

NOAA PRIDE CHARTER AND BYLAWS

There is hereby established, in accordance with the following provisions, an association of employees and contractors of the National Oceanic & Atmospheric Administration (NOAA) a non-profit to be known as NOAA Pride Employee Resource Group.

I. MISSION

NOAA Pride strives to be a strategic partner with the Agency to promote a cultural awareness and inclusion for LGBTQ+ employees, contractors, and affiliates through continual learning, networking and developmental opportunities, advocacy efforts, and knowledge sharing among its members.

II. GOALS

The goals of NOAA Pride are to:

- A. Serve as a resource for, and a means of communication between, NOAA's LGBTQ+ community and allies, NOAA, and other interested individuals or groups;
- B. Identify and address issues of interest to NOAA's LGBTQ+ community;
- C. Support NOAA in developing and implementing effective policies and practices to ensure equal opportunity and access for the LGBTQ+ community in all agency activities; and
- D. Provide opportunities for professional development and networking among LGBTQ+ members.

III. POLICIES

- A. NOAA Pride's interests and activities shall extend, to the extent practicable, to all agency bureaus and offices.
- B. NOAA Pride shall collaborate with NOAA's LGBTQ+ Program Manager, keeping them apprised of meetings, events, announcements, and other official activities.
- C. NOAA Pride shall be nonpartisan and noncommercial.

- D. NOAA Pride shall not discriminate in its membership or any of its activities on the basis of race, color, creed, national origin, sex, age, religion, disability, sexual orientation, gender identity, marital status, parental status, genetic information, political affiliation, membership in a labor organization, or any other basis referenced in the NOAA's Anti-Discrimination Policy.
- E. NOAA Pride is not a labor organization as defined in 5 U.S.C. § 7103(a)(4), it may not take on the character of negotiations or consultations regarding conditions of employment of bargaining unit employees, which is reserved exclusively to labor organizations as provided for in Chapter 71 of title 5 of the U.S. Code or comparable provisions of other laws.
- F. NOAA Pride shall comply with Federal ethics laws, NOAA's ethics policy, and all applicable policies and requirements set forth in Department Administrative Order 202-251: Voluntary Employee Organizations (July 2, 2004), or any successor order on the same topic.
- G. NOAA Pride members may not accept gratuities or other benefits, directly or indirectly, from sellers of goods or services doing or soliciting business with or from NOAA Pride.
- H. NOAA Pride members may not receive special discounts, unless those discounts (or the chance at receiving those discounts) are available to all members.

IV. MEMBERSHIP

- A. Voting membership in NOAA Pride is open to any current NOAA employee or contractor who supports the association's mission and goals.
- B. Associate (non-voting) membership may be accorded by the Executive Committee to any retired NOAA employee or affiliate who supports the association's mission and goals.
- C. All NOAA Pride activities will be open to all members.
- D. NOAA Pride's official membership list will be maintained by the NOAA Pride Secretary and will be used solely for internal organizational purposes.

V. ORGANIZATIONAL STRUCTURE

- A. NOAA Pride shall have the following officers: Chair, Vice Chair, and Secretary, and.

- B. Up to nine (9) other members may be selected to serve on the NOAA Pride Executive Committee with officers.
- C. The officers and chairpersons shall form the *NOAA Pride Executive Committee*.
- D. Current politically appointed employees of the Agency may not serve as an officer or chairperson. A political appointee is an employee who is appointed by the sitting U.S. President, Vice President, or agency head.
- E. The Executive Committee shall serve without compensation.
- F. The Executive Committee
 - a. The Executive Committee shall provide guidance and assistance to the Chair and shall make decisions and set general policies for the organization.
 - b. The Executive Committee shall organize and conduct its meetings as it shall see fit, subject to the following:
 - i. A majority of all Executive Committee positions (including vacancies) shall constitute a quorum;
 - ii. Executive Committee members are expected to participate (in person or by phone) in all duly called Executive Committee meetings, absent reasonable cause for their absence.
 - c. It shall be a goal of NOAA Pride to achieve diversity of representation on the Executive Committee, particularly diversity of representation within the LGBTQ+ community and by seeking to include representation from a range of NOAA offices and bureaus nationwide.
- G. Chair

With the guidance of the Executive Committee and the assistance of the other officers and of such other members or committees as he or she may designate, the Chair shall:

 - a. Develop or maintain a statement of organizational goals and strategies;
 - b. Develop or maintain a statement of specific annual objectives and the methods to be used in pursuing them;
 - c. Organize and direct all NOAA Pride activities to meet the goals and objectives so defined;
 - d. Report at least quarterly to the Executive Committee and at least annually to the membership on the continuing appropriateness of the organization's goals and objectives and the progress made in reaching them, and take or suggest to the Executive Committee and the membership actions necessary to redress identified problems or deficiencies;

- e. Develop an agenda for and preside at all meetings of the Executive Committee and of the general membership;
- f. Serve as or designate the official representative and spokesperson for NOAA Pride including for purposes of signing agreements, commitments, or obligations on behalf of the organization;
- g. Appoint such standing or ad hoc committees as he or she shall deem necessary, or as the Executive Committee shall direct; provide rules as necessary for their organization, operation and termination, including in his or her discretion appointing a committee Chair; and oversee their operations; and
- h. Perform such other duties as the Executive Committee may specify from time to time.

H. Vice Chair

The Vice Chair shall:

- a. Advise and assist the Chair in the execution of his or her responsibilities, and perform such other duties as the President may specify from time to time; and
- b. Perform the functions of the Chair in case of the latter's absence or incapacity and assume the Chair until the next scheduled election in case of the Chair's resignation or removal.

I. Secretary

The Secretary shall:

- a. Record minutes of all Executive Committee and general membership meetings;
- b. Maintain all official organization records, including meeting minutes and the membership list described in Section IV.D;
- c. Circulate to the membership or post on an internal website the minutes and other pertinent documents, as appropriate and practicable;
- d. Provide notice of the time and place of any Executive Committee or general membership meeting and its agenda no later than seven (7) calendar days before the meeting, in a manner reasonably calculated to reach the members identified on the official membership list; and
- e. Perform such other duties as the Chair may specify from time to time.

VI. STANDING COMMITTEE AND SPECIAL COMMITTEES

The Chair may appoint all standing committee chairs and special committees. The term of office for all appointed positions and committees shall be concurrent with that of the appointing authority, unless otherwise specified at the time of appointment. In no case will the term of an appointment extend beyond the term of the appointing authority

A. Chairpersons of Standing Committees

- a. Chairpersons of standing committees shall have the authority to establish subcommittees and make special appointments within their committee for conducting committee business.
- B. Standing Committees
 - a. Standing committees may include, but are not limited to: Communications and Outreach, Website, Pride Planning & Events, Policy, Networking, Career Development, Recruitment, etc).
 - b. Standing committee members must be appointed from the general membership.
- C. Special Committees
 - a. Special committees may be established to perform specific functions as required. All special committee members must be appointed from the general membership.

VII. ELECTIONS AND TERMS OF SERVICE

- A. The Chair, Vice Chair, and Secretary will be nominated and elected by members attending an initial election meeting in person or by phone. They shall be elected for a term of two years.
- B. NOAA Pride shall conduct an election in the spring of 2022 to select the Chair and other members of the Executive Committee to replace those whose terms expire in that year. All terms of office shall expire upon the election of successors.
- C. Chair, Vice Chair, Secretary: Their election shall be by a majority of the votes cast. A runoff election will be held between the two leading candidates if a majority vote is not initially obtained.
- D. A member may be nominated both for Chair and another position in the same election, but if elected to both must decline one position.
- E. No officer, including the Chair, may serve more than two consecutive terms in the same position.
- F. Any resignation by an officer (other than the Chair) shall be by written notice submitted to the Chair. Any resignation by the Chair shall be by written notice submitted to the Executive Committee. Resignations need not be accepted to be effective.
- G. Any Executive Committee member, including the Chair, may be removed from office at any time by a vote of two-thirds of the voting members of NOAA Pride attending a general membership meeting in person or by phone called for the purpose of considering such action. Any officer except the Chair may also be removed from office by a vote of two-thirds of the members of the Executive Committee.
- H. Vacancies in the Executive Committee (other than the Chair) through resignation, removal or otherwise prior to the expiration of the term of office, may be filled on an

interim basis until the next scheduled election by a member appointed by the Executive Committee.

VIII. GENERAL MEETINGS

- A. NOAA Pride shall hold monthly membership meetings and such additional general membership meetings as are called by the Chair or the Executive Committee, or at the written request of any 20 voting members, upon notice by the Secretary.
- B. General meetings shall be open to any person eligible for membership (whether or not a member).
- C. The presence of five (5) voting members (other than members of the Executive Committee), in person or by phone, shall constitute a quorum.

IX. AGENCY RECOGNITION AND LIAISON

NOAA Pride shall seek such official or de facto recognition by the Agency as may be available and seem desirable in the view of the Executive Committee or the general membership. Such recognition might include the designation of an appropriate official of suitable rank and function to act as an official liaison between NOAA Pride and NOAA. NOAA Pride shall make itself available for such consultation regarding and participation in agency affairs as may prove useful to the agency in pursuing effective policies of equal opportunity and other common goals.

X. AMENDMENTS AND DISSOLUTION

- A. This Charter may be amended or dissolved by a vote of two-thirds of the Executive Committee and a subsequent ratifying vote of two-thirds of the voting members present and voting (in person or by phone) at a general membership meeting called for the purpose of considering the amendment or dissolution.
- B. Amendments to or dissolution of this Charter may be considered at a general membership meeting only if the subject matter of the proposed amendment, if applicable, and notice of the intention to vote upon the proposed amendment or dissolution are provided in a manner reasonably calculated to reach the members identified on the official membership list no later than fourteen (14) days before the meeting.

NOAA Pride 2021 Workplan



TABLE OF CONTENTS

Executive Summary	3
Purpose	4
Scope	4
Strategic Goals and Objectives	4
Achieving Results: Outcomes and Key Performance Indicators	5
Analyzing Results: Assessment and Evaluation	7
Appendix A: Full Table of NOAA D&I Strategic Goals and NOAA Pride Workplan Activities	9

EXECUTIVE SUMMARY

NOAA Pride is an Employee Resource Group (ERG) established to assist in fostering a diverse, inclusive workplace aligned with NOAA's organizational mission, goals and objectives as stated in the [FY2020-2024 NOAA Diversity and Inclusion \(D&I\) Strategic Plan](#). The group supports the needs of the Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning (LGBTQ+) community and its allies, and uses education, networking, and other activities to further the recruitment, retention, and advancement of the community within NOAA. The group is open to all NOAA employees and affiliates and is governed by an Executive Committee.

The NOAA Pride Workplan provides a roadmap for 2021 activities and is envisioned as a living document to be continually updated during the year. The NOAA Pride Executive Committee will monitor workplan activities, and adjust the workplan as necessary. A written report of 2021 accomplishments will be provided to NOAA Pride members and the NOAA Office of Inclusion and Civil Rights (OICR) at the end of the calendar year.

NOAA Pride 2021 priorities include:

1. Recruitment
 - Partner with NOAA on recruitment efforts
 - Target recruitment/relationship-building with LGBTQ+ University student organizations
 - Participate in activities of Out in Science, Technology, Engineering, and Mathematics ([oSTEM](#)), the National Organization for Gay and Lesbian Scientists and Technical Professionals ([NOGLSTP](#)), and [Out & Equal](#) Workplace Advocates, and others
 - Partner with the NOAA Office of Human Capital Services on onboarding and orientation for new employees
 - Maintain and enhance the NOAA Pride [website](#)
2. Characterization of the LGBTQ+ community at NOAA
 - Collect baseline information via surveys and existing mechanisms
 - Explore opportunities to collect sexual orientation/gender Identity data for new and existing employees
3. Retention and advancement
 - Launch a mentoring program and conduct professional development webinars
 - Develop training modules on topics (ally toolkit, pronouns and gender-neutral language, and bystander training) for the Commerce Learning Center
4. Policies and procedures
 - Work with OICR on the roll out/socialization of NOAA's Transgender policy
 - Document name change processes and requirements
5. Visibility
 - Encourage and support display of rainbow flags at NOAA offices and campuses in observance of June Pride month
 - Co-sponsor OICR Monthly Observance Speaker ([Lauren Esposito](#) of [500 Queer Scientists](#))
6. Communication
 - Coordinate with the NOAA Diversity and Inclusion Management Advisory Council, Commerce Pride, and other NOAA ERGs

- Communicate with senior leadership on issues of interest to NOAA's LGBTQ+ community

PURPOSE

NOAA Pride is an Employee Resource Group (ERG) focused on supporting the needs of the NOAA Lesbian, Gay, Bisexual, Transgender, and Queer+ or Questioning (LGBTQ+) community and its allies. NOAA Pride promotes the employment, advancement, and retention of persons regardless of sexual orientation, gender identities, and gender expressions, and assists managers and staff in identifying and resolving employment, retention, and work environment issues affecting LGBTQ+ employees at NOAA.

NOAA Pride is one of the NOAA ERGs formed in 2019. Voluntary, employee-led groups serve as resources for their members, constituency, the Office of Inclusion and Civil Rights, and the Agency's leadership. ERGs assist in fostering a diverse, inclusive workplace aligned with the organizational mission, values, goals, business practices, and objectives. They also assist with supporting professional development activities and can be a pipeline of future NOAA leaders. The groups offer an excellent networking platform and a significant opportunity to increase employee engagement and assist the Agency in developing strategies to expand diversity and outreach initiatives.

SCOPE

NOAA Pride strives to be a strategic partner with the Agency to promote cultural awareness and inclusion for LGBTQ+ employees, contractors, and affiliates, through continual learning, networking, developmental opportunities, advocacy efforts, and knowledge-sharing among its members.

The partnership with the Agency extends across all Line and Staff Offices, as well as to all NOAA team members, to include all affiliate groups (i.e. cooperative and joint institutes and contractors). The group also works with the Department of Commerce organization, Commerce Pride, to ensure that strategic goals of the Department are being met.

STRATEGIC GOALS AND OBJECTIVES

The goals of NOAA Pride organization are to:

1. Serve as a resource for, and a means of communication between, NOAA's LGBTQ+ community and allies, NOAA, and other interested individuals or groups;
2. Identify and address issues of interest to NOAA's LGBTQ+ community;

3. Support NOAA in developing and implementing effective policies and practices to ensure equal opportunity and access for the LGBTQ+ community in all agency activities; and
4. Provide opportunities for professional development and networking among LGBTQ+ members.

The [FY2020-2024 NOAA Diversity and Inclusion \(D&I\) Strategic Plan](#) has three organizational goals which include workforce diversity, workforce inclusion, and sustainability. To help achieve those goals, the NOAA Pride workplan is aligned to these NOAA goals and objectives, and focuses on recruitment, retention, and advancement of the LGBTQ+ community at NOAA.

ACHIEVING RESULTS: OUTCOMES AND KEY PERFORMANCE INDICATORS

The NOAA Pride 2021 workplan identifies key tasks and milestones to help achieve the NOAA D&I strategic plan goals and objectives. Table 1, shown below, identifies the key tasks and milestones that NOAA Pride plans to accomplish during 2021.

Table 1. Goals, objectives, tactics, and metrics from the NOAA D&I strategic plan, and NOAA Pride key tasks, milestones, schedule of activities, and responsible parties.

NOAA D&I Strategic Plan		NOAA Pride Workplan			
Goal	Objective	Key Tasks & Milestones	Schedule	Recruitment	
				Retention	
				Advancement	
				Responsible	
GOAL 1: Workforce Diversity	Objective 1: Effectively recruit qualified individuals at all levels whose diverse backgrounds, experience, education and skills will advance NOAA's mission.	Recruitment and outreach activities at O-STEM and OUT & EQUAL.	October, November 2021	Recruitment Subcommittee	
		Outreach to LGBTQ+ student organizations.	Ongoing	Recruitment Subcommittee	
		Maintain and enhance NOAA Pride website, including tracking of Google Analytics	Ongoing	Website Subcommittee	
GOAL 2: Workplace Inclusion	Objective 1: Cultivate an inclusive work	NOAA Pride will provide outreach on events in order to increase participation across	Ongoing	Outreach & Communication Subcommittee	

NOAA Pride Workplan Revised May, 2021

environment that empowers and engages every NOAA team member.	NOAA			
	Develop trainings, including Bystander Training, StraightAllies Toolkit, and Non-Gendered Language/Pronouns (webinars and CLC)	Ongoing		Training Subcommittee
	Upload trainings to CLC	Q4 2021		Training Subcommittee
	Co-sponsor Pride Monthly Observance Program (with OICS)	June 15, 2021		June Pride Speaker Subcommittee
	Encourage and support display of rainbow flags at NOAA offices and campuses in observance of June Pride month	June 1, 2021		Outreach & Communication Subcommittee
	Partner with OHCS on onboarding orientation and orientation for existing employees	January 2021 (Provide to existing employees); Q3 onboarding		NOAA Pride Chairs and OHCS
	NOAA Transgender Policy-partner with OICR to roll out new policy NOAA-wide.	TBD		NOAA Pride ExCom
	FEVS- SOGI comments	Q1 2021		Data Subcommittee
	Partner with ERGs and Commerce Pride	Ongoing		NOAA Pride Chairs
	Guidance for name change requirements	Q4 2021		Name Change Process Subcommittee
Objective 2: Ensure all staff have equal access to career development opportunities in order to retain a diverse and	Encourage NOAA Pride participation in LCDP and LANTERN; presentation to NOAA Pride by OHCS (Tracy Levstik)	February 2021		Professional Development Subcommittee

	qualified workforce.	Encourage participation in the NOAA mentoring program; presentation to NOAA Pride by OHCS (Tracy Levstik)	February 2021	Professional Development Subcommittee
		Launch NOAA Pride Mentoring program 2021 to supplement NOAA mentoring program.	Q2 2021	Mentoring Subcommittee
		Professional Development Webinar #1 Navigating USA Jobs	March 23, 2021	Professional Development Subcommittee
		Professional Development Webinar #2 Resume Writing	May 18, 2021	Professional Development subcommittee
		Professional Development Webinar #3 Career Paths CAPS	September 14, 2021	Professional Development Subcommittee
		Professional Development Webinar #4 Leadership	November 16, 2021	Professional Development Subcommittee
Goal 3: Sustainability	Objective 3: Eradicate racial inequalities and all forms of discrimination and harassment, especially sexual assault and sexual harassment (SASH).	Explore opportunities to fully characterize the LGBTQ+ community at NOAA and evaluate survey needs	Q1 2021	Baseline Data Subcommittee

The full version of Table 1 can be found in Appendix A with all NOAA D&I Strategic Plan tactics and metrics identified.

ANALYZING RESULTS: ASSESSMENT AND EVALUATION

After each key task and milestone are completed, the results of the event will be documented in an appropriate manner to be used for reporting and assessment (e.g. number of attendees, major impacts). The results will be provided in a report to the NOAA Pride organization and to the NOAA Office of Inclusion and Civil Rights (OICR) at the midpoint of this workplan and upon completion. Upon the midpoint check in, which will occur in mid 2021, the

Executive Committee will reassess the effectiveness of the workplan and activities. If there are deficiencies in achieving goals or milestones, the Executive Committee will redefine the key tasks and milestones to ensure they are in line with the NOAA D&I strategic plan goals and/or other NOAA goals and objectives. This workplan is envisioned as a living document to be updated as necessary during 2021.

At the end of the 2021, NOAA Pride will provide a final written report to its members and the OICR with an assessment of achievements, major impacts to the agency, and areas of growth for the future. The assessment should analyze and evaluate the program activities, status of the goals and objectives, and overall effectiveness of the program and provide recommendations to NOAA leadership.

**APPENDIX A: FULL TABLE OF NOAA D&I STRATEGIC GOALS AND NOAA PRIDE
WORKPLAN ACTIVITIES**

NOAA D&I Strategic Plan				NOAA Pride Workplan		
Goal	Objective	Tactic	Metric	Key Tasks & Milestones	Schedule	Responsible
GOAL 1: Workforce Diversity	Objective 1: Effectively recruit qualified individuals at all levels whose diverse backgrounds, experience, education and skills will advance NOAA's mission.	1. Use Office of Inclusion and Civil Rights (OICR) and Line Office/Staff Office (LO/SO) workforce analysis data to target recruitment and to attract diverse candidates with the requisite skills and competencies identified in staffing and succession plans.	METRIC: The number of recruitment activities specifically targeting underrepresented groups in occupations of need as identified in staffing and succession plans (LO/SO, OHCS, OICR).	Recruitment and outreach activities at O-STEM and OUT & EQUAL.	October, November 2021	Recruitment Subcommittee
		3. Conduct education and outreach activities to engage and train NOAA's future workforce and build the NOAA brand among underrepresented populations including women, minorities, and persons with disabilities in partnership with Minority Serving Institutions and other appropriate entities.	METRIC: The number of postsecondary degrees awarded to NOAA-supported students in higher education programs at Minority Serving Institutions (NOAA Education)	Outreach to LGBTQ+ student organizations.	Ongoing	Recruitment Subcommittee
			The number of outreach activities specifically targeting underrepresented populations and	Maintain and enhance NOAA Pride website, including tracking of Google Analytics	Ongoing	Website Subcommittee

NOAA Pride Workplan Revised May, 2021

			placements (LO/SO, OICR, OHCS).			
GOAL 2: Workplace Inclusion	Objective 1: Cultivate an inclusive work environment that empowers and engages every NOAA team member.	1. Leaders promote participation in employee resource/affinity groups, special observances, special emphasis programs, and D&I training.	METRIC: The number of participants in NOAA recognized affinity groups, ERGs, and SEP events (OICR: ERGs, SEPs)	NOAA Pride will provide outreach on events in order to increase participation across NOAA; Implementation of Communication plan .	Ongoing	Outreach & Communication Subcommittee
			The number of ERGs and D&I councils within individual LO/SOs (LO/SO)	Develop trainings, including Bystander Training, StraightAllies Toolkit, and Non-Gendered Language/Pronouns (webinars and CLC)	Ongoing	Training Subcommittee
				Upload trainings to CLC	Q4 2021	Training Subcommittee
				Co-sponsor Pride Monthly Observance Program (with OICS)	June 15, 2021	June Pride Speaker Subcommittee
			<i>XX. NOAA Pride activity falls under the NOAA D&I goal of Workplace inclusion, but does not correspond to existing NOAA D&I metrics.</i>	Explore opportunities to fly rainbow flags across NOAA campuses in June.	June 1, 2021	Outreach & Communication Subcommittee

NOAA Pride Workplan Revised May, 2021

		2. Administer robust orientation and onboarding programs for new team members and leaders that highlights the importance of inclusion.	METRIC: The percentage of orientation participants informed about NOAA's D&I policy/ initiatives (OHCS & LO/SO)	Partner with OHCS on onboarding orientation and orientation for existing employees	January 2021 (Provide to existing employees); Q3 onboarding	NOAA Pride Chairs and OHCS
				NOAA Transgender Policy-partner with OICR to roll out new policy NOAA-wide.	TBD	NOAA Pride ExCom
		5. Leaders regularly seek out feedback by conducting stay interviews, workforce engagement surveys, etc.	METRIC: Number of stay interviews, surveys, etc. conducted (LO/SO)	FEVS- SOGI comments	Q1 2021	Data Subcommittee
		<i>XX. NOAA Pride activity falls under the NOAA D&I goal of Workplace Inclusion, but does not correspond to existing NOAA D&I tactics. No defined metric.</i>		Partner with ERGs and Commerce Pride	Ongoing	NOAA Pride Chairs
				Guidance for name change requirements	Q4	Name Change Process Subcommittee
	Objective 2: Ensure all staff have equal access to career development opportunities in order to retain a diverse and qualified workforce.	1. Using staffing and succession plans to prioritize skills development, leaders facilitate the participation of diverse populations in NOAA leadership and professional development programs.	METRIC: The number of demographically diverse participants in leadership or professional development programs (OHCS)	Encourage NOAA Pride participation in LCDP and LANTERN; presentation to NOAA Pride by OHCS (Tracy Levstik)	February 2021	Professional Development Subcommittee
		2. Increase the participation of underrepresented groups within the NOAA Mentoring	METRIC: The number of minority participants in NOAA's	Encourage participation in the NOAA mentoring	February 2021	Professional Development Subcommittee

NOAA Pride Workplan Revised May, 2021

		Program.	Mentoring Program (OHCS & LO/SO)	program; presentation to NOAA Pride by OHCS (Tracy Levstik)		
				Launch NOAA Pride Mentoring program 2021 to supplement NOAA mentoring program.	Q2 2021	Mentoring Subcommittee
		<i>XX. NOAA Pride activity falls under the NOAA D&I goal of Workplace Inclusion, but does not correspond to existing NOAA D&I tactics. No defined metrics.</i>		Professional Development Webinar #1, Navigating USA Jobs	March 23, 2021	Professional Development Subcommittee
				Professional Development Webinar #2, Resume Writing	May 18, 2021	Professional Development subcommittee
				Professional Development Webinar #3, Career Paths and CAPS	September 14, 2021	Professional Development Subcommittee
				Professional Development Webinar #4, Leadership	November 16, 2021	Professional Development Subcommittee

NOAA Pride Workplan Revised May, 2021

<p>Goal 3: Sustainability</p>	<p>Objective 3: Eradicate racial inequalities and all forms of discrimination and harassment, especially sexual assault and sexual harassment (SASH).</p>	<p>4. NOAA senior leaders use a variety of mechanisms to regularly gather employee feedback on issues relating to racial inequality, discrimination, and harassment.</p>	<p>METRIC: The number different mechanism to obtain feedback and the frequency of their use (USEC/DUSO)</p>	<p>Explore opportunities to fully characterize the LGBTQ+ community at NOAA</p>	<p>Q4 2021</p>	<p>Baseline Data Subcommittee</p>
--	--	--	---	---	----------------	-----------------------------------

NOAA PRIDE



What is NOAA Pride?

NOAA Pride is an Employee Resource Group focused on supporting the needs of the NOAA Lesbian, Gay, Bisexual, Transgender, and Queer+ or Questioning (LGBTQ+) community and its allies. NOAA Pride promotes the employment, advancement and retention of persons regardless of sexual orientation, gender identities, and gender expressions, and assists managers and staff in identifying and resolving employment, retention, and work environment issues affecting LGBTQ+ employees at NOAA.

Why are we talking about LGBTQ+ topics at work?

Sexual orientation and gender identity are intrinsic parts of who we are. Without always realizing it, elements of both are frequently integrated into our everyday lives in and out of work. It can be something as small as the use of a pronoun or conversations about weekend plans with a spouse or partner. LGBTQ+ individuals often feel pressure to hide their sexual orientation or gender identity at work. This comes at a cost to both the individual and the employer. Employees who are out at work are more productive, build more trusting work relationships, and help promote diversity and inclusion in the workplace.

What are some best practices?

Use the term, “*sexual orientation*” rather than “*sexual choice*,” “*sexual preference*,” “*sexual identity*,” or “*lifestyle choice*.” All people choose their partners regardless of their sexual orientation; however, the orientation itself is not a choice.

If someone shares their personal pronouns with you, use them. If you don't know a person's pronouns, it is acceptable to use "they/them," ask them what they prefer to be called, or avoid using a pronoun and call them by their name. People often make assumptions about the gender of another individual based on appearances or names, but those assumptions aren't always correct. Assumptions can send the potentially harmful message that people must look and act a certain way to demonstrate the gender they are or are not.

How can you get involved?

NOAA Pride is open to LGBTQ+ and allied employees, contractors and affiliates. NOAA Pride has a number of sub-committees that you can join. For more information on getting involved, email:

NOAAPrideExCom@noaa.gov

Key Definitions

Sexual orientation means one's emotional or physical attraction to the range of genders.

Gender identity means one's inner sense of one's own gender, which may or may not match the gender assigned at birth. Different people choose to express their gender identity differently.

Gender expression is the way people express their gender identity. It usually ranges between masculine and feminine and may be expressed through, for example, dress, grooming, mannerisms, speech patterns, and social interactions.

What are we doing?

NOAA Pride is working to create a safe, diverse, and inclusive workplace and culture across NOAA while advocating for LGBTQ+ employees and raising awareness of LGBTQ+ issues in the workplace. Specific activities include:

- Partnering with NOAA's [Office of Inclusion and Civil Rights](#) to develop NOAA's [Policy on Gender Identity Protections](#) (NAO 215-4)
- Developing NOAA Pride [charter](#), [NOAA Pride Workplan \(2021\)](#), and [website](#)
- Exploring options for collecting sexual orientation and gender identity information at NOAA
- Launching a NOAA Pride [mentoring program](#) to match members around personal and professional development goals.
- Developing a roadmap to document the name change process at NOAA
- Hosting recruitment events with University LGBTQ+ student groups
- Coordinating with [Commerce Pride](#) and [Pride in Federal Service](#), and sharing best practices among Federal and [NOAA Employee Resource Groups](#)
- Organizing educational brown bags, [Professional Development webinars](#), monthly [newsletter](#), and monthly happy hour events

NOAA Pride Resources:

[Straight Allies Toolkit](#)

[Pronouns and Gendered Language](#)

[Dr Lauren Esposito and 500 Queer Scientists](#) Pride Monthly Observance Program 2021

[Dr. Frank Kameny and the Lavender Scare](#) by Dr. Michael G. Long, Pride Monthly Observance Program 2020

[Queer the Census](#) with Meghan Maury

[Navigating USA Jobs](#): A Hiring Managers Perspective

[Resume Writing](#)

[Leadership skills and CAPs](#)

NOAA Pride [Allies Resources](#)

How can you get in touch?

For additional information, email NOAAPrideExCom@noaa.gov or contact the NOAA Pride Chair at kenneth.walker@noaa.gov; Visit our website at <https://sites.google.com/a/noaa.gov/noaa-pride/>

NOAA Pride ERG

An information bulletin brought to you by the NOAA Pride Employee Resource Group



Vol. 1, Issue 7
10.01.2021

NOAA Sponsors o-STEM Virtual Conference 2021 for First Time

For the first time, NOAA will join NASA, CIA, NSA and others in co-sponsoring the Out in Science, Technology, and Mathematics ([oSTEM](#)) virtual 2021 [conference](#). oSTEM, Inc. is a 501(c)(3) non-profit professional society focused on LGBTQ+ people in the STEM community. NOAA will increase the visibility of the agency within the LGBTQ+ community in STEM, promote NOAA as an agency that values diversity and inclusion, and assist NOAA in meeting its recruitment goals around workforce diversity. Special thanks to Luis Ingram-Westover, who personally laid the groundwork for NOAA sponsorship of o-STEM, and Nicole LeBouef, NOS AA and NOAA Pride Executive Sponsor, for securing NOS funding for 2021.





LGBTQ+ Inclusion and Extreme Climate Change Events

When it comes to communicating the severity and outcomes of extreme climate events, the LGBTQ+ and other minority groups are often excluded. The American Meteorological Society will offer a January 22, 2022, course on LGBTQ+ Inclusion and Extreme Climate Change events as part of their 102nd annual meeting in Houston. This in-person short course will teach emergency managers, meteorologists, and those in leadership positions how to provide inclusive resources for the LGBTQ+ and other minority communities. For more information, see the AMS conference [website](#), or contact Ash Orr at asheorr@gmail.com.

Training time to be announced.



UCLA Finds One in Ten LGBTQ+ Workers Experienced Discrimination at Work

The Williams Institute at UCLA School of Law conducted a nationwide survey of 935 LGBT adults in May, 2021, about workplace discrimination and harassment based on sexual orientation or gender identity. The [report](#) shows persistent and widespread discrimination even after the Supreme Court's decision in *Bostock v. Clayton County*, where it was held that employment discrimination against LGBT people is prohibited by the Title VII of the Civil Rights Act of 1964. Key findings include:

- One in ten LGBT workers experienced discrimination at work in the last year.
- Approximately 11% of LGBT employees reported being fired or not hired due to their sexual orientation or gender identity during last year.
- Over half of LGBT employees who experienced discrimination or harassment at work reported that the unfair treatment was motivated by religious beliefs.
- One in five LGBT employees experienced verbal, physical, or sexual harassment.
- Transgender employees were more likely to report experiencing verbal harassment than cisgender LGB employees.
- 11% of LGBT employees of color reported being fired or not hired due to their sexual orientation or gender identity.
- Half of LGBT employees are not open at work about being LGBT. Many LGBT employees reported changing their appearance and avoiding talking about their families or social lives at work.




NOAA Pride Mentoring Check-In

The NOAA Pride Mentoring Program has been off to a great start! On September 22nd, a midpoint check-in session was held for mentors and mentees to discuss the progress of the mentor/mentee relationships and how they were contributing to goal accomplishments in and out of the workplace. The group continues to find the program to be a great way to learn about NOAA and the ability to connect with supporters of the LGBTQ+ community. There was also an opportunity for the current cohort to provide feedback about the program overall and the cohort's relationships with their mentor or mentee, and many avenues were explored to provide praise and improvement. All input will be used to maintain and improve the program in the future. Current members are the first cohort of the NOAA Pride Mentoring Program, which started back in June and ends this December.

For more information, contact Adam.Roser@noaa.gov.

NOAA Mentoring Program 2022



The NOAA [Mentoring Program](#) provides an opportunity for employees to build strategic relationships, find their niche in the organization and gain a broader perspective of NOAA's mission. The NOAA Mentoring Program is a 9-month program supported by online resources and live training opportunities, and requires a 2-4 hour monthly commitment to mentoring meetings and activities. Consider serving as a mentor or mentee for the upcoming 2022 cohort! The application period is scheduled to open **October 12**.

For additional information, contact sharon.c.harrell@noaa.gov.



Pride in Federal Service Summit

Pride in Federal Service is an interagency work group focused on sexual orientation, gender identity and expression nondiscrimination in the federal workplace. The [Pride in Federal Service Virtual Summit Series](#) kicks off October 14 at 2:00pm EST, with weekly sessions through the end of 2021.

This Virtual Summit Series is intended for LGBTQ+ federal Employee Resource Group members and leaders, Special Emphasis Program Managers, EEO and Diversity & Inclusion professionals, and LGBTQ+ federal employees and contractors and is free. Sessions will be held via Zoom and closed captioning is available.

For more information about these events, please contact Thalia Lewis (thalia.lewis@noaa.gov).

[Interested in volunteering?](#)

PFS Summit Series panels -- PFS is seeking panelists and folks to help:

Panel 3: Questioning + Coming Out + Newly Out | Panel 4: Intersex | Panel 5: Asexuality | Panel 6: Disability Justice, Culture, and Inclusion | Panel 7: LGBTQ+ Black, Indigenous, and People of Color (BIPOC) | Panel 8: Trans/ Nonbinary/Gender Non-Conforming | Panel 9: Allies | Panel 10: Starting an ERG or Affinity Group.



EEOC Launches Sexual Orientation and Gender Identity Resources

The U.S. Equal Employment Opportunity Commission (EEOC) announced the release of new resources to educate employees, applicants, and employers about the rights of all employees, including lesbian, gay, bisexual, and transgender workers, to be free from discrimination in employment. The materials include a [new landing page](#) on the EEOC website that consolidates information concerning sexual orientation and gender identity discrimination and a [new technical assistance document](#) to help the public understand the [Bostock decision](#) and established EEOC positions on the laws the agency enforces. Additionally, there are links to EEOC statistics and updated fact sheets concerning [recent EEOC litigation](#) and [federal-sector decisions](#) regarding sexual orientation and gender-identity discrimination.



Chasing Shadows: Historical Research and Uncovering LGBTQ+ Heritage

NASA Langley's LGBTQ+ Employee Alliance Group (LEAG), in collaboration with the Colonial Williamsburg Foundation, are proud to present *Chasing Shadows: Historical Research and Uncovering LGBTQ+ Heritage* with presenters Michaela Felter and Brandon Guglielmo, co-founding members of the Gender and Sexual Diversity Research Committee at Colonial Williamsburg on **Thursday, October 14 at noon** via [Microsoft Teams](#).

No longer relegated to the shadows, this webinar will tell the forgotten stories of those who will not be forgotten. Rigorous, methodical historical research brings those stories to life, and the work of Colonial Williamsburg's Gender and Sexual Diversity research team ensures that these stories are told with dignity, sensitivity and pride.

Prior to Michaela's and Brandon's presentations, Dr. Kelly Brennan, Gender and Sexual Diversity Research Committee Chair at Colonial Williamsburg will provide introductory remarks.



NOAA Pride Monthly Meeting

The next NOAA Pride Monthly Meeting is **October 20 @ 3:05 ET**. All are welcome!

WebEx/Webinar link: meet.google.com/eub-ibaj-kab

Call In #: (US) +1 402-623-0319 PIN: 614 859 264#



NOAA Pride Virtual Happy Hour

The October NOAA Pride Virtual Happy Hour will be held on **October 26 @ 5:30 ET**. Bring your favorite Halloween-themed beverage recipe to share. Costumes optional. For more information, contact matthew.stout@noaa.gov.

Meeting information:

Join via [Google Meet](#) or (US) +1 502-430-2833 PIN: 632 978 063#



NOAA Libraries Offer a New eBook Collection

NOAA Central Library and the Boulder Labs Library recently started a subscription to Overdrive, an ebook and audiobook collection available to all NOAA employees and affiliates. Subject areas include leadership, management, diversity, inclusion and work/life. Several magazines are also available for check out. To access the collection, follow this link: <https://noaalibs.overdrive.com/>, then sign in using your CAC or your email password.

See this libguide for more information: <https://libguides.library.noaa.gov/ebooks>.

Titles include:

[Connection Culture: The Competitive Advantage of Shared Identity, Empathy, and Understanding at Work](#)

[Did That Just Happen?!: Beyond "Diversity"—Creating Sustainable and Inclusive Organizations](#)

[Gender: Your Guide: A Gender-Friendly Primer on What to Know, What to Say, and What to Do in the New Gender Culture](#)

[How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive](#)

You can help the libraries by [recommending books for this collection](#).



NOAA Pride Executive Committee Positions

Do you have an interest in helping to foster an inclusive work environment for the LGBTQ+ community and allies at NOAA? If so, consider joining the Executive Committee. NOAA Pride has a 15 person Executive Committee composed of Federal employees who have 10% of their performance plan dedicated to supporting the Employee Resource Group. There are currently two openings on the Executive Committee. Allies are welcome! Reach out to kenneth.walker@noaa.gov for more information.



Calling all LGBTQ+ meteorologists!

Sophie Mankins, archivist for the American Meteorological Society, is interested in putting together a history of LGBTQ+ meteorologists, especially involved with the Coriolis receptions. If you are interested in being interviewed for the project, you can contact Sophie Mankins at smankins@ametsoc.org.



Subscribe to the NOAA Pride calendar to stay up to date!

1. Navigate to your google calendar settings by clicking the gear in the upper right corner of your calendar and selecting "Settings".
2. In the left navigation menu on the settings screen, expand "Add Calendar" and select "Subscribe to Calendar".
3. In the "Subscribe to calendar" search bar, enter "noaa.gov_18821tfftcr8oienhiph84i9slulm@resource.calendar.google.com" and click Enter.
4. The NOAA Pride calendar should now be added to "My Calendars". Navigate back to your calendar.
5. in the left navigation of your calendar screen, expand "My calendars" and select
6. "NOAAPride" to add to your calendar.

Questions: [Contact lucas.johansen@noaa.gov](mailto:lucas.johansen@noaa.gov).

Join the NOAA Pride ERG!

Thank you to all our collaborators for sharing opportunities!

NOAA Pride ERG Executive Board Members:

Kenneth Walker (he/him/his), *Chair* | Lisa Guy (she/her/hers), *Vice Chair* | Joy Hargraves (she/her/hers), *Secretary*

Executive Sponsor:

Nicole LeBoeuf (she/her/hers) (AA, NOS)

NOAA Pride ERG Subcommittee Chairs:

Website: Lucas Johansen (he/him/his) | **Outreach and Communication:** Lisa Guy (she/her/hers)

Recruitment: Luis Ingram Westover (he/him/his) | **Mentoring:** Adam Roser (he/him/his)

Newsletter: El Lower (they/them/theirs) | **Professional Development:** James Triem (he/him/his)

Workplan: Jennifer Bednar (she/her/hers) | **Baseline Data and 2021 Pride Planning:** Kenneth Walker (he/him/his)

