



News

August 2004

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.

NIOSH Outreach and Recruitment

The Centers for Disease Control and Prevention's, (CDC) Office of Minority Health and the Agency for Toxic Substances and Disease Registry, (ATSDR) Office of Tribal Affairs hosted the 1st Conference on Increasing American Indian/Alaska Native/Native Hawaiian (AI/AN/NH) Careers in Public Health; "Identifying the Academic Needs of AI/AN/NH Students to Pursue Careers in Public Health," in Atlanta, GA July 20-22. The specific objectives of the conference were to increase the number of AI/AN/NH public health professionals employed at all levels of government; to increase the number of AI/AN/NH's participating in CDC/ATSDR training internships/fellowships; and increase the overall number of AI/AN/NH public health professionals.

In support of this annual event, NIOSH Atlanta participated in the conference held at the Emory Conference Center and Hotel. NIOSH hosted an exhibit and spoke with students about career opportunities in public health at NIOSH. Adele Childress and Constance Harrison attended the conference. In addition, Pam Wilkerson served as a co-facilitator for three sessions on "What are the roles that partners and partnerships can play in strengthening existing supports needed to develop and hire Native public health professionals?"

Claude Allen, Deputy Secretary of the United States Department of Health and Human Services, provided a keynote address entitled, "Strengthening Tribal and Federal Partnerships through Consultation and Collaboration."



Cecile Towne and Pamela Wilkerson facilitating a session comprised of students, tribal leaders, tribal representatives, national tribal organizations and tribal academic organizations.

Launching of the NIOSH New Employee Orientation Program

The first orientation program event was held July 19, 2004 hosted by Cincinnati, with ENVISION connected at all the remaining NIOSH locations. Fifty-one employees completed the orientation. The Cincinnati Diversity Team, NIOSH Diversity Steering Council and NIOSH's Diversity Coordinator developed the orientation program for new employees at the request of Dr. Howard.

The goal of the orientation program is to welcome new employees into NIOSH and to provide a broad understanding of the NIOSH mission, its many programs and the diverse realm of responsibilities carried out by the Institute.

The target audience is new employees to NIOSH, however all NIOSH employees are welcome to attend. There are plans to repeat the program on a bi-annual basis (host city will rotate) with an understanding that this frequency may adjust up/down based upon need.

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. Teams 1 and 2 of the Council have finalized their drafts and are awaiting feedback at the Leadership Team’s October retreat.

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 the diversity goals.

Announcements/Upcoming Events

Spanish Speaking Luncheons held at NIOSH

In Cincinnati, Spanish-speaking employees from the Hamilton and the Taft laboratories meet every other week for lunch and good conversation. Most are non native Spanish speakers, but are fluent enough to keep a good conversation level. Since not everyone is able to attend every lunch, different people meet every time, bringing diversity of topics and faces. If you are interested in being included in the group, send an e-mail to Tania Carreón at tjc5@cdc.gov.

Celebrate Diversity...

by sharing your story with the NIOSH Diversity Communications Subcommittee

- Do you help usher the elderly onto the information highway by teaching them to use email and surf the net?
- Tutor disadvantaged children?
- Help sponsor cultural, community or charity events?
- Have you adopted a child from another country?
- Are you secretly and quietly involved in some other activity that promotes diversity in some way, either here at work or in your private life?

If you are participating in these type of diversity activities (and others not mentioned), we are looking for you!

Each month, we’d like to highlight someone from the Institute who is a diversity champion on the Diversity Intranet Website. (<http://inside.niosh.cdc.gov/diversity/>)

You don’t like to toot your own horn, you say?

Don’t think of it that way. In sharing your story, you may very well inspire someone else to contribute to their community in their own special way.

Email your story to **NIOSH Diversity Communications Subcommittee (or NDCS)**. If you have a photo, that’s even better!

Thank you for helping NIOSH celebrate our diversity!

Most appreciatively,

Communications Subcommittee

**** 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.”