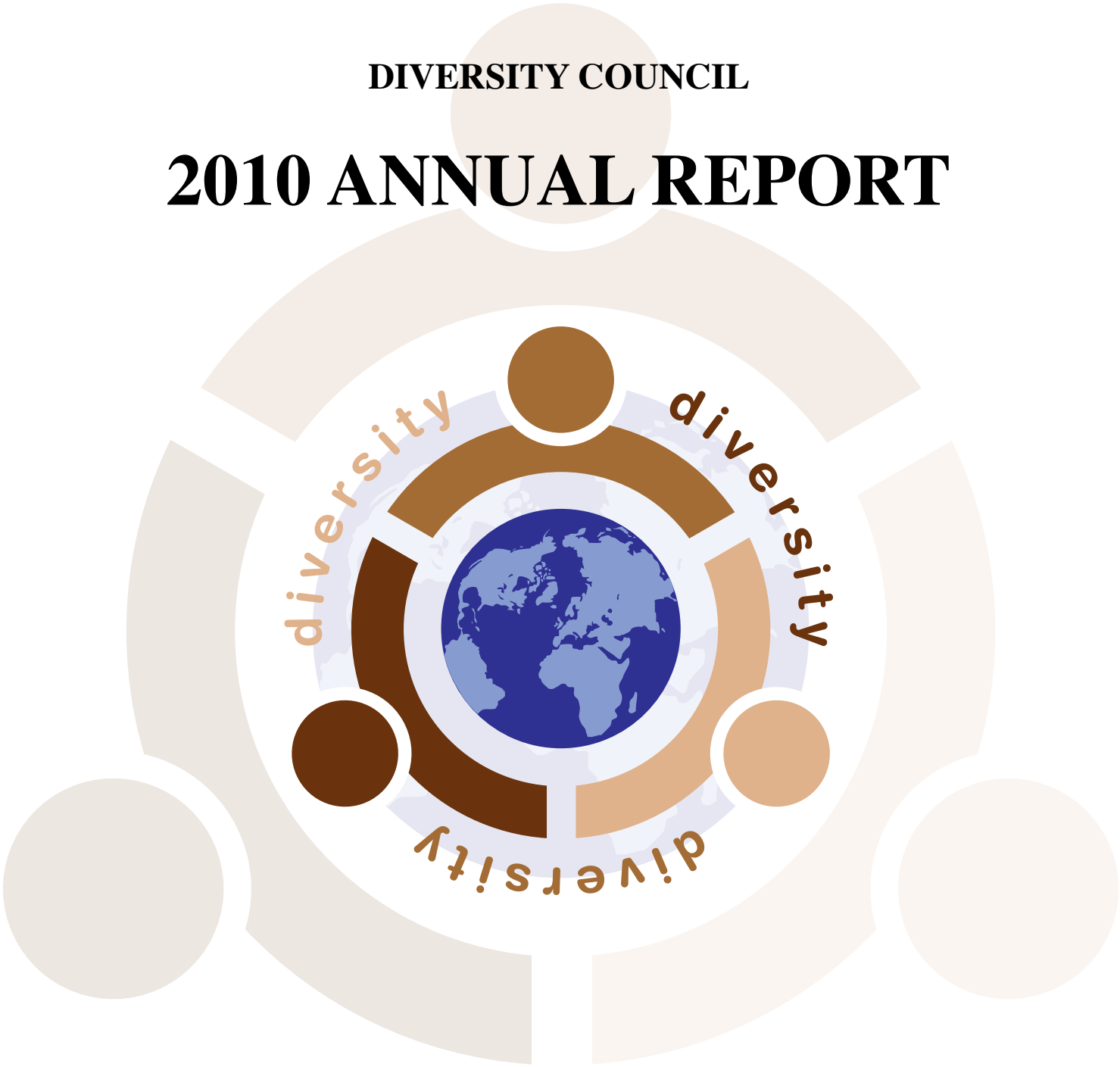
National Aeronautics and Space Administration

DIVERSITY COUNCIL

2010 ANNUAL REPORT



Diversity and Inclusion Vision

Enabling inclusion, innovation and creativity by leveraging the diversity of thought, perspectives, backgrounds and talents inherent in our workforce to ensure mission success.

TABLE OF CONTENTS

Message From The Chair 1

Introduction 3

Priorities And Accomplishments For 2010 3

2010 Members Of The Diversity Council 12

Diversity Council 2010 Annual Report Appendix A
"i am goddard" for Employees 13

Diversity Council 2010 Annual Report Appendix B
"i am goddard" for Senior Center Management, Supervisors,
Project Managers, and Team Leads 15

Diversity Council 2010 Annual Report Appendix C
Directorate And Advisory Committee Annual Reports 17

Wallops Flight Facility Diversity Council (Wff-Dc) 17

Directorates 19
- 100/Office Of The Director 19
- 110/Office Of Human Capital Management (Ohcm) 20
- 140/Office Of Chief Counsel (OCC) And Office Of Patent Counsel (OPC) 21
- 150/Office Of The Chief Financial Officer (OCFO) 22
- 180/Independent Verification & Validation Facility (IV&V) 23
- 200/Management Operations Directorate (MOD) 23
- 300/Safety and Mission Assurance Directorate (SMA) 25
- 400/Flight Programs and Projects Directorate (FPPD) 27
- 500/Applied Engineering and Technology Directorate (AETD) 27
- 600/Space Exploration Directorate (SED) 28
- 700/Information Technology and Communications Directorate (ITCD) 30
- 800/Special Orbital Projects Directorate (SSOPD) 31

Advisory Committees 33
- African American Advisory Committee (AACC) 33
- Equal Accessibility Advisory Committee (EAAC) 36
- Gay, Lesbian, Bi-Sexual, Transgender Advisory Committee (GLBTAC) 36
- Hispanic Advisory Committee for Employees (HACE) 38
- Native American Advisory Committee (NAAC) 39
- New Employee Welcoming Board (NEWB) 40
- Veteran's Advisory Committee (VAC) 41
- Women's Advisory Committee (WAC) 41
- Wallops Flight Facility Diversity Council (WFF-DC) 42

MESSAGE FROM THE CHAIR

I am pleased to share with you the 2010 Annual Report of the Goddard Space Flight Center (GSFC) Diversity Council. I encourage you to spend some time reading it over because the programs and activities described in these pages illustrate the steady progress we've made as an organization to achieve our diversity and inclusion goals.

As the Champion for the Diversity Council, I'm privileged to see first hand the efforts being made by the Council, by the Directorates and by the Advisory Councils to ensure a workplace that embraces the values of diversity and inclusion. While I may hold the title, the fact is there is no stronger proponent for the Center's diversity and inclusion programs than Rob Strain, our Center Director. I can tell you firsthand, no one is more committed to fostering an environment that embraces different perspectives and honoring the contributions of every employee than is our Center Director.

The Diversity Council was established in the year 2000, and I think in the beginning, our goals were somewhat modest. But the more we learned about the critical role that diversity and inclusion play in the strength and vitality of an organization like ours, the more we realized, making people aware simply wasn't enough. We had to do more. We had to make the shift from awareness, to action with impact, and as stated in the introduction to this report, that became our mantra for this year. I believe we did that, and I think the evidence for that can be seen in the pages of this report.

Our commitment to diversity and inclusion is unwavering and is fully aligned with our organizational values. We strive to maintain our position as a world-class leader in research, in engineering and in other administrative professions that are essential to the success of the scientific and technical communities. To maintain that position, we must be able to compete for the best, most qualified people, and draw from an increasingly diverse talent pool. Achieving and sustaining our position in this rich and diverse environment demands that we embrace differences, welcome different perspectives and creativity, and hold fast to the values of teamwork, trust and respect.

As a Center, we have a lot to be proud of, not the least of which are the steady strides we have made to make Goddard a leader in diversity and inclusion, and one of the best places in the Federal Government to work. I have no doubt that our placement in the annual Best Places to Work Survey, seventh out of 224 Agency Subcomponents ranked, and second in the category of Support for Diversity, was a direct result of the passion and commitment we share in the work that we do here, and a reflection of our ongoing efforts to create an environment at Goddard that embraces teamwork, innovation and inclusiveness.

Diversity and Inclusion

I hope you'll make the time to read this report, and I urge you to find a member of the Council, Sharon Wong, our Special Assistant for Diversity, or me, and give us your feedback and comments. We are eager to hear from you and appreciate your insights as we seek to build an equitable and inclusive culture for each employee. After all, the actions and deeds described in this report may have been compiled by the Diversity Council, but they didn't do the work, you did, and it remains the responsibility of each and every person at our Center to make the commitment to make the shift from awareness, to action with impact. We are counting on you.

Arthur (Rick) Obenschain
Deputy Center Director

Diversity Definition
Diversity means the unique characteristics, perspectives and life experiences that define us as individuals

Inclusion Definition
Inclusion means fostering an environment where all individuals can contribute fully and are valued, engaged and supported to reach their full potential

INTRODUCTION

In 2010, Goddard's Diversity & Inclusion (D&I) program remained focused on its goal to build and sustain an inclusive and equitable work environment where every employee develops and contributes to the maximum extent possible. Our signature programs grew stronger with the addition of newly trained facilitators to the Center's Diversity Dialogue Project (DDP), planned expansion of the Power & Privilege Series, and a nearly 30 percent increase to the number of ads released to employees via the Goddard Opportunity Bulletin Board System (GOBBS). Our mantra for the year has been, "making the shift from awareness to action that has impact," which has been a constant reminder of our charge to foster an environment that embraces different perspectives, enables creativity to solve complex problems (technical, programmatic, and organizational), and values teamwork, trust and respect.

In addition to fortifying our partnerships with the Center Advisory Committees, NASA Headquarters and other NASA centers, we are serving as a resource across the Federal Government. In fact, GSFC was ranked second in support for D&I in the Federal Government's Best Places to Work survey results. And so we are excited about the progress that has been made in 2010 and look forward to building upon these achievements as we move forward in 2011.

PRIORITIES AND ACCOMPLISHMENTS FOR 2010

Diversity and Inclusion Strategic Plan Implementation

The Diversity and Inclusion Strategic Plan was finalized by the Diversity Council in 2010. The strategy continues to serve as the foundation for our goals, plans and initiatives. A key component of the plan is the Diversity and Inclusion philosophy, which includes:

- Valuing the whole of the individual. We respect and value not only our physical/visible differences and similarities but also the invisible, such as viewpoint, experience, talents and ideas
- Being inclusive in the workplace, not exclusive
- Encouraging a diverse, inclusive workplace gives us a competitive advantage in the marketplace
- Making us a better Agency, a better partner in the communities we serve and a better work environment.

The Center's Diversity Council worked to strengthen its ability to effectively model these principles and achieve the plan's strategic priorities, which are:

- Diversity Leadership – To ensure that senior leaders are consistently visible and vocal in communicating their commitment to diversity as a performance standard and a business priority

- Recruitment and Retention – To recruit the best and most diverse talent available, and to develop and retain that talent at all levels at Goddard
- Education – To identify the competencies that facilitate inclusion and provide venues for employees to develop and practice those competencies in the workplace
- Communication – To ensure that diversity is consistently, clearly and effectively communicated to internal and external audiences
- Performance Management – To develop and deploy a fair and equitable performance management system
- Measurement and Accountability – To develop specific, measurable, realistic and timely organizational objectives for diversity and include them in Center performance standards

Diversity Dialogue Project

In 2010, the Diversity Council completed Phases R and S of the Diversity Dialogue Project (DDP). The DDP is a facilitated dialogue process that brings small groups of employees together in an open, non-judgmental and safe environment to discuss differences based on the many dimensions of diversity that impact the workplace on a daily basis. The original intent of the DDP was to facilitate a deeper understanding of diversity issues among Center employees. Beginning with Phase Q, we shifted the emphasis from awareness to actions that have impact, and we have continued this focus in the phases conducted this year. The new format challenges participants to take action with the awareness that they have gained in the dialogue sessions. Participants are encouraged to engage in reflective journaling after each session and to think about what actions they can take personally to make Goddard more inclusive and respectful. The DDP still enhances personal growth and effectiveness; however, we also want DDP participants to take responsibility for how their actions and behaviors can either foster or hinder an equitable, inclusive and respectful workplace.

During Phase R, the Center offered two groups that were facilitated by three internal and one contracted facilitator, with a total of 34 participants. In Phase S, we conducted three groups: two were Greenbelt sessions, and one session was held at Wallops Flight Facility. Phase S was facilitated by four internal facilitators and one contracted facilitator, with a total of 53 participants. Topics that were explored included, but were not limited to: micro-inequities, privilege, sexual orientation religion, race, disability and gender. A final action-planning session allowed an opportunity for participants to brainstorm specific activities that they may wish to carry forward in order to advance diversity and inclusion at Goddard.

A Brown Bag Information Session was held for interested employees in November 2010. The session included an overview of DDP, and a mini-discussion that simulated a DDP dialogue among the current facilitators, previous participants and interested participants. The facilitators and previous participants expressed a desire to continue to sponsor these information sessions, which would coordinate with the call for nominations and provide an introduction to DDP for those who are interested in participating.

Currently, Goddard has a cadre of five internal facilitators and one contracted facilitator. This year, four additional internal facilitators completed the DDP facilitation certification process, which includes 40 hours of classroom training, observations, participation in debriefs with current facilitators and a feedback interview with the Special Assistant for Diversity. Additionally, the current and new facilitators completed a two-day classroom training, as well as participated in a DDP facilitator retreat, which provided an opportunity to reflect on the current process, and provide feedback on improvements and ideas to maintain a high quality program.

Power & Privilege: Race Workshops

The Diversity and Inclusion Program offered a series of Power & Privilege: Race workshops in partnership with the Office of Human Capital Management and the Equal Opportunity Program Office. The primary objective of the Power & Privilege (P&P) workshops is to examine issues of power, privilege, diversity and inclusion, and the impact on employees. Over 900 employees, managers and supervisors participated in the Power & Privilege: Race workshops, including 337 supervisors. The workshops helped Goddard supervisors and influence leaders to improve their management skills by developing an awareness of the unintended consequences of their well-meant actions and personnel decisions; understanding the historical context of institutionalized racism and how it impacts the Goddard workplace; recognizing actions they can take to create a more inclusive productive workforce; and understanding how diversity and inclusion can have a big impact on problem-solving and building an inclusive environment. A follow-up survey was performed to understand the impact of the workshops; the results are being assessed.

The initial Power & Privilege: Race workshops were completed in March 2010. We plan to sustain our efforts by offering additional workshops for newly appointed supervisors on a regular basis. In addition, preliminary plans are underway for the next set of workshops in the Power & Privilege series. These workshops will examine Power & Privilege from the perspective of other dimensions of diversity and inclusion, such as gender, age, sexual orientation, and disability.

Finally, we are conducting several follow-on activities to continue the dialogue around race and to sustain learning, such as a book club and movie series. The book club is a small group discussion using a short reading from the book, “What If? Short Stories to Spark Diversity Dialogue,” by Dr. Steve Robbins, who facilitated Goddard’s workshops on Power & Privilege: Race. Other planned discussions include “Leading by Example, Modeling Behavior.” The purpose of the movie series is to watch one or more segments in the three-part movie, “Race the Power of an Illusion,” and participate in a structured discussion/dialogue. Excerpts from the video were shown during the Power & Privilege: Race workshop. In addition, a Community-of-Practice forum—a group of individuals who play an active role in planning or implementing D&I activities in their organizations—was established to share learning, knowledge, resources and ideas. The group plans to meet on a quarterly basis.

The Power & Privilege Implementation Team was recognized with a Robert H. Goddard Award for Exceptional Achievement in Diversity and EEO. Oversight of the expanded scope of the Power & Privilege program has transitioned to the Diversity Council, with leadership of the Power & Privilege Implementation Team shifting from OHCM to the D&I Program.

Goddard Opportunities Bulletin Board System

The Goddard Opportunities Bulletin Board System (GOBBS) is a tool that allows managers and supervisors to advertise special assignment opportunities to employees. GOBBS continues to be a valuable tool for informing employees about opportunities to further enhance their current skills and develop new ones. It promotes and increases diversity in selections for high-profile projects by broadening the pool of talented candidates and making opportunities available to employees.

This year, GSFC worked with Greg Snyder (Acting Deputy Director, Federal Facilities Enforcement Office, U.S. Environmental Protection Agency) in July to implement a similar system within the EPA.

With regard to Goddard, 112 GOBBS ads were released to GSFC employees during FY 2010 (compared to 87 in FY 2009). The GOBBS opportunities breakdown is as follows:

In total, 123 ads were submitted into GOBBS during FY 2010:

- 11 (8%) – Total ads declined by the content managers
- 112 (92%) – Total ads released to GSFC employees

Of the 112 advertised GOBBS opportunities:

- 33 (30%) – GOBBS ads opened, but never closed in FY 2010 (selection officials may have extended the offer, but never returned to the system to officially make the selection in GOBBS)
- 62 (55%) (9% increase over FY2009) – GOBBS ads opened, selection made (some ads had multiple selections)
- 17 (15%) (11% decrease over FY2009)– GOBBS ads that no selections were made (many of the ads had no applicants, offers were extended and declined, or ad was withdrawn)

Of the 62 ads that had selections (if multiple candidates were selected the furthest removed was counted):

- 26 (42%) – of selected candidates came from within their own division
- 13 (21%) – of selected candidates came from within their own directorate
- 23 (37%) – of selected candidates came from another directorate
- 11 (18%) – of the GOBBS ads had several selections in FY 2010 (review panels, committees, etc).

To view opportunities, visit the GOBBS Web site at: *http://gobbs.gsfc.nasa.gov/*

Communication

Throughout 2010, Center employees were informed of the Center's diversity programs, events and activities via Goddard's internal website (InsideGoddard, http://internal.gsfc.nasa.gov), Goddard's electronic gate signs, Goddard Dateline, GoddardView (our bi-weekly electronic news publication), e-mail blaster messages, the Diversity Council Web site, the 2009 Diversity Council Annual Report, and the Directorates' Diversity Council representative.

In partnership with the Office of Public Affairs, we continued to publish a monthly calendar that informs employees of D&I-related activities on Center, as well as activities that are external to the Center. This calendar also lists a wide variety of observances and significant events in NASA's history.

Celebrate Goddard

Celebrate Goddard Day was held on June 24, 2010 to recognize the importance and highlight our commitment to fostering an environment where all individuals can contribute fully, and are valued, engaged and supported to reach their full potential. Celebrate Goddard is a day set apart to celebrate and showcase the unique and diverse talents and abilities GSFC employees bring to the workplace. This annual D&I event was open to all Goddard employees and summer interns as an opportunity to explore and reflect upon the various successful missions, projects and programs while learning more about how the Center's diversity makes Goddard such a great place to work. This year's theme, "Goddard, Uniting People, Understanding Our World," was submitted by David M. Long (Code 407) and highlighted Goddard's spirit of bringing people together for the betterment of humankind.

The celebration began with the first-ever Celebrate Goddard Parade. The advisory committees, directorates, contractors, and GEWA sponsored clubs yet again assembled an impressive array of exhibits on the mall to reflect how their activities enrich the GSFC community. Highlights of the day included entertainment provided by Goddard colleagues; an impressive car and motorcycle show; a diverse selection of food; the FedsFeedFamilies food drive; "Got Game", a 3-on-3 Basketball Tournament; and a Goddard Talent Show. Other key events included a celebration of Hubble's 20th Anniversary and the launch of the Center's "i am goddard" campaign. An educational opportunity was hosted at the Owens Science Center, and the GSFC Visitor Center featured a number of presentations using the "Science on a Sphere" visualization system. Always a favorite, this year's array of tours was filled to capacity.
Celebrate Goddard Day demonstrates how all of Goddard's accomplishments are made possible by the unique contributions of every employee and that we draw strength from our Diversity. It serves as a reminder to maintain our commitment to an inclusive environment for all employees to ensure the best possible future for NASA, the community we serve and our workplace.

Diversity and Inclusion

Celebrate Wallops Day *None Submitted*

i am goddard

In 2010, GSFC kicked off an exciting campaign called, "i am goddard," to remind us of the basic principles that make a high performing, diverse and inclusive organization successful in today's world. "i am goddard" embodies the enormous pride we all share as part of this incredible community of people. In saying, "i am goddard," we each acknowledge that we make a difference. It's about the actions we take, individually, to help ourselves and the Agency thrive. It's about inspiring vision, valuing all contributions and transferring knowledge. Appendices A and B provide information about ways you can get involved and make a difference.

Education and Training

The Learning Center maintains several diversity-related videos that are available for employees to view. These resources are updated frequently and are used by various organizations and groups at the Center for training, dialogues and awareness initiatives. Some of the more popular titles include:

- Drop by Drop
- Little Things Mean a Lot
- Race: The Power of an Illusion (P&P: Race workshop resource)
- The Color of Fear (P&P: Race workshop resource)
- Village of 100 (two-day New Employee Orientation resource)

Diversity and Inclusion Awareness Programs, Workshops and Briefings

Several opportunities were provided to build competency in diversity and inclusion. These included:

- Power & Privilege: Race workshops, book club and movie series
- Senior Leaders Learning Session with Dr. Steve Robbins
- Partnership for Public Conversations workshop
- New DDP Facilitator Training
- The National Multicultural Institute (NMCI) Conference entitled, "Navigating Differences in a changing world – Dialogues on Diversity, Culture and Identity" attended by D&I staff
- Out and Equal Conference

Outreach

The Goddard D&I Program continued to serve as a resource for external organizations to share and learn from others. Some of the more notable outreach activities are highlighted on the following page.

Special Assistant for Diversity

- Served on OPM's Inter-agency Working Group to develop the Government-wide Diversity Strategy Plan
- Spoke at several conferences and events including: the annual FAPAC Conference; the OCA National Convention on, "Employee resource groups and their benefits to an organization"; the National Association of African Americans in HR Diversity Summit on "Effective engagement of LGBT employees in the diversity dialogue"; the EEOC EXCEL Conference on "A Culture of Inclusion: Creating and maintaining non-traditional employee groups"; and OPM's APA Heritage Month
- Responded to a request from agencies on a variety of D&I topics including employee affinity groups in the Federal sector; GSFC's D&I program; and GOBBS
- Participated in the Smithsonian Asian Pacific American Program Oral History project and was interviewed by University of Maryland students

Agency Partnering

- Participated in the first Agency-wide EO and D&I Forum
- Special Assistant was elected as the Chair of the D&I cadre (D&I Managers around the Agency) and represents the D&I cadre on the Diversity & Inclusion Strategic Partnership (DISP)
- Diversity Managers Forum, where GSFC presented to the Centers on how our D&I activities/programs are integrated into the Agency's D&I framework.

Collaborations

- Continued to partner with OHCM and EOPO on a variety of activities such as Workforce 2010 to develop a support system for hiring managers and supervisors; meet and greet event for interns; New Employee Orientation briefings; rollout of the Agency D&I survey; briefings on performance management closeout, specifically on EEO/Diversity performance elements; co-hosting the JPL HR Director to share current initiatives and future plans; and Advisory Committee retreats
- Continued to partner with the Federal Interagency Diversity Partnership (FDIP) and the Annual Federal Interagency Holocaust Remembrance program
- Sponsored OPM Director John Berry's visit to NASA/GSFC for LGBT History Month/ National Coming Out Day; and collaborated on GLBTAC Pride Month outreach event at WFF
- Representatives from the National Park Service (NPS) met with members of the Goddard Diversity Council to benchmark diversity councils.
- Met with several of the Directorate Diversity Councils to provide briefings about D&I initiatives

Goddard Diversity Action Club

The Goddard Diversity Action Club (GDAC) provides an additional venue to celebrate all of the various dimensions of diversity that manifest in the workplace. The club offers opportunities for people to get involved in diversity work at the Center, and also sponsors

events that are fun and educational. The GDAC works with other clubs and organizations at Goddard to promote an inclusive and respectful workplace. In 2010, GDAC worked with Advisory Committees and Goddard's Diversity and Inclusion Office to:

- Co-sponsor an event with the Women's Advisory Committee (WAC) on March 3rd where a panel of diverse, accomplished, female leaders in multiple disciplines at Goddard were showcased as part of Women's History Month.
- Participate in the annual "Celebrate Goddard Day" in June, which highlighted the diverse skills and individual differences that have made our legacy of success possible. All members once again participated as members of the center-wide Celebrate Goddard Day Planning Committee.
- Sponsored an event on October 27th, "Code Breakers and Makers of WWII, Lessons Learned for Today's Leaders." In this event, participants learned about the enormous challenge of global conflict during World War II, and how code breakers at Bletchley Park in England and American Indian code makers/code "talkers"—with their unbreakable code used in the Pacific theater—made a difference in the war's outcome.
- Co-sponsored a Diversity Dialogue Project (DDP) Brown Bag Information Session, along with Goddard's Diversity and Inclusion Office on November 18th. (See the description under DDP.)

Our club members include Goddard employees from diverse professional backgrounds, such as telecommunications, equal opportunity, professional administrators, and engineers.

We are looking to expand our membership during CY 2011 to include employees who also celebrate all of the various dimensions of diversity that manifest itself in the workplace and those who are eager to learn about diversity and share the wealth of information with their workplace colleagues.

The Diversity Action Club continues to emphasize outreach, inclusion, awareness, and education.

Employee Resource Groups

GSFC has nine Employee Resource Groups, referred to as Advisory Committees, whose chairperson serves as members on the Diversity Council. Three of the Advisory Committees fall under the purview of the D&I Program. These include the Gay, Lesbian, Bi-Sexual, Transgender Advisory Committee (GLBTAC), the New Employee Welcoming Board (NEWB), and the Veterans Advisory Committee (VAC)—newly established in October 2010. The other six Advisory Committees fall under the purview of the Equal Opportunity Program Office (African American Advisory Committee, Asian Pacific American Advisory Committee, Equal Accessibility Advisory Committee, Hispanic Advisory Committee for Employees, Native American Advisory Committee, and the Women's Advisory Committee).

Directorate and Advisory Committee—Specific Diversity Activities

Key to the vitality of GSFC's D&I program and strategy is its work within the Directorates and among the Advisory Committees. In 2010, several Directorates established Diversity Councils, while many of the existing councils became more active and strengthened their level of impact upon the D&I culture. The Advisory Councils made important inroads as well.

In 2010, we revised the Directorate and Advisory Committee presentation format and instituted "The State of D&I" discussion forums to foster conversation and dialogue to not only share best practices, issues and challenges, but also focus upon the impact and relevance of actions to D&I. We are pleased to offer greater insight about D&I at GSFC via Annual Reports submitted by the Directorates and Advisory Committees in Appendix C.

Plans for 2011

- Prepare and execute a D&I module for the Human Capital Series
- Introduce new topics as part of the Power & Privilege Series
- Continue with Power & Privilege: Race follow-on activities
- Initiate and hold DDP Phase T and U sessions
- Re-institute the Supervisor DDP
- Continue with WFF DDP offerings
- Learn from D&I-related survey results and develop action plans to address identified concerns where appropriate (e.g. Agency D&I Assessment, P&P: Race follow-on)
- Establish a metrics sub-team to focus on outcomes of diversity efforts and explore ways of measuring our D&I progress
- Continue to partner with other agencies and organizations to share best practices

Conclusion

2010 has been another year of continued improvement and progress for diversity and inclusion at GSFC and for the Diversity Council; however, we must be vigilant and continue with our efforts to foster an environment that captures and leverages the talent of our diverse workforce. We look forward to working together in 2011 to make Goddard a model workplace for diversity, inclusion, innovation and creativity. Please refer to Appendix C for information about the Directorate and Advisory Committee 2010 D&I efforts. Thank you for your support.

Diversity and Inclusion

2010 Members of the Diversity Council

Name	Title	Code
Rick Obenschain	Deputy Center Director	100
Sharon Wong	Special Assistant for Diversity	100
Lisa Kelleher	Chief Operations Officer, Code 100 Diversity Council Chair	100
Ron Brade	Director, Office of Human Capital Management	110
Veronica Hill	Chief, Equal Opportunity Program Office	120
Mark Hess	Chief, Public Affairs Office	130
Dee Kerr	Associate Chief Counsel, Office of Chief Counsel	140
Frank Ramos*	Deputy, Office of the Chief Financial Officer	150
Bob Gabrys	Chief, Education Office	160
Donna Ozburn	Chief, Resource Management Office; Chief, Communications/Outreach, IV&V	180
Valorie Burr	Associate Director for Acquisitions, Management Operations Directorate (MOD)	200
Maria So	Deputy Director, Safety and Mission Assurance Directorate (SMA Directorate)	300
George Barth	Deputy Director for Planning & Business Management, Flight Programs and Projects Directorate (FPPD)	400
Karen Flynn	Deputy Director for Planning and Development, Applied Engineering and Technology Directorate (AETD)	500
Dot Zukor	Deputy Director, Earth-Sun Exploration Division, Space and Exploration Directorate	610
Dennis VanderTuig	Deputy Director for Operations, IT and Communications Directorate (ITCD)	700
Judy Vucovich	Deputy Director for Business, Suborbital and Special Orbital Projects Directorate (SSOPD)	800
Sanjeev Sharma	Co-Chair, GLBT Advisory Committee (GLBTAC)	700
Wanda Peters	Chair, African American Advisory Committee (AAAC)	540
Ed Masuoka	Co-Chair, Asian Pacific Americans Advisory Committee (APAAC)	701
Nancy Lockard	Chair, Equal Accessibility Advisory Committee (EAAC)	210
Dani Alvarado	Co-Chair, Hispanic Advisory Committee for Employees (HACE)	556
Marcellus Proctor	Chair, Native American Advisory Committee (NAAC)	555
Shannon Rodriguez	Co-Chair, NEWB	555
TBD**	Co-Chair Veteran's Advisory Committee (VAC)	130
Theresa Ballinger	Co-Chair, Women's Advisory Committee (WAC)	152
Walter Flournoy	Vice President, GESTA	585/405
Lenny Kayton	Acting Chief Shop Steward, WAMTC	227.3
Bruce Smith	Steward, Wallops AFGE Local 2755	569
Dan Krieger	ADR Program Manager	100
Brenda Dingwall	WFF-DC Chair	120
D&I Staff:		
Sheri Brown		100
Shavondalyn Givens		100
Terri Yancy‡		100

* Julie Baker served in this position from January through November 2010.
** VAC was officially approved on October 5, 2010. Officer elections will occur at the beginning of 2011.

‡Terri Yancy retired in June 2010.

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APPENDIX A
"i am goddard" What You Can Do!

Employees Can…

Get Involved

You make a difference! You are the Center's best ambassadors and recruiters. Reach out to your coworkers, colleagues, and your community.

Model Respect and Value the Contributions of All

Valuing diversity and inclusion is essential. Recognize that everyone contributes to the success of the Center. Be willing to encourage, accept, and promote the good ideas and contributions of others.

Treat Others As You Want To Be Treated

Create an environment of mutual respect. Applaud your colleagues' successes. Refuse to accept intolerance in any form, from anyone.

Take Charge of Your Career

Keep growing. Stretch your knowledge, skills and personal networks. Seek advice. Look and apply for new opportunities to apply your talents. Share your know-how.

Have Meaningful Conversations with Your Supervisor

Be open about your career goals and aspirations. Talk about job performance and future opportunities. Toot your own horn. If you've done a really good job, say so!

Be a Leader, Even Without the Title

Regardless of your position in the group, you can lead by example. Know your stuff and people will seek your advice. Be considerate and open-minded, and refuse to engage in discrimination toward others.

For more information visit the campaign's Web site at:
https://internal.gsfc.nasa.gov/web/community/iamgoddard

DIVERSITY COUNCIL
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APPENDIX B
"i am goddard" What You Can Do!

Senior Center Management, Supervisors, Project Managers, and Team Leads can...

Understand the Current Culture and Environment

Top-notch people are crucial to the ongoing success of our Center. Know your organization's strengths and weaknesses. Develop you employees. Cast a wide net when hiring; ensure that all candidates are evaluated fairly and hired on merit.

Get Involved and Take Action

As a manager or supervisor, you share the responsibility of creating the Center's culture. Your actions drive Goddard's ability to attract, hire, develop and retain the best of the best. Your efforts ensure a thriving workforce that truly reflects the contributions of the diverse community in which we live.

Set the Tone, Model Behavior

If it's important to you, it will be important to your employees. Be their leader and champion. Encourage everyone to build professional relationships and reach out to exceptional people. Model the values of inclusion and diversity.

Get Out and Talk With Your Employees

Don't judge your employees performance from afar—get to know them, talk to them and listen to them. Be a mentor and an advisor. Advocate for them to expand their knowledge, skills and talents. Give them opportunities to showcase their talents. Acknowledge their efforts.

Create a Positive Work Environment

Each individual contributes to Goddard's success. Recognize and cultivate the strengths of every member of your organization fully to bring powerful solutions to problems and plan the way forward.

For more information visit the campaign's Web site at:
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Hispanic Advisory Committee for Employees (HACE)
Native American Advisory Committee (NAAC)
New Employee Welcoming Board (NEWB)
Veteran's Advisory Committee (VAC)
Women's Advisory Committee (WAC)

Wallops Flight Facility Diversity Council (WFF-DC)

Directorates

100/Office of the Director

CY2010 Diversity and Inclusion Priorities, Accomplishments, and Impacts

The Office of the Director began operating its own Diversity and Inclusion Council in April 2010. The Council consists of seven members, representing each of the six directorate staff offices. The six staff offices are: Office of the Center Director (Code 100), New Opportunities Office (Code 101), Equal Opportunity Programs Office (Code 120), Office of Public Affairs (Code 130.0), Office of Chief Counsel (Code 140), and Office of Education (Code 160).

Our main goals for this calendar year were to develop a mission statement, a charter, a list of milestones with realistic goals, and to identify a Senior Executive Champion. Nancy Abell was named as our Senior Executive Champion, and we are making great progress toward the completion of our other goals. We have also started work on issuing a newsletter that talks about our D&I activities and serves as a tool for soliciting opinions and ideas from our constituency. Additionally, we have met with Code 100 Senior Management to discuss the work of the Council and to report our progress. The Code 100 Senior Management has endorsed our programmatic efforts and our proposed activities.

Our Council meets once a month to discuss relevant D&I issues or concerns and to check in with our progress toward achieving the goals we have set for ourselves. Because we are still in the formulation stage, this Council does not have a long list of events or accomplishments to report, but we do have representation on the Center-wide Diversity Council and we are continuously seeking out ideas from other groups or organizations, including ways to apply best practices.

Since our Council is just getting started, we have yet to see a measurable impact in the broader community as a result of our Council efforts and activities, but we are looking forward to being very active in 2011. We are satisfied with our progress to date, having offered our Council members opportunities to work with people we do not normally work with and to share ideas in settings that are not always available to us. Our plans for the next calendar year include, but are not limited to, holding an open house, establishing a peer award program, distributing a demographic fact sheet, implementing a Council Web site, and sponsoring guest speakers and book discussions as opportunities arise.

The Office of the Director is one of the last directorates at the Center to establish its own D&I Council, and there are significant challenges related to achieving success in this endeavor. However, the Council is committed to the goals that we have established for ourselves, and we truly appreciate the many people who have stepped-up and have offered their time, their resources, and their many good ideas that will help move us closer to achieving our goals.

110/Office of Human Capital Management (OHCM)

Priorities for Year:

- Develop stronger relationships with Center's Advisory Committees
- Develop stronger relationship with EOPO, especially related to workforce
- Target directorates that have high numbers of clerical workers and women, such as Code 200, for awards write-ups
- Continue development of a high-performing work place
- Continue improving intern pipeline for succession and workforce planning

Accomplishments, Activities, and Programs

- Held OHCM Monthly Diversity Lunch Discussions: Provides a venue for continued dialogue to enhance respect for diversity within organization.
- Automatically scheduled diversity events on Senior OHCM management calendars: Ensures greater support/participation by senior managers and communicates that support is important.
- Offered the Human Capital series (Performance Management, Staffing, Classification, Employee Relations), which was well attended: Proactively highlights potential issues/ concerns in these processes as relates to the diverse workforce.
- Participated as a member of SEB/Implementation teams for the next four series of Power & Privilege: Aids in ensuring OHCM-related concerns are proactively addressed up front, saving time down the road in implementation.
- Presented "Ability and Generations" diversity data within OHCM at All Hands to recognize the various diverse groups within the directorate and Center-wide.
- All newly selected employees attended and participated in OHCM's Power & Privilege: Race training series
- The Director continued to hold annual meetings with Advisory Committee Chairs: Ensures Center OHCM management is kept abreast of issues and concerns.
- Proactively tracked and resolved OHCM-related actions or issues of concern to Advisory Committees: Fosters proactive collaboration between OHCM leadership and management and advisory groups on issues of the various diverse groups on Center.
- Conducted New Employee Orientations: Assists all new employees, Center-wide, in having a successful entry on duty.

Center-wide

- Strengthened Center's workforce through targeted recruitment and early career hiring initiatives: Supports Center's mission and ensures a diverse workforce.
- Increased ER/Performance Management awareness through education and training around reasonable accommodation: Ensures Center management is aware of how ER/ Performance Management is affected by reasonable accommodation issues.
- Exceeded Center awards representation (nominations) of African-Americans from 16% to 17%: Addressed earlier issues of underrepresentation of this particular group in the awards process.

- APAAC exceeded Center Awards representation (nominations) from 8% to 9%:
- Provided single OHCM liaison to all employee advisory groups (AAAC, HACE, APAAC, EAAC, NAAC, WAC, NEWB, GLBTAC, VAC): Promotes single OHCM voice to all committees and provides for consistency of information and dedicated POC for all groups.
- Participated extensively in execution of Center-wide Power & Privilege: Race Implementation Team led by OHCM, and received RHG EEO Diversity Award in September 2010: Supports Center-wide Power & Privilege diversity discussions.
- Continued to support the EO Program and worked closely in managing EO related training programs, overseeing EO budget, and executing tasks related to special event program activities, and career development initiatives: Promotes efficiency of work and collaboration between organizations.
- Continued to run the Center's Mentoring Program, in conjunction with the AETD Minority Career Mentoring Program, to ensure that all GSFC employees have an opportunity to benefit from a formal and/or informal mentoring partnership: Ensures inclusion of all employees in the mentoring program.
- Held an Administrative Support Colloquium, a Secretarial Leadership Training Workshop, Executive Secretary Training, and Code 210 Secretarial Training to address career development and other issues of this workforce: Ensures all levels of employees are empowered and included in accomplishing the Center's mission.
- Executed GSFC Academic Investment for Mission Success Program: Ensures that a diverse group of participants were selected.

140/Office of Chief Counsel (OCC) and Office of Patent Counsel OPC)

Diversity-Related Priorities/Goals for 2009–2010

- Continued effective teaming and collaborations internally and externally
- OCC/OPC involvement in and support for diversity events
- Attendance at diversity related-events and training
- "Walking the Talk" (being inclusive)

Accomplishments

- Monthly social gatherings of legal staff fosters sense of community
- Quarterly gatherings of legal/procurement staff to enhance partnering
- OCC has members in GLBTAC and NAC
- All OCC and OPC personnel have attended DDP
- All OCC and OPC supervisors have attended Power & Privilege: Race
- OCC support for Standing Awards Committee
- OCC support for Celebrate GSFC Day Team
- OCC support for MLK Team
- OCC support for GSFC Ambassador Program
- Periodic attendance at Center colloquia and diversity presentations, events

- Consistent emphasis on leadership development and detail opportunities for all staff—several have gone on detail to other organizations at GSFC or Headquarters
- Impacts
- Increased communication between OCC/OPC and customers means people are more willing to share concerns with Legal if they have an established relationship
- Increased collaboration amongst members of OCC and OPC working together
- Increased understanding of customer issues and perspective (enables more effective working relationships during stress of litigation)

150/Office of the Chief Financial Officer (OCFO)

Priorities for 2010

- Continue to strengthen a culture in Code 150 that embraces the value of individual talents and contributions
- Participate fully in GSFC D&I activities

Accomplishments, Activities, and Programs

- Participated fully in the recent hiring initiative, with special emphasis on attracting young graduates to ensure the future Directorate talent pool. Implemented a buddy program and mentor assignment for each new hire and developed a special Code 150 onboarding package for Directorate orientation.
- Several Code 150 employees are members of GSFC advisory committees, including the Hispanic, Women's, Equal Accessibility committees. The CFO serves as Senior Champion of the Native American Advisory Committee.
- Reformulated the Code 150 Diversity Council, to the Inclusion Council, and recruited new Directorate representatives. Group has a number of ideas for programs in 2011.
- Conducted regular Code 150 All Hands meetings, to recognize employee accomplishments and ensure Directorate news is being shared with all staff. Implemented all recommendations for location and structure of the All Hands that had resulted from staff suggestions; attendance routinely reflects 80-85% of total staff.
- Conducted a mandatory session with Steve Robbins and Code 150 managers to discuss how to improve the atmosphere of inclusion in the Directorate. The discussion highlighted ideas to address the dynamics of "insider/outsider" among several Directorate organizations. The new Inclusion Council is following up on several suggestions. A new "Can We Chat" initiative has been implemented in November 2010 to enhance communication.
- Conducted very successful OCFO Peer Awards recognition campaign that incorporated events throughout the year. Actively supported "Celebrate Goddard" Day festivities by participating in the parade, sponsoring a tent and sponsoring a Center-wide basketball tournament.
- Sponsored an initiative with the University of Puerto Rico to facilitate the early participation of student interns for summer experiences.

- Provided opportunities for staff within the Directorate to participate in detail opportunities in other parts of the Organization. These opportunities are enabling individuals to gain experience in other segments of Code 150 in order to pursue jobs outside the Directorate.

180/Independent Verification & Validation Facility (IV&V)

Diversity-Related Priorities and Goals for 2010

- Continue to embrace NASA's and GSFC's diversity strategies
- Participate in D&I events
- Enhance an open, transparent, and inclusive values-based environment within the IV&V Program

Accomplishments/Impact

- Participated in Power & Privilege: Race workshop. The workshop helps promote inclusive behaviors and making the overall environment more equitable.
- Continued mentorship program for IV&V females with female SES leaders. This program provides encouragement, support and feedback to participants.
- Increased the emphasis of the IV&V Program's values (safety, integrity, respect, teamwork, balance, innovation and excellence) in performance plans. Values are the behaviors or characteristics that are revered in all that is done both within and outside the NASA IV&V organization. These values are essential to maintaining and supporting the culture of the NASA IV&V organization.
- Provided opportunities for staff to participate in detail opportunities. These opportunities are enabling individuals to gain experience in other segments of NASA.
- Attendance (via VITS) at Center colloquia and diversity presentations/events. These events foster an organizational climate where employee diversity and mutual respect are vehicles for creativity and team effectiveness.
- Hosted 25 summer interns in 2010. The students were given a professional environment to report their summer accomplishments. This provided Code 180 employees the opportunity to observe the great potential of the up-and-coming generation and provided the students visibility to several levels of future coworkers.

200/Management Operations Directorate (MOD)

The Management Operations Directorate (Code 200) is fully engaged at the Directorate and Division levels in support of diversity and inclusion. Code 200 wholeheartedly promotes and participates in Center-wide diversity activities. Code 200 has established their presence in this arena by developing and implementing a program that directly supports diversity initiatives. In support of the recruitment and retention priorities delineated in the updated Diversity and Inclusion Strategic Implementation Plan, Code 200 developed and implemented the Talent On-Boarding Program (T.O.P.) for Code 200.

The T.O.P. is a supported process whose primary objective is to provide new employees with the opportunity to gain knowledge, build relationships, and act on feedback to integrate into the organization. The program begins 30 days before new employees arrive and continues throughout the first year on the job, culminating with an Annual Performance Review. Mentors serve as a point of contact between new hires and the organization and checking in with them at specific intervals to ensure the employee is knowledgeable of key accountabilities, goals, objectives, and expectations for their role in the organization. Outcomes realized include: aligning new employees with critical business goals and strategies; improving time to productivity; improving retention rates; improving employee morale, and most importantly, promoting our vision of equity and inclusion.

In alignment with the education and communication priorities, Code 200 continued to provide the Mission, Vision, People (MVP) workshop for Code 200 employees. The goals of MVP are to provide MOD employees an opportunity to participate in a relationship and skill-building seminar. In addition, this is an opportunity for MOD Division Chiefs and Deputies to communicate and interact with their employees on the Directorate's mission, values, and the range of services provided by Code 200. Over the three-day period, employees are exposed to the diverse population of MOD and through team building exercises they experienced, first-hand, the organization's commitment to valuing a diversity of ideas, experiences and creativity.

The Procurement Operations Division (Code 210) continues to be very proactive in promoting diversity work. The management team set aside time for diversity issues to be discussed at some of their regularly scheduled meetings. During this past year, Code 210 served as a pilot for the Center's Power & Privilege "Conversations that Matter" activity. This session was co-facilitated by representatives from the Office of Human Capital Management and the Public Affairs Office. Code 210, as well as the Directorate, supported the Center's Power & Privilege Implementation team, Power & Privilege offerings and continued to support the Center Diversity Dialogue Program. Employees from across the organization are strongly encouraged to participate in this program to enhance their appreciation of D&I. Code 210 has actively supported the "Operation Warfighter" and the "Person with Targeted Disabilities Hiring" initiatives. Code 210 also implemented a culture survey to monitor the success of the management team in creating an organizational culture that is open, inclusive and transparent. The goal is to maintain a culture that is perceived as equitable by all Code 210 employees, irrespective of race or national origin.

300/Safety and Mission Assurance Directorate (SMA)

Accomplishments and Impacts for 2010

Diversity

Recruiting and Hiring: We used a recruiting and summer internship program to expand the diversity of new hires. FY2010 hiring aligned with Directorate diversity goals. In 2010, the Directorate established that it would work towards greater diversity in hiring: 2% Persons with Targeted Disabilities (PWTD), 50% Early Career Hires, and maintain at least 15% Engineering Term employees, as well as an organizational goal of increasing the Native American population. In FY2010, Code 300 successfully hired 22 new employees externally, achieving a 2% PWTD workforce, over 20% Engineer Term employees, and 41% Early Career Hires. Three successful summer students (a non-minority woman, an African American, and a Native American) from 2009 were given opportunities to return in 2010. One student returned as a summer intern and two were given co-op positions. In addition, in 2009 we made a recruiting trip to bring Native American students into our internship program. We were able to recruit one Native American summer student, now co-op, and soon to be converted into the Code 300 workforce.

- Impact: The work done early in the process in 2010 (recruiting, bringing back successful interns) enabled the Directorate to progress towards its hiring and diversity goals and introduced the managers to successful short- and long-term strategies that work. These strategies also provided opportunities for improved communications between the student candidates, the Code 300 HR staff, and the Division/Branch managers about hiring opportunities and processes.

Training: All managers and senior technical staff were actively encouraged to participate in the Power & Privilege: Race training seminar. One hundred percent of the manager staff participated and 38 additional employees also participated. Two representatives participated in the trial run and the evaluation of training program content on the topic of disabilities. A member of the Diversity Committee attended the Disability Discussion Series—What's a Disability? Let's Talk about It! —and briefed the committee afterwards. The Diversity Committee obtained training on Generations in the Workforce. Code 300 also sent three people to participate in the Diversity Dialogue Program in 2010, where two Branches were represented.

- Impact: The staff has become aware of their need for knowledge about diversity in the workforce and is asking for more training and information tools. This indicates recognition that new action is required and that new understandings are required in order to take that action.

Committee Activities: The Directorate Diversity Committee was created and has 17 members who are managers, staff members, contractors and civil servants. Code 300 staff members participate in four of the GSFC Advisory Committees (African American, Asian Pacific American, Hispanic, and Equal Accessibility).

Diversity and Inclusion

Inclusion

Peer Awards: Code 300 processed 13 proposals for peer awards in 2010. Twelve were awarded with five being awarded to civil servants and seven to contractors. Snacks and dessert reception were included.

- Impact: The peer awards process provides examples to all staff of accomplishments, which are highly valued regardless of awardees' position or organization. It provides staff an opportunity to directly participate in the awards process and to bring attention to important efforts that may not be readily apparent to upper level managers.

Get to Know Me Profiles: A process was instituted that profiles one or two of our staff members monthly (contractors and civil servants) including a photo and interesting, self-declared, facts about themselves. Over 50 staff members have participated in the program over the past year.

- Impact: The program has enabled our highly dispersed team with face and name recognition, which is especially helpful for new hires, both contractors and civil servants. It has also provided the staff a way to name their value characteristics and for others to learn those value characteristics (e.g. education, hobbies, awards, family, affiliations).

Student Intern Presentations: Code 300 had eight summer interns in 2010; three of which were from 2009. Five additional interns were new with 60% minority: two African Americans and one Native American female. During the summer program, one of these students was nominated and later selected as a winner of the NASA Scholars program. The students were given a safe and professional environment to report their summer accomplishments.

- Impact: This brought attention to the great potential of the up-and-coming generation as well as made them visible to several levels of future coworkers.

Parties: Code 300 held a variety of parties: the student intern pizza welcome, early career hires welcome, holiday party, summer picnic, administrative assistant brunch, and launch success party. These events consisted of recognizing contributions, socializing, and eating.

- Impact: These events served to renew our connectedness in the Directorate and to reinforce the value of every individual to the SMA mission, regardless of job description or employer.

Plans for 2011:

- Continuing the activities described above.
- Build up the Diversity Committee to:
  - Help the Directorate establish short and long-term D&I goals, tactics and strategies.
  - Provide several unique D&I activities that can start in Code 300 then be rolled-up to the Center level. One such activity will be Speed Networking. This activity will be in partnership with the Diversity Council at WFF.
  - Move the staff focus from obtaining training to acting as change agent.

400/Flight Programs and Projects Directorate (FPPD)

2010 Diversity Activities

- Directorate Diversity Council presentation at Directorate All-Hands with senior management strongly supporting diversity.
- Active Diversity Council meets monthly. Committee now includes Gen-Y member and a new Civil Service hire.
- Directorate management meets monthly with cochairs of Directorate Diversity Council.
- Committee sponsored and worked directorate Celebrate Goddard Day tables.
- Working with other Directorate Diversity Committees and the Center Community of Practice
- Three Committee members supporting Power & Privilege for Generations, Gender, Sexual Orientation and Disabilities-Modified Acquisition for training
- Proposed a panel on religion as outreach. Working with the Community of Practice.
- Initiated a Diversity column in each of the quarterly Critical Path directorate newsletters
- Directorate Diversity Council maintains a diversity section on the Directorate website
- Policy
- Charter
- Strategic Plan
- Cultural Tidbits
- Representatives and contact information
- Articles discussed at the meetings

500/Applied Engineering and Technology Directorate (AETD)

2010 Annual Report on Diversity and Inclusion Efforts

AETD represents just over 40% of Goddard's civil service workforce. To carry out our missions, we recruit from the pool of top engineering students at colleges from across the United States ensuring healthy Intern, Cooperative Education, and Early Career programs. As such, our workforce is representative of the nation-wide diversity that exists in our technical disciplines. The AETD workforce is also the main source for employees migrating into the Center's senior technical and management pipeline; as such, our present workforce efforts make for a more diverse Center senior management team in the future.

AETD's significant accomplishments in 2010 were:

- 100% of all AETD supervisors and a sizeable percentage of our influence leaders completed the Power & Privilege: Race training offered by the Center. Additionally, the Directorate held "brown bag" lunch discussions with participates, both before and after each session, to allow for continued dialogue.
- AETD met and exceeded the Federal goal of 2% participation rate of people with targeted disabilities in the Federal workforce, the 50% early career Center hiring goal, and improved our diverse representation overall with our hiring activities.

- This year AETD began new partnerships with a number of historically black colleges and universities including Prairie View A&M, Alabama A&M, North Carolina A&T, Hampton University, and Norfolk State University. AETD also became a member of the MIT Industry Advisory Council for Minority Education. The Directorate continues to serve as champion for the Greenbelt chapter of the National Society of Black Engineers providing 100% of the resources for their workforce development, education and outreach programs to achieve broader science, technology, engineering, and math (STEM) regional grades K-12 interest and involvement.
- Diversity Book Club Pilot: Curtis Johnson led two group sessions (8/25/10 and 10/18/10) in discussing major themes from the book—"What If? Short Stories to Spark Diversity Dialogue"— by Steve L. Robbins. The plan is to continue the book club into 2011.
- AETD Diversity Council (DC) activities: The DC held a successful retreat on March 15, 2010 and hosted an Open House on 11/16/10 for AETD employees to introduce ourselves and our operating documents (Charter and Strategic plan): Peter Maymon currently serving on Power & Privilege SEB team as a voting member; Curtis Johnson and Jeff Bolognese currently serving as student participants in the SEB mock training evaluation sessions. In October 2010 Curtis Johnson and a few other AETD employees met with the Director of Diversity Programs in Engineering of Cornell University.
- The Instrument Systems and Technology Division's (ISTD) Diversity Team organized and hosted the Haiti Benefit Concert at Goddard on March 18, 2010. The Building 8 auditorium was transformed into a concert hall, and the team held an amazing event right in the middle of our workday. The GSFC community donated $6447 to Red Cross that day and came together to show what a difference our passionate diverse workforce in AETD can make in the world.

600/Space Exploration Directorate (SED)

CY2010 D&I Priorities, Accomplishments, and Impacts

Priorities

- There is management buy-in from the Director and through the management chain. This has prompted more regular open discussion about how to improve D&I within SED.
- The SED set a goal of hiring more women and the Center set a goal of one-half of the new hires being part of the Early Career Hiring Initiative (ECHI). This latter by itself has brought more diversity into the candidate pool because the group of post-docs available to us as ECHIs is a more diverse group than our current scientists.

Accomplishments

- Senior women scientists in Code 600 organized and hosted the Women in Astronomy and Space Science Conference at UMD in October 2009.
- SED expanded the Women's Science Forum to the Women and Minorities Science Forum by adding the Advisory Committee Representatives.
- We have used the co-op program to attract minorities in the sciences.

- The SED has a diversity team which meets monthly to discuss diversity challenges. The Directorate supports the facilitator for these sessions. The Directorate also supports the Civility Collaborative along with the Flight Projects Directorate.
- The acting Lab Chief of Hydrospheric and Biospheric Sciences is working with a group of tribal college students and faculty to produce a video documentary on climate change in native homelands. They also hosted seven Hispanic summer students from Florida International University.
- To activities to improve the future science pipeline, SED sponsored a number of activities at UMBC through the Goddard Earth Sciences & Technology Center Staff (GEST) and the Joint Center for Earth Systems Technology (JCET) to support women and minorities, as well as at Howard University to support African-American Ph.D. candidates.
- An informal lunch for women scientists takes place about twice a month to build community and to share information.
- The Diversity Team has sponsored and supported the following activities:
  - All members of the 600 Diversity Team attended Power & Privilege: Race.
  - We have looked at the generational differences across the four generations now working within the SED workforce to better appreciate the unique value and perspective each group brings to the workplace.
  - We hosted a People with Disabilities discussion. Guests addressed welcoming veterans into the workforce, misconceptions regarding mental illness, and coping with challenges when confined to a wheelchair.
  - We have viewed a number of D&I Videos within the Directorate and held discussions following them, such as “Power Dead Even” and “What would you do?”.
  - Diversity and civility are very closely related. We established a Civility Web site and produced a Goddard Civility Bumper sticker. Invited guests have visited the Civility Collaborative have led discussions on the following topics:
    - Anger management
    - Positive and negative self-talk
    - Stress management
    - Defining boundaries
    - Respectful confrontation

Impacts

- The ability to hire a large number of scientists early in their careers has been essential for increasing the Diversity within the SED.. Although the numbers are not large, the makeup of the new hires is trending in the right direction. For example, in the Heliophysics Division, the new hires reduced the mean age from 55 to 52 and increased the total female and minority fraction from 25% to 30% of the civil service workforce.
- Casting a very wide net for new hires produced a more diverse applicant pool than previous attempts. We were then able to hire from this pool.
- According to studies, Mentoring is important to both attract and retain students in the sciences. We are paying much more attention to mentoring as a means to acclimate newcomers to Goddard and to develop their scientific credentials while they are here.

- New hires and existing staff are being made aware of and given the opportunity to attend Technical Managers Training, Road to Mission Success training, etc. We are encouraging them to do so when appropriate so that they can learn what Goddard does and how we do it.
- We are providing opportunities for access to Senior Leadership, for example:
  - Coffee chats within the Solar System Exploration Group
  - Brown bag lunches with the Division heads from other Directorates and with key Goddard people, such as the Chief technologist
  - Networking events of all types

700/Information Technology and Communications Directorate (ITCD)

The Information Technology and Communications Directorate (ITCD) focused our 2010 D&I efforts on leveraging our resources and services to the Center to help advance the Center's D&I goals. We focused on three major areas: continuing and building on our very active representation in the Advisory Committees, taking advantage of increased hiring authority to further enhance our internal workforce diversity, and using our technology to facilitate the accessibility and effectiveness of information systems.

The ITCD has always provided leaders and active members for the various Advisory Committees. We continued and expanded that involvement this year. A prime example is the effective co-leadership that an ITCD employee provided for the GBLT Advisory Committee and its very successful sponsorship of significant education and outreach events this year. Another example is the rapid emergence of strong leadership from within the ITCD for the newly forming young professional groups and initiatives. Several ITCD employees helped provide the energy and implementation effort to pull together several related groups on Center and to establish Goddard as an early component of a NASA-wide collaboration among young professionals.

Following last year's reorganization, and a transition in our Directorate leadership, the ITCD capitalized on the Center's 2010 hiring initiative to reach outside, bringing several new people onto our staff and increasing our workforce diversity in many dimensions. We also took advantage of the new start energy to begin the reformation and re-establishment of our internal Diversity Team.

Finally, the ITCD focused many of our efforts and resources on Center initiatives that embrace the D&I goals of the Center. The ITCD continues to provide the Goddard oversight that ensures the accessibility of IT resources to all employees, an area in which we also provide significant leadership for NASA. We provided leadership for planning and organizing Celebrate Goddard Day and similar events. We are providing co-leadership for the Center's new Advancing Communications Techniques Project. In this initiative we are bringing our technology leadership to bear on enhancing communication channels and content to better resonate with audiences of different ages, interests, and skill sets. This

initiative is a natural extension of our NASA and broader government work on expanding the use of our IT resources in the area of social media and collaboration, to develop bridges and pathways of communications across all boundaries.

800/Special Orbital Projects Directorate (SSOPD)

Membership: Added two new non-supervisory members to the Diversity Working Group (DWG), increasing the broad range of participation from all the codes and from all different skill levels.

Training: Started inviting all of Wallops to the Diversity Training sessions this year adding about 21 employees trained from outside Code 800. The subject for this year was motivation in a diverse workforce. The objective of the training was to promote enhanced team performance by stressing that different individuals are motivated by different factors. Comments on this year's training include captivating, meaningful, and energetic for what could have been a potentially dry subject. Code 800 trained 78% of employees.

Metrics: Continued collecting participation metrics. Metrics helps supervisors and management notice if the same small group of "go-to" employees is participating in all the activities and if they are giving fair and equal treatment to all employees. Historically the metrics have been collected three times a year, every four months. The first four months is relatively meaningless, as most percentages are quite low. In FY2010, we began collecting the metrics every six months instead. This change allows the supervisors some time after the first collection to take corrective action. Separate training metrics have been combined for simplicity. Metrics are discussed with supervisors who are reviewing the raw results and soliciting ideas on what would be a good tool for measuring inclusion. This resulted in at least one member being invited to participate on Design Reviews. Management indicated that all supervisors will be encouraged to review the results with their employees. The Code 800 DWG collected and compiled metrics for the first six months of FY2010. Code 800 employee participation was 89%, and Code 800 collaborative opportunities participation was 27%—against goals of 80% and 20% respectively.

Interviews: Continued conducting interviews for new hires, random employees, and exited employees. We began presenting interview results at Training sessions. Diversity Plan awareness responses continue to be good.

Code Breakers: Initiated a presentation on the World War II Code Breakers held at Greenbelt with a VITS to Wallops. This presentation examined the role of innovative project management during critical days in World War II to break Axis codes and protect Allied information, then discussed what can be applied from these experiences to NASA project management. This presentation was also given during lunchtime at Wallops on January 20, 2010. On a historical level, the spy story of code breakers is quite interesting. However, many in the audience saw the presentation as more a talk about D&I than project management.

Diversity Notebook: Developed a Diversity Notebook for members containing the Diversity Plan, membership, presentations, meeting notes, metrics instructions, recent metrics results, interview questions and recent responses and training objectives. The notebook helped increase membership engagement.

GSFC Website: Initiated adding Code 800 Diversity activities to the Goddard Diversity website.

Diversity Working Group Goals: The DWG had three major goals:

- To assure that opportunities are open and available to all employees
- To champion an open, inclusive and equitable work environment
- To be an employer of choice
- In June of this year, a fourth goal was added: To give voice to employees who may feel invisible.

The Wallops Diversity Council ultimately adopted the same identical four goals. This resulted in an employee (who had been feeling invisible) receiving a detail with a higher level of responsibility after being in a relatively low-skilled job for years.

Inclusive Community Awareness Network (ICAN): Began the concept of ICAN—a speed-networking event. People enjoy the experience of being in a high-performing team and crave that synergy when they find themselves in other social groups. The goal of ICAN is to bring this opportunity for community synergy to our workforce at the Center level. The first session at Wallops is slated for January 26, 2011.
Diversity Dialogue Project (DDP): Re-established the DDP at WFF to increase awareness and appreciation of Diversity.

Power & Privilege: Race Workshop: Brought a workshop to Wallops for employees in September 2010 to issues of power, privilege, diversity and inclusion, and race to examine how they affect everyone, regardless of color.

Selection Panels: Reviewed interview selection panels over the last year and discussed them among the working group members. We found that the selection panels and selections for 92% of openings met the goals of diversity. There is room for improvement in increasing the consistency of diverse panels to 100%.

Advisory Committees

African American Advisory Committee (AACC)

The African American Advisory Committee (AAAC) informs and makes recommendations to all levels of management concerning systemic issues and concerns of African American (AA) employees. The AAAC provides recommendations to management that promotes D&I for the benefit of all GSFC employees. The AAAC creates partnerships within the GSFC community to foster an environment of inclusion that will ensure the career progression of employees. One of our D&I priorities for 2010 was to reach out to the Wallops community, especially the AA community. Another one of our priorities was to identify common issues and concerns among all Goddard constituency groups in an effort to build alliances to address and/or advocate our commonalities. The AAAC has embraced the message of Power & Privilege training and encourages increased awareness of personal lenses and filters. The AAAC is advocating for a diverse and inclusive working environment that appreciates and embraces the contributions of all employees.

2010 Accomplishments

The AAAC:

- Raised issues and concerns of the AA community to senior management that impacted Center strategies and tactical approaches for the betterment of Goddard and mission success.
- Built partnerships with Center Management to discuss and address D&I issues. These partnerships have resulted in opening lines of communication and a greater awareness of issues and concerns currently facing the workforce. Hence, some organizations re-examined their organizations and has begun to create an inclusive environment of change and possibilities.
- Held the AAAC retreat at Wallops in June 2010 that included representation from other advisory committees. The AAAC retreat gave other advisory committee members an opportunity to hear and discuss AA issues and concerns.
- Held Brown Bag Series dealing with professional/career development and community awareness at Goddard. The first brown bag featured Marcus Watkins, Former Director of Safety and Mission Assurance Directorate. We held a brown bag session with the AA employees of Code 400 to discuss center initiatives.
- Participated in the Accretion Promotion Review Process led by Code 100. Served on the Accretion Promotion Process (APP) Scoping Team, Design Team, Implementation Team, and Advisory Board. Our participation has assisted in the evaluation of the Accretion Promotion Process.
- Participated on Workforce 2010 teams (recruitment/hiring processes, under-representation root causes and managers training) to assist management in addressing systemic issues.
- Worked with OHCM and Education Office concerning the recruitment process for

fresh-outs and summer interns. AAAC provided universities and colleges with events that would provide Goddard with an opportunity to broaden their applicant pool. The AAAC also provided feedback on the summer interns' application process with regards to inclusiveness.

- Participated on the Power & Privilege: Race design team and the follow-on Power & Privilege procurement activities.
- Sponsored events that provided awareness of African American contributions, culture and history and participated on the MLK Committee and in the MLK Program.
- Participated in a Code 400 Action Learning Team to investigate the perception that African-Americans are not welcomed in Code 400. This team had a diverse composition and provided an excellent forum for the exchange of perspectives concerning the perception of Code 400.
- Participated in the Code 690 Diversity Dialogue bag lunch session. Scientists, engineers, public affairs and OHCM personnel attended the session. We discussed AA concerns and issues and how these issues/concerns may or may not impact the scientific arena. It was an open and fruitful discussion.

Asian Pacific Americans Advisory Committee (APAAC)

The APAAC provides advice, guidance and recommendations to the Goddard Director for planning, implementing and monitoring the Center's Affirmative Action program on the employment and advancement of Asian and Pacific Americans (APA). APAAC also serves as a focal point for the concerns of Asian and Pacific American employees on matters affecting their employment at Goddard and helps resolve Center-wide problems affecting Asian and Pacific American employees. Our goal is to increase the Goddard community's awareness of APA cultures and values.

This year we added five new civil servant members to the committee and there are also four contractor employees who attend our monthly meeting. The contractor employees have been invaluable as volunteers during APA Heritage month and other diversity activities at events, e.g. Goddard Day.

Some highlights from activities in 2010 include:

- Our annual retreat was held in October 2009 to plan activities for the year. The retreat provided an opportunity for the committee to discuss the under-representation of APA employees in scientific and professional administrative positions on the Center with our new senior champion, Dr. Nicholas White, and to provide him with an overview of our other activities for the year. At the retreat, the proposal addressed responsibilities in critical areas—e.g. recruiting, analyzing trends in hiring and retention; forging ties to other APA organizations on Center and outreach—was distributed across the pool of experienced committee members was adopted. Individuals were identified to lead each critical activity.
- During Asian Pacific American Heritage Month, we had an exceptionally good turnout for our Taste of Asia activities in the Building 8 auditorium. The larger space provided

ample room for presentations that entertained and educated employees about Asian culture while they sampled Asian cuisine. The educational activities in conjunction with the food tasting were well received and we plan to continue them in 2011.

- We had two excellent speakers during APA Heritage Month, L. Tammy Duckworth (Assistant Secretary for Public and Intergovernmental Affairs in the Department of Veterans Affairs) and Karin Ahuja, Executive Director of the White House Initiative on Asian Americans and Pacific Islanders. Secretary Duckworth, who was co-sponsored by the Equal Accessibility Advisory Committee (EEAC), delivered the keynote address for our Heritage Month, and Karin Ahuja spoke at our Heritage Month Luncheon. In addition to our speakers, we hosted three brown-bag sessions where we screen videos that highlighted the contributions and experiences of four Asian Pacific Americans in politics, medicine and the arts.
- Members of APAAC served to review and improve processes for Center initiatives that affect all employees, including the Accretion Promotion Process Review teams, MD 715 and Workforce 2010.
- Members of our committee worked with Richard Gudnitz in OHCM to identify new avenues for recruiting APAs. Richard and two members of the committee attended the East Coast Asian Student Union (ECASU) conference to recruit candidates for the Center. Several members of the committee also supported OHCM hiring efforts by contacting potential candidates whose resumes had been collected during recruiting trips to verify their continued interest in working for NASA and to update their information.
- A member of APAAC served on the procurement for the follow-on training to Power & Privilege: Race.
- In recognition of his contributions as cochair of the APAAC, Dean Chai received the Goddard Honor Award for Diversity and Equal Opportunity and the NASA Equal Employment Opportunity Medal in 2010.

Looking forward:

- During the upcoming year, our committee will continue to examine the impact of the activities we plan and execute as well as our voluntary commitments. In particular, during Heritage month we would like to ensure that our activities are well attended by APA and non-APA employees alike, and that attendees find the time spent both enjoyable and worthwhile. This may entail limiting the number of activities during May.
- Despite the prospect of limited hiring the upcoming year, we will work to improve the process for identifying and bringing in qualified APA candidates through intern and co-op programs.
- On Center there are relatively few Asian and Pacific Americans in the supervisory ranks. In the coming year we will work with our constituency and interested Directorates, e.g. Code 400, to encourage interested APAs to develop skills required for leadership and management positions.

Equal Accessibility Advisory Committee (EAAC)

The EAAC mission is to assist all levels of management in creating an environment that is conducive to the recognition, development, understanding, and utilization of the abilities, skills, and knowledge of employees with accessibility needs, in order to achieve maximum productivity.

This year we welcomed eight new members, to the EAAC, which affords us to have a diverse group of professionals representing all Center Directorates.

Below are some highlights of our 2010 accomplishments:

- EOP Office secured centralized funding that will provide for reasonable accommodations not available through Computer/Electronic Accommodations Program (CAP).
- Additional GSFC taxi, during the summer months, afforded less wait time for our Greenbelt constituents when the student interns were on Center.
- Portable walkway, used during Celebrate GSFC day on the mall, afforded ease to navigate and saved the grass!
- Braille signage has been installed in key locations to improve facility access to blind and visually impaired employees.
- Collaborated with other Advisory Committees to sponsor keynote speakers. These speakers addressed barriers and challenges faced personally and professionally.
- Committee members partnered with OHCM to pilot testing on-line training content for 508 compliance prior to the training session being launched.
- Partnered with OHCM to increase Employee Relations/Performance Management awareness through education and training as related to reasonable accommodations.

Looking forward:

- Reaching the Federal hiring goal of 2% for persons with targeted disabilities by December 2010, which affords inclusion in the workplace.
- Enhanced use of Schedule A hiring authorities by hiring managers.
- Continuation of Equal Opportunity Program Office Disability Discussion Series.
- Continuation of a disabilities and accessibility needs section in the supervisory training module.

Gay, Lesbian, Bi-Sexual, Transgender Advisory Committee (GLBTAC)

This year, the Gay, Lesbian, Bisexual, and Transgender Advisory Committee (GLBTAC) held information and discussion sessions with Directorates and Divisions across the Center. Some of these were at the constituent's request while others were part of our continuing efforts are outreach and education on Center. Our primary focus in these discussions was on the use of inclusive terminology to help allow GLBT constituents to feel a part

of discussions concerning workplace and life issues and the limited options that are currently in the Federal workforce for health care and other partner benefits. The GLBTAC continued its practice of partnering with other Advisory Committees, such as the Asian Pacific Americans Advisory Committee, the African American Advisory Committee, the Hispanic Advisory Committee for Employees, and the Women's Advisory Committee. We were pleased to see that Advisory Committee issues, concerns and input are now sought out proactively for Directorate and Division meetings, recruiting events, and other Center activities. As an example of this support, for the first time this year we participated in outreach and recruiting activities with support from the Office of Human Capital Management at Capital Pride and the Out for Work Conference, both of which took place in Washington, DC.

The GLBTAC continued its participation in a NASA Headquarters coordinated, Agency-wide activity discussing GLBT issues and concerns across the Agency. The most obvious information that has come out of those discussions is that the visibility of and empathy to GLBT issues varies widely from Center to Center within NASA. Because Goddard's GLBTAC is relatively well established, we have become one of the leading voices in these Agency-wide discussions, sharing our lessons-learned and other advice based on our experiences and other activities we have planned and performed. Beyond NASA, we also had a number of representatives from the GLBTAC, as well as other representatives from Goddard Diversity initiatives, attend the Out & Equal Workplace Summit, which took place in Los Angeles in October. This was an invaluable opportunity to meet with some of our NASA colleagues from other Centers also in attendance, and it provided a chance to interact with representatives from industry and other Federal agencies to discuss GLBT issues in the workplace.

During 2010, the GLBTAC planned and executed a number of educational and cultural activities as a part of our mission. During our traditional Pride Month commemoration in June, we held a GLBT Discussion Panel, which focused on GLBT families and the workplace. The panel was well-attended by a broad range of members of the Goddard community, with panel members Laurie Leshin, Maureen Madden, Liz Matson, Matt McGill, and Sanjeev Sharma. Our Keynote Speaker for Pride Month was Allyson Robinson, Associate Director for Diversity at the Human Rights Campaign. Ms. Robinson—who is an ordained minister, a West Point graduate, wife, mother, and transgender woman—spoke on her personal journey that brought her to where she is today. Finally, a very special speaker hosted by the GLBTAC during LGBT History Month was the Honorable John Berry, Director of the Office of Personnel Management. Mr. Berry is the first appointed Administrator of a Federal Government agency who is openly gay. He gave an inspiring and impassioned talk with a question and answer session on GLBT inclusion in the Federal workplace.

Hispanic Advisory Committee for Employees (HACE)

2010 accomplishments:

- This year the HACE was heavily involved in the hiring initiative, which yielded many positive results. The HACE committee members proactively communicated with and engaged students to come work at Goddard. This outreach effort also provided an opportunity to connect and foster relationships with organizations throughout the country. In 2010, Goddard hired an unprecedented number of individuals for internships and full time employment, creating the most diverse Hispanic workforce yet. The 2010 Hispanic interns reflected diversity in terms of nationality, geographical location, field of study and degrees.

  Through the partnerships fostered during the hiring initiative, the HACE participated in the Hispanic Youth Institute conference where HACE members had the opportunity to talk and meet high school students at the local level, as well as network with other Federal and private counterparts.

  Another strong relationship is emerging with the Society of Hispanic Professional Engineers (SHPE). We participated in the regional conference at Rutgers University in April 2010, and the national conference at Cincinnati. During these two activities, we were able to interview potential candidates for our 2010 and 2011 recruiting positions.
- The HACE started holding their monthly meetings at various local restaurants, which gave the committee an opportunity to engage people in a different environment, inform the community of Goddard's work, establish strong community relationships, and enjoy different food.
- In May 2010, HACE held a cancer awareness information session, which provided the Goddard community scientific facts, coping strategies, and a personal view of the disease. The guest speakers for this activity were Goddard's Health Unit general physician, Goddard's Health Unit counselor, a local representative of the Facing Our Risk of Cancer Empowered (FORCE) organization, as well as Goddard employees with a personal story related to their experience with the disease. The attendees received useful information and knowledge about cancer as a disease that affects everybody, crossing race and ideological boundaries.
- Also in May, the HACE partnered with the Women Advisory Committee to present the documentary Compañeras. The documentary explored the relationship and the sacrifices of the first all-female Mariachi band in United States. After the documentary, the moderator had a discussion with the audience about the differences and similarities of situations in the documentary, and those in their personal life or work life. It was very interesting to find out that the audience, who were Goddard employees, faced similar issues to those presented by the documentary. The participants were surprised how the documentary could be so relevant to subjects that Goddard often explores, encourages and develops: leadership, cultural differences, gender privileges, and work life balance, among others.

In addition to the documentary, the audience was delighted by a "salsa-tasting" featuring recipes made by the participants; the competition was tough. In the end, the guests enjoyed many different flavors, spices and colors. Many were amazed at the variety of recipes, which started many great conversations.

The HACE hosted a series of events during Hispanic Heritage Month:

- Hispanic luncheon: Besides delightful Cuban food, the audience was honored with one of the last appearances by Orlando Figueroa, who served as GSFC's Deputy Center Director for Science and Technology and retired in the Fall, before his departure from the Center..
- Compañeras documentary: HACE showed the documentary again, but this time the conversation explored more the subject of inclusion in the workplace.
- Mario Acuña Colloquium: The president of the SHPE Baltimore chapter presented his work as an active member of the Hispanic community. A tribute to Dr. Acuña's work and his personal dedication and commitment to the employees of the Center was highlighted, along with a tour of the magnetometer lab.
- Wine and cheese social: A festive way to end the celebration of the Hispanic Heritage. The HACE brought several different Hispanic wines, and served snacks. In addition, an instructor gave salsa dance lessons. This was an opportunity to celebrate our accomplishments, learn more about Hispanic culture, and meet and network with our colleagues. The HACE was invited to the FDA's Hispanic month celebration, where we met other federal employees and learned about the work they do in the community, as well as enjoyed some exquisite cultural music and food.

In 2011 the HACE will focus primarily in communications and relationships at work and outside of work.

Native American Advisory Committee (NAAC)

In 2010, the NAAC continued its outreach and education activities with meetings with Directorate staff. The NAAC's charter includes engagement with Native students and faculty toward the goal of increasing the numbers of Native Americans employed by NASA. NAAC members supported educational activities including a summer "externship" for 21 tribal college students and 10 faculty members, and a one week professional development session onsite at GSFC for ten teachers from the Bureau of Indian Education. The NAAC supported the local American Indian Science and Engineering Society (AISES) internship program by participating in opening and closing events and hosting an intern luncheon; two Native students in the program completed internships at GSFC. In addition, NAAC members served on the organization committee and attended the Native Peoples Native Homelands Workshop conducted in November 2009, which was attended by 415 participants. NAAC members attended the American Indian Science and Engineering

Society Annual Conference to recruit potential Native American summer interns. While attending the AISES National Convention in Albuquerque, NM, the NAAC Chair—an AETD supervisor, and a retired corporate human resource expert—briefed high school students on best practices for resume writing.

During Native American Heritage Month, the NAAC presented a video series to educate the GSFC population on Native American culture. The videos discussed life on the powwow circuit, the facts about the Indian boarding schools, and the thirteen indigenous grandmothers from around the world who have come together to promote peace of the Earth and mankind. For the first time, the NAAC participated in the University of Maryland College Park American Indian Student Union Powwow by setting up a table to inform the student and community population about our organization. Throughout 2010, the NAAC continued to collaborate with the other Advisory Committees as well as OHCM and EOPO, and the Diversity Council, providing guidance to employees and management on a variety of issues.

New Employee Welcoming Board (NEWB)

The New Employee Welcoming Board (NEWB) joined the Diversity Council in 2010. NEWB had been an organization since 2004 and spent 2010 as a rebuilding year. NEWB's main goal is to improve the transition to the GSFC workforce for new employees. NEWB targets, but does not limit itself to, employees at GSFC five years or less. Due to the nature of the organization, NEWB's activity can be dependent on Center hiring rates. The increased rate of hiring in 2010 resulted in a need for NEWB to restructure and refocus.

NEWB established New Employee Forums to gather new employees and get feedback from them. Four forums were held throughout the year, and different groups of new hires were targeted for each forum based on their onboarding date. This was an effort to interact with all new employees. These forums served as a venue for introductions as well as a mechanism to voice accolades and complaints. In order to improve the transition to the workforce for new employees at GSFC, we need to know what is working well and what is not working well. From these forums the organization became proactive in multiple areas to eliminate low hanging fruit. We also created a NEWB Web site team based on a suggestion at all forums to have a single location that consolidated information for new employees. This team is a step towards new employees helping new employees, which is one of NEWBs objectives.

NEWB continued its Management Talks to NEWB (MTTN), forums where managers as well as employees are invited to speak to the NEWB members. MTTN lets people at GSFC tell their stories about GSFC and their career paths. Our goal is to not only give new employees information and insight on careers at GSFC, but to also make upper level managers accessible to new employees. Two of our MTTNs were with Deputy Center Director Orlando Figueroa and Chief Knowledge Officer Dr. Ed Rogers.

In 2010 NEWB worked diligently to grow our member base and encourage new employees to take leadership roles in the organization. NEWB made a concerted effort to connect with all new employees when they started at GSFC by working with OHCM. We also had a presence at Celebrate Goddard Day in order to attract new civil servant and contractor employees to the organization. Both of these efforts resulted in increased attendance at our new employee forums and in standing up our Web site team.

Veteran's Advisory Committee (VAC)

The Veteran's Advisory Committee was newly formed this year under the Diversity Council. A group of interested veterans held an initial exploration meeting in May and agreed to form a group. A charter has been drafted, and the group developed an extensive list of ideas and possible future activities. The members of this committee are in the process of identifying a senior champion as well as electing chair and vice chair positions and have begun to hold regular monthly meetings.

Women's Advisory Committee (WAC)

The WAC mission is to advocate and endorse women's contributions to Goddard's mission through education, awareness, collaboration and empowerment.

Below are some highlights of our 2010 accomplishments.

Collaboration and Teamwork

- Hosted workshop entitled Art of the Apology in partnership with the ADR Program Manager in March 2010
- Hosted keynote lecture entitled "Hard Earned Wisdom: Leadership & Work-Life Balance Strategies," featuring Fawn Germer—a best-selling author, journalist and speaker—in honor of Women's History Month in March 2010, in collaboration with the Goddard Diversity Club
- Hosted the Cancer Awareness Information Session for employees, along with the Hispanic Advisory Committee, in April 2010
- Along with APA and EAAC, hosted the Keynote Speaker: The Honorable Tammy Duckworth, Assistant Secretary of Public and Intergovernmental Affairs for the U.S. Department of Veterans Affairs in May 2010

Work-Life balance

- Worked with OHCM to identify potential sites for additional lactation rooms across Center.

Outreach

- Inspire Your Child at Work Panel in April 2010

GSFC Networking

- GSFC Women Leaders Panel in March 2010
- GSFC Leadership Panel Discussion in March 2010

The WAC held a retreat in December 2010 and plans to continue its highly-successful educational and awareness events while fostering partnerships, both internal and external, to reach its vision to inspire women and the entire Goddard community to promote equality maximize collaboration and advance innovation.

Wallops Flight Facility Diversity Council (WFF-DC)

Established 4 principal goals for the WFF Diversity Council.

- To assure that opportunities are open and available to all employees
- To champion an open, inclusive, and equitable work environment
- To be an employer of choice
- To give voice to employees who may feel invisible regular access to Wallops and Greenbelt senior management

Hosted "Setting Boundaries" workshop on May 17-18

Conducted dialogue with GSFC GLBTAC on June 22

Planning to host WFF's first ICAN (Inclusiveness Community Awareness Network) event in 2011.