

Diversity Committee Meeting Notes

January 27, 2016

AGENDA

1. Introductions
2. Welcome
3. Revision of Charter – **the group decided to add the statement “race and ethnicity” to the last sentence of the Missions of the committee. The changes have been made and sent to Ken for Council review**
4. Webinar –Wednesday May 4
 - Development of the presentation (we are responsible for content/subject) – **through open discussion we agreed that we could touch on many areas of awareness for a presentation; cultural awareness, legislation against discriminatory practices in the workplace, etc. We stated that it may be best if someone felt very strongly about a specific aspect of diversity training that they could take the initiative to write up information or seek out reference material to bring to the table when we meet next to be able to develop the presentation**
 - We have to give the Professional Development Committee the short list of information to begin publicizing the webinar (title, short description, presenter(s)) **our next meeting can be focused on this project**
 - Determine preferred format and time –**Google Hangout preferred and presentation time of an hour. Google Hangout should allow for interaction during the presentation. Actual presentation to be roughly 30 minutes long. Could have a scenario setting with audience interaction where participants answer questions ask of moderator/presenter. Elyse stated she could help look into this function of Google Hangout**
5. Subcommittees – **the emphasis was made that we can branch off into as many subcommittees as we feel necessary to allow for a well-rounded Diversity Committee. The thoughts of a Hispanic and African American subcommittees were mentioned. We exist in an almost no holds bar environment where we can develop this committee into what we believe can best represent all of our diverse populations within the NWA. If anyone wants to develop a new subcommittee just let Faith and Jennifer know**
 - SWiAS –sponsorship for luncheon, need to engage with subcommittee members for ideas on theme for handout and sponsorship–Faith and Jennifer **biggest hurdle will be sponsorship...anyone know anyone in Norfolk that may be willing to sponsor this event? Faith brought up the idea of enticing a sponsor through allowing them to speak briefly at the luncheon (sort of like a plug in). We should consider sponsorship opportunities from the DC metro area (wx related companies). We also stated that we would ask Ken if he had any leads that Janice hasn't touched base with; though we also need to speak to Janice as she may have leads to companies willing to sponsor the luncheon. We will start**

to touch base with the subcommittee members about early brainstorming for themes for this year's luncheon to develop a handout/takeaway for the luncheon

- LGBT- goals, actions, events (how to support) –Bryan spoke about AMS' groups that include LGBT support and events that occur within the conference week; looking to somewhat mimic AMS. Wanting to plan and coordinate a mixer after sessions event most likely on Tuesday or Wednesday evening during the annual meeting. Bryan has a few ideas of venues to hold the mixer, will be researching this, along with forming the subcommittee with members to help (if interested please let Bryan know). We'll touch base with Janice to see if we can get a little air time for publicity to advertise for the event which will be open to anyone
- Disability- goals, actions, events (how to support) – Matt spoke about plans for a session/workshop in 2017 for the annual meeting to highlight meteorology, events, information sharing, etc. and the interactions with individuals with disabilities (visual, deaf, cognitive, etc.). The goal of the session/workshop would be to bring awareness to the general community about how impairment issues can impact these groups of people. The session/workshop may contain audience participation in terms of social experiments or activities. Matt is developing the subcommittee currently in terms of recruiting members (if interested please let Matt know)

6. Goals and Aspirations for 2016 Brainstorming – what are your visions for this committee?

- SMART goals – specific, measurable, attainable, realistic, and timely- we discussed some ideas for “just in time training.” Faith made mention of a monthly email, or post, that could go out the NWA community featuring that particular month's awareness information and weblinks of interest. We didn't set a goal for this but once we get our website up and running perhaps we can make a determination on timeline to start

7. Other Thoughts/Feedback/Help Needed/Discussion — Matt asked for all of us to send him a little snippet about 250 words about ourselves to him to place on the website...send a headshot as well please. Also if you have a favorite website that promotes some aspect of diversity training/reading send that along as well. Matt does has access to a spot on the NWA website to create our webpage. We also discussed award nominations, and maybe the need for a Diversity Award this is what prompted Melissa's emails after the meeting with a potential nomination

8. Next Diversity Committee — March 2016 –will send a Doodle Poll out mid Feb to start to get a feel for the next meeting