



Climate Program Office Review

May 24-26, 2022

Pre-Recorded Presentation Supporting Review Activity
Area 5: Portfolio Management, Administration and
Organizational Excellence

Diversity, Equity, Inclusion, and Accessibility (DEIA)
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CPO/Administrative Services Division

Overview



- CPO Diversity, Equity, Inclusion, and Accessibility (DEIA) Working Group established
- Major Goals
- Strategic Linkages & Mandates
- Accomplishments
- Recognition & Participation
- Strategic lookahead



- Established summer 2020
- Collective of CPO staff dedicated to DEIA
 - Federal employees
 - Contractors
 - Interns/Fellows
- Most members serve on other EEO/DEIA related committees
- Incorporating DEIA it into CPO products that properly serve the community

DEIA Working Group Goals



- Goal 1: Workforce Diversity
 - seek to recruit, attract, and retain a diverse, highly-capable workforce at all levels of employment within CPO.
- Goal 2: Workplace Inclusion and Communication
 - enhance CPO's channels of communication around, and engagement in DEIA programs, activities, and initiatives.
- Goal 3: Sustainability
 - reinforce commitment to prioritize program activities that will carry DEIA principles to our partners, stakeholders, and communities.

Strategic Linkages & Mandates



- Strategic Linkages
 - Government-wide Strategic Plan to Advance DEIA in the Federal Workforce
 - NOAA Diversity & Inclusion Plan (FY 2020-2024)
 - NOAA Diversity & Inclusion Policy Statement
 - OAR 2020 Diversity & Inclusion Policy Statement
- Mandates
 - Management Directive 715 - Federal reporting
- EEO Laws & Regulations
- Executive Orders
 - DEIA efforts
 - Minority communities

Key Accomplishments



- CPO DEIA Strategic Plan
- CPO Gives Back Program
- Work-Life Balance Program
- Monthly Book/Media List
- Notice of Funding Opportunity (NOFO) additions
 - DEIA and Sexual Harassment language added
 - Tribal research topics included
- Regional Integrated Sciences and Assessments (RISA) program efforts
- Workshops/Webinars
- Student Outreach

Key Accomplishments (cont.)



Climate Program Office 2021 Park Clean-Up

We invite you to come out and enjoy a socially distanced day of keeping our local parks clean!!

Date: May 1st, 2021
Time: 10:00am -1:00pm
Location: Magruder Park Recreation Center
3911 Hamilton St., Hyattsville MD 20781

All cleaning supplies (gloves, bags, etc.) will be provided by the City of Hyattsville Dept. of Community Service. All participants will be asked by the hosts to sign a Covid-19 waiver before starting. Please complete the Magruder Park Clean-Up Event Google Form to RSVP. For questions please contact Meredith Muth or Regina Cain

CPO Gives Back: Winter 2021-22

The DEIA Working Group has connected with Kipp Ujima Village Academy in Baltimore, MD to help their students stay safe and stocked with supplies this winter!

The teachers of the 8th grade math team have compiled a wish list of various school supplies and sanitizing items that would be of benefit to their students.

Please scan the orange QR code below using your phone's camera to view the Amazon wish list and donate items. All purchases will be delivered directly to the school for student's immediate access.

Amazon Wish List

Visit us at cpo.noaa.gov
1315 East West Highway
Silver Spring, MD 20910

CPO Gives Back Winter 2021-22

The DEIA Working Group has connected with Interfaith Works via their Progress Place Shelter in Silver Spring, MD to provide toiletries and personal items for their 21 permanent, formerly homeless residents.

Visit Interfaith Works website by scanning here

We also have included travel toiletry packs for those currently displaced men and women who utilize Progress Place's shelter.

Please scan the QR code to the right using your phone's camera to view the Amazon wish list and donate. All purchases will be delivered directly to Progress Place.

ADVANCING SCIENTIFIC UNDERSTANDING OF CLIMATE
IMPROVING SOCIETY'S ABILITY TO PLAN AND RESPOND

If you have any questions or concerns, please reach out to Regina Cain or Sandy Blizzard

Visit us at cpo.noaa.gov
1315 East West Highway Silver Spring, MD 20910

Participation and Recognition



- Active participation/collaboration with the following groups/initiatives
 - Equal Employment Opportunity Advisory Committee
 - Justice 40 White House Initiative
 - Regional Integrated Sciences and Assessments (RISA) Program
 - National Integrated Heat Health Information System (NIHHIS)
 - American Society of Adaptation Professionals (ASAP) Justice, Equity, Diversity, and Inclusion (JEDI) Committee

Participation and Recognition (cont.)



- Recognized by OAR leadership for DEIA activities
- OAR EEO Office Special Emphasis Fact Sheet
- “What EEO & Diversity Mean to Me” poster
- CPO Silver Sherman Award
- OAR Administrator’s Award



Strategic Lookahead



- Goal 1
 - Increased diversification of staff
 - Improve targeted recruitment practices
- Goal 2
 - Increase DEIA training and information sessions
- Goal 3
 - Develop diverse panels to review funding competitions
 - Increase K-12 student opportunities for underserved communities