



News

March 2004 Update

The NIOSH Diversity Improvement Project

NIOSH Diversity Improvement Project Objectives: To improve the organization's ability to attract, recruit, hire, develop, retain and serve a diverse population and to create an environment that encourages and values diversity and inclusiveness.

Launching of the NIOSH Diversity Project on the Internet

The NIOSH Diversity Project webpage will now also be published on the NIOSH Internet at <http://www.cdc.gov/niosh/pgms/diversity/>! In the words of Dr. Howard, "...having a NIOSH diversity page front and center on the website would show everybody inside NIOSH how important diversity is to us and would show our stakeholders, potential job applicants, etc. that we value diversity." Special thanks to Anne Oyler and Max Lum in helping us promote diversity from the inside out.

Implementation of the NIOSH Diversity Strategies Document

The NIOSH Diversity Steering Council has formed four teams to address each of the four goals in the "NIOSH Diversity Strategies Document" finalized in December 2002. Each team has developed an action plan that will focus on the implementation of that goal and the objectives included in the goal. Team 1 / **Goal 1.0: *Promote a better understanding and valuing of diversity.*** This team is focusing on promoting diversity and increasing awareness of Core Values and their importance to organizational behavior. Team 2 / **Goal 2: *Enhance personal commitment and accountability for diversity.*** The focus of this team is accountability. They are developing a commitment and accountability plan for both managers and employees, reflecting the adage that, "what gets measured, gets done." Team 3 / **Goal 3: *Improve the recruitment, employment, and retention of diverse populations.*** This team is focusing on the recruitment, employment and retention practices, comparing those practices with other government and private industries and developing recommendations for an improved recruitment, employment and retention plan for NIOSH. Team 4 / **Goal 4.0: *Establish a NIOSH mentoring program.*** This team will work with the Cincinnati Diversity Pilot Project Team in developing a NIOSH mentoring program. Please see your local Diversity Steering Council members or visit the Diversity website at <http://inside.niosh.cdc.gov/diversity/> for more information on ways that you can help implement these goals.

Site Updates

The Cincinnati Diversity Pilot Team is currently working on a six-month action plan which includes the following components: a *New Employee Advisory Program*; *New Employee Web Site*; *New Employee Orientation Session*; and the *Mentoring Program*. The team will work closely with the NIOSH Diversity Steering Council (Team 4) on the NIOSH Mentoring Program. Cincinnati will be the pilot site for the NIOSH Mentoring Program once the program has been designed and prepared for roll out.

The Pittsburgh Diversity Pilot Team submitted their recommendations to the Pittsburgh Labor Management Cooperation Council (PLMCC) for feedback. Recommendations included various actions toward cultural awareness and sensitivity among staff: diversity webpage and email messages, diversity Jeopardy, guest lectures, reference materials, and films. The PLMCC favored the guest lectures, reference materials, and films and recommended that further research and implementation actions are warranted. The PLMCC is forwarding these recommendations to the Pittsburgh EEO Council for feedback and on whether a new and separate Diversity Implementation Team is necessary to implement agreed upon activities.

Announcements/Upcoming Events

Congratulations to Jenise Brassell (Cincinnati/Division of Surveillance, Hazard Evaluations and Field Studies) for receiving the NIOSH Women's Hall of Fame Award. The award is to recognize the contributions NIOSH employees have made toward the growth and progress of NIOSH and women's rights. The award is presented by the Equal Employment Office/Federal Women's Program in Cincinnati. In addition, Jenise is the recipient of the 2003 AFGE A. Philip Randolph-Hubert H. Humphrey Humanitarian Award for commitment to community, justice and equality.

Congratulations also to the Cincinnati Labor/Management Cooperation Council February Employee of the Month, Chandran Achutan. He is being recognized for exceptional performance on conducting Health Hazard Evaluations (HHE's) and for a willingness to go above and beyond the call of duty. Chandran is an Associate Service Fellow in the Industrial Hygiene Section of Division of Surveillance, Hazard Evaluations and Field Studies.

Cincinnati will be hosting the Second Annual Marvin Mills Awards ceremony on Wednesday, March 24, 2004 at 2:00pm. The Award was founded in 2002 to recognize employees or employee groups who have made noteworthy contributions to workplace diversity. This Award is bestowed annually in the month of March during Diversity Week. The recipient receives a certificate and his/her name is displayed with the names of other recipients on a plaque in the lobbies of NIOSH's Robert A. Taft and Alice Hamilton Laboratories.

In Pittsburgh, the EEO Committee will again sponsor and coordinate the NIOSH Pittsburgh observance of the national "Take Our Daughters and Sons to Work" program on April 22nd. NIOSH Pittsburgh usually hosts between 50-60 kids annually at this event. Please check with your local site regarding what events may be taking place in celebration of "Take Our Daughters and Sons to Work Day."

**** For future submissions, please submit your comments, suggestions, ideas, etc. to the "NIOSH Diversity Communications Subcommittee" in your Outlook address book.**

"Diversity acknowledges, appreciates, and respects the many differences we recognize in each other."