutoring

minority group members in mathematics and the sciences; helping catfish farmers gain experience in seining and harvesting techniques; and obtaining homes for minority employees.

In 1971, the NOAA Voluntary Action Committee formed to assist employees in finding ways to serve their communities. A major project of "NOVAC" is raising money to provide day-care scholarships for children of low-income working parents.

Other noteworthy contributions include:

- The presentation, by the Systems Development EEO Committee, of an award for the outstanding person exhibit at a Washington, D.C., science fair.
- Preparation of a Spanish-language tape-slide lecture on meteorological careers. The lecture is used in El Paso, Texas, and Albuquerque, New Mexico, and is being considered for use in other areas.

Among NOAA's goals in equal employment for the current calendar year are the following:

- Recruit 26 minority group college graduates.
- Employ, host, or train

- 53--Federal Junior Fellows
- 10--Administrative Trainees
- 87--Cooperative Education
- 100--College Work-Study
- 10--Neighborhood Youth Corps
- 8--Work Incentive Program
- 48--President's Stay in School Campaign
- 26--Worker-Trainee
- 25--Vietnam Era Veterans
- 15--Graduate Scientists
- 50--Scientific Technicians
- 20--20/20 Work Study
- 5--Science Intern

- Employ 312 persons for summer jobs
- 222--Summer Aids
- 53--Eligibles on Summer Exam
- 26--Graduate Students
- 11--Professors and High School Teachers.

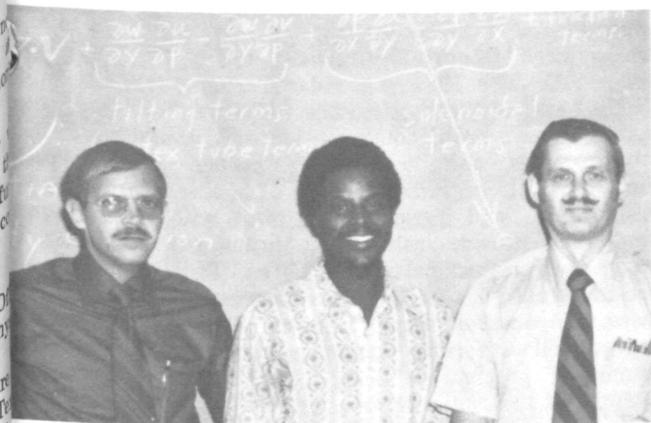
These goals represent increased minority representation in each category. For those already employed, NOAA plans to restructure jobs in at least 39 categories to provide advancement opportunities for employees serving in dead-end jobs; to arrange at least 25 details for the purpose of developing skills; and to develop training agreements providing for career advancement of employees in at least five occupational fields.

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Too much time has passed, with too little progress having been accomplished in promoting equal employment opportunity. We can no longer afford to speak in terms of "future plans"--the future must be made now. Everyone benefits from equal opportunity, not only the groups which have been categorized as minority. It has been my experience that the concept of equal opportunity, if consistently and uniformly applied, result in invaluable benefits. I am rededicating myself, and expect the same full dedication of every manager and supervisor in the National Marine Fisheries Service, to the ideals of equal opportunity and to day-to-day efforts to accomplish meaningful results.

Robert W. Schoning, Director
National Marine Fisheries Service

NWS Minority Scholarship Program Trains Meteorologists



Four students participating in the Minority Scholarship Program received an orientation course at National Weather Service headquarters July 9 through August 29, 1973. From left: instructor Roger Weldon, student Louis Whitted, instructor Maurice Rutz, student Mary Newton, student Jerry Harrison, and student John Jones.

Among the more significant EEO programs instituted by the National Weather Service during 1973 is the Minority Scholarship Program.

In this program, four minority group college mathematics graduates with no previous training in meteorology are being given preparatory courses at government expense to assist them to become meteorological interns.

When accepted for the program, they immediately became employees of the National Weather Service, so that they are eligible for fringe and other benefits while going to school, as well as having their tuition paid.

The students involved are Louis Whitted, Mary Newton, Jerry Harrison, and John Jones. Before beginning their university meteorological training, they completed three weeks of orientation and introduction to meteorology at

Weather Service headquarters in Silver Spring, Md. This was followed by two weeks of visits to the Baltimore Weather Service Office, the Washington, D.C., Weather Service Forecast Office, and the Dulles Airport Weather Service Office, with side trips to other NOAA facilities in the D.C. area.

The most important portion of their training, in which they are now engaged, is a full academic year's instruction in meteorology at Pennsylvania State University. Upon successful completion of this course next June, the four graduates will be designated meteorological interns and assigned to jobs in the Weather Service on the first rung of the career ladder leading to qualification as full-fledged meteorologists.

Progress In EEO Programs (Continued from page 6)

Increased emphasis is being placed on improving the status of Spanish-speaking Americans. All NOAA personnel offices have been asked to designate an employee to provide advice and assistance on matters relating to this group. An effort is being made to recruit Spanish-speaking people for mid- and upper-level positions, and for public contact positions in areas with large Spanish-speaking populations. Other programs directed toward Spanish-speaking Americans include: use of Spanish-speaking employees on college recruiting teams; the development of a recruitment brochure in the Spanish language; instituting Cooperative Education programs with appropriate colleges and universities; working with high schools in Spanish-speaking areas to describe NOAA employment opportunities and qualification; hiring of high-school and college teachers from schools with Spanish-speaking students; informing Spanish-surnamed veterans of the availability of non-competitive appointments; providing vacancy information to Spanish-speaking organizations; and developing skills of lower-grade Spanish-speaking employees to enhance promotion opportunity.

These activities are in addition to NOAA's continued programs in communicating EEO policy, providing leadership, program guidance, and financial support for the program, strengthening the EEO committees, preparing affirmative action plans for the agency, its components and field facilities, expanding training and development programs, and ensuring that all personnel actions are accomplished within the framework of the EEO Program.

The National Weather Service wants to increase minority employment in professional and technical jobs.

Because we have relatively small numbers of people in hundreds of locations around the country and overseas, geographic mobility of employees is important. Two of our most promising new EEO projects are designed for the person who is both geographically and upwardly mobile. The first, initiated last year, involves recruitment of mathematics and science-oriented college graduates without meteorology training, for an academic year's graduate university training in meteorology followed by placement as meteorologist interns in Weather Service Forecast Offices. The second project, under the Scientific Technician part of NOAA's Upward Mobility Program, is a Basic Weather Observer Course now being set up at the NWS Technical Training Center in Kansas City, to train employees now in clerical and other low-potential jobs for positions as meteorological technicians.

Our aim is to markedly broaden the representation of women and minority group people in our organization, at all skill and grade levels, over the next several years.

George P. Cressman, Director
National Weather Service

NOAA Men Lead Community Efforts To Help Minorities

M.D. Bunch and Maurice Ward are only two among the many NOAA employees who are deeply involved with community activities that help other people, especially minorities and the underprivileged.

On December 12, hundred-mile-an-hour winds struck Boulder, and did the random, mindless kind of damage one expects from accidents of nature. But for M.D. Bunch, a management analyst with the Environmental Research Laboratories there, the winds meant a few hundred ruined Christmas trees over in the Y's Men's lot, and a handful of poor kids who would miss YMCA Day Camp this summer. Bunch helped establish the Y's Men Christmas Tree program 14 years ago, a program that manages to pay the way for about 40 children a year to spend a week in the high country west of Boulder. The tree sales also support Boulder Youth in Government, which puts young people into temporary State government posts and teaches them how political offices work, and paid for a used bus so that Neighborhood Youth Corps people could get to work.

Bunch, who is the EEO Chairman for the Boulder Commerce Department's Boulder Laboratories, is one of the pervasive people around town. He is chairman of Boulder County United Way, and on a number of committees, including that for admissions and allocations of the Denver area's Mile-High United Way. He is past president of the Boulder YMCA, works closely with the county's Mental Health Association, spent seven years helping Little Leaguers, and chairs Boulder local draft board number nine.

Maurice Ward's activities in improving employment opportunities for minorities won him the NOAA Employment Opportunity Award for 1973. After assigned in June 1971 as a radar specialist at the Palmdale Calif., National Weather Service Office, Ward became aware that the area's black youth needed help in finding job openings and in learning proper job application procedures. He organized a group of high schools, community businessmen, and clergymen to meet with minority youth and provide instruction. During the next year, a group gave professional counseling and instruction to 100 hundred young Blacks, Mexican-Americans, and Orientals. These, 175 obtained employment at Edwards Air Force Base and several others in local business establishments. The counseling program is being continued by the Palmdale Chapter of the National Association for the Advancement of Colored People.

Born in Phoenix, Arizona, Mr. Ward attended high school there and then served in the U.S. Air Force from 1954 to 1960, as a weather observer. After studying at Arizona State University from 1960-62, he joined NOAA's National Weather Service at Winnemucca, Nev. He later served as Alert in the Northwest Territories, at NOAA's Air Resources Laboratory on the Nevada Test Site near Las Vegas, and as a shipboard weather observer for the Pacific Black Project—becoming the first Black observer to sail on Pacific Weather Project vessels.

We in the National Environmental Satellite Service have endorsed and implemented a program of equal employment opportunity and have achieved varying degrees of success. Now we are at a stage which requires new and varied emphasis and direction in order to assure further achievement.

To this end, NESS has looked again at its performance and its opportunities. The EEO Committee structure has been reorganized and, hopefully, rejuvenated. We look forward now to increased emphasis on recruitment and employment of personnel either in the professional ranks or who can be trained for qualification as professionals. A number of NESS staff have volunteered for participation in recruitment efforts addressed primarily at minority group institutions, and upward mobility programs for onboard as well as new employees are continuing.

NESS intends to continue to increase its support of viable programs which will achieve for individuals their highest potential in employment.

Arthur W. Johnson, Deputy Director
National Environmental Satellite Service

As we begin the New Year, we of Community Services at Montgomery College would like to express our appreciation of having the opportunity to serve the National Oceanic and Atmospheric Administration of the past year. It has been gratifying to work in cooperation with your staff in the Upward Mobility Typing Programs (two sections) and the Principles of Data Processing Program as well as in support of your employees in several credit courses at the Parklawn Educational Center and the College campuses. We feel that through these very successful training programs, it has been possible to help NOAA's equal opportunity objectives and to extend our service to the community.

We look forward to the continuation of our mutual service-related activities.

Howard S. Geer
Dean of Community Services
Montgomery College
Rockville, Md.

In an office as small as Sea Grant, equal opportunity is a very personal matter. We are aware that the absence of obvious discrimination cannot be considered as total implementation of NOAA's EEO policy, nor can we be satisfied until all employees are given the opportunity to advance career-wise to the extent of their ability and initiative.

We would like also to see a renewal of an effort initiated by the National Council on Marine Resources and Engineering Development in 1968 to increase

participation in the field of marine sciences by minority groups. Unfortunately the Council no longer exists, but the programs it initiated were sufficiently successful to have warranted continuation and expansion. We believe it's time to examine the potential for our exerting some leadership in this area.

Robert B. Abel, Director
Office of Sea Grant

National Oceanic and Atmospheric Administration

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