

# STRENGTHENING THE BONDS BETWEEN USGS DIVERSITY SUB-COUNCILS AND USGS EMPLOYEES

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## *Champions*

- Leslie Holland-Bartels  
Reg. Exec. For Alaska
- Alesia Pierre-Louis  
Chief, Off. Equal Opportunity

## *Sponsors*

- Dan Cavanaugh
- Peter Lyttle

## *Team 3*

Cynthia Harris (Coach)  
Doug Chambers  
Leslie Holland  
Cherie Miller  
Tammy Mitchell  
John Parks  
Gregg Schuster

# LEADERSHIP 201 TOOLS USED

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- ✘ Creative Problem Solving Model
- ✘ Six Thinking Hats
- ✘ Story Telling\*
- ✘ Converging
- ✘ PMI Pillow
- ✘ Whack Pack
- ✘ Converging Grids
- ✘ Polarity Map\*
- ✘ Brain Storming\*
- ✘ Brain Write\*
- ✘ ZiZo

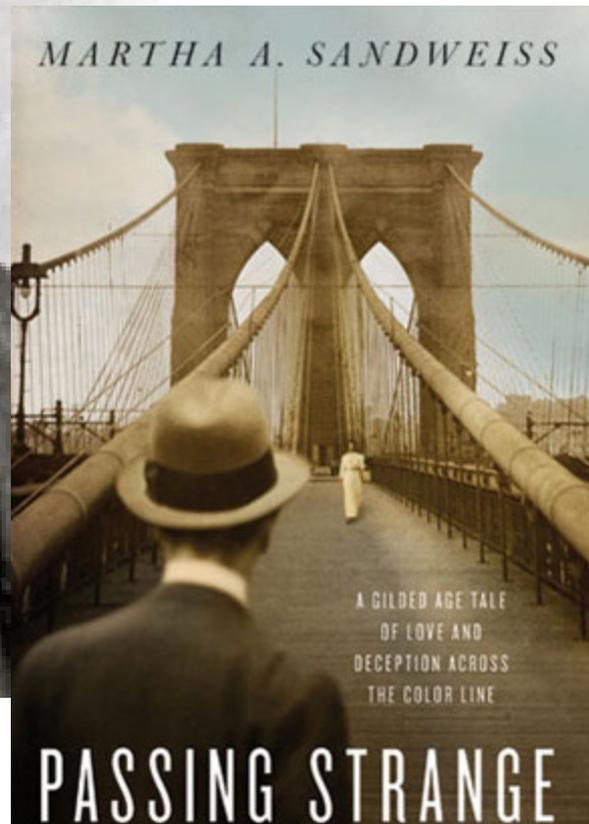
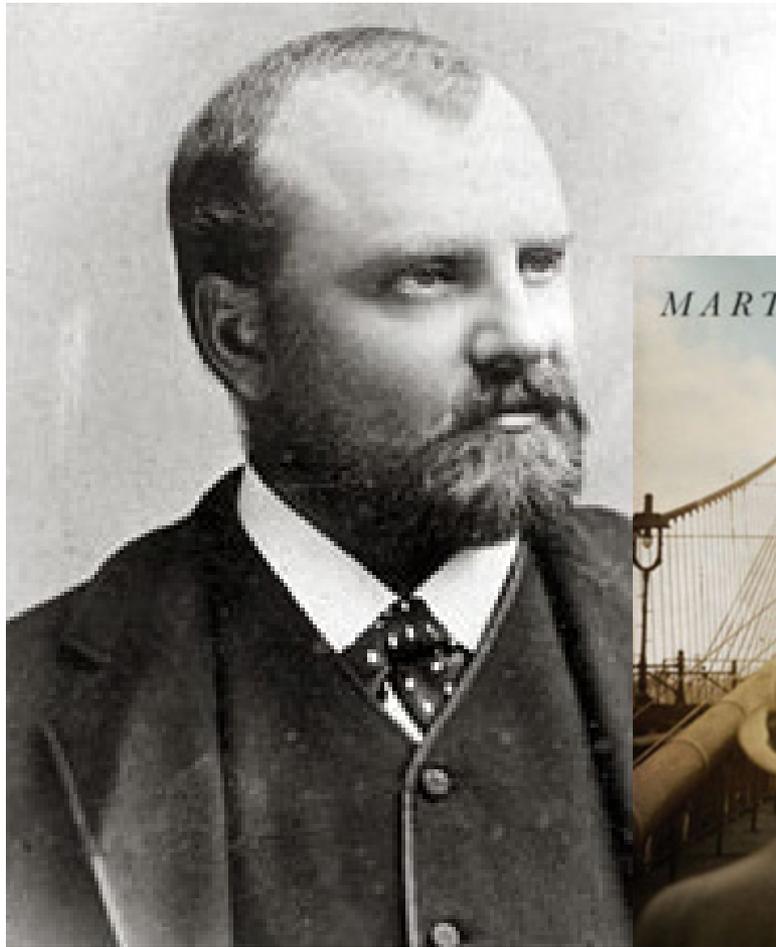
\*Breakthrough Moments

# WHO AM I?

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- ✘ From prominent family
- ✘ Crossed race lines
- ✘ Bi-racial marriage
- ✘ Broke taboos
- ✘ Feared rejection
- ✘ Led a secret double life

# CLARENCE KING



- ✘ First Director of the U. S. Geological Survey (1879-1881)

# WHO AM I ?

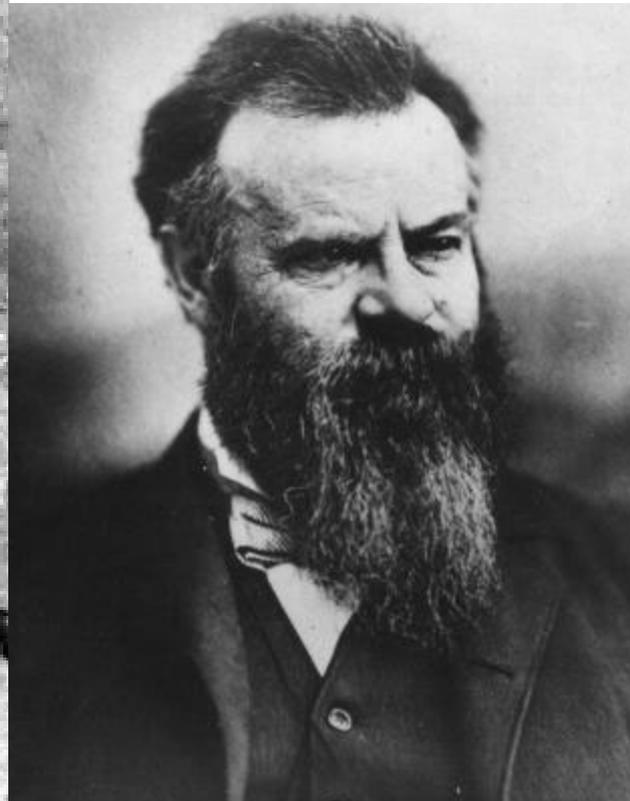
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- ✘ From middle class mid-western family
- ✘ Combat veteran
- ✘ Disabled
- ✘ Valued cultural diversity
- ✘ Interdisciplinary

# JOHN WESLEY POWELL

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- ✘ Second Director of the U. S. Geological Survey (1881-1894)



Geologist,  
Linguist,  
Ethnographer  
Anthropologist

Founded the  
Bureau of  
Ethnology

**IMAGINE...**

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...the USGS without the influence of these two people.

Would it be the agency it is today without their courage?

# THE HISTORY OF THE USGS:

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Began with diversity  
and is...

Rich in diversity today

# WE NOW HAVE OUR FIRST FEMALE DIRECTOR

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# DIVERSITY IS A BROAD CONCEPT

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- ✘ It is not just affirmative action
- ✘ It is not just a statistic
- ✘ It is not just a quota
- ✘ It is beyond gender and race
- ✘ It is the differences among and within ourselves
- ✘ It is everyone
- ✘ **It is the best of everything**

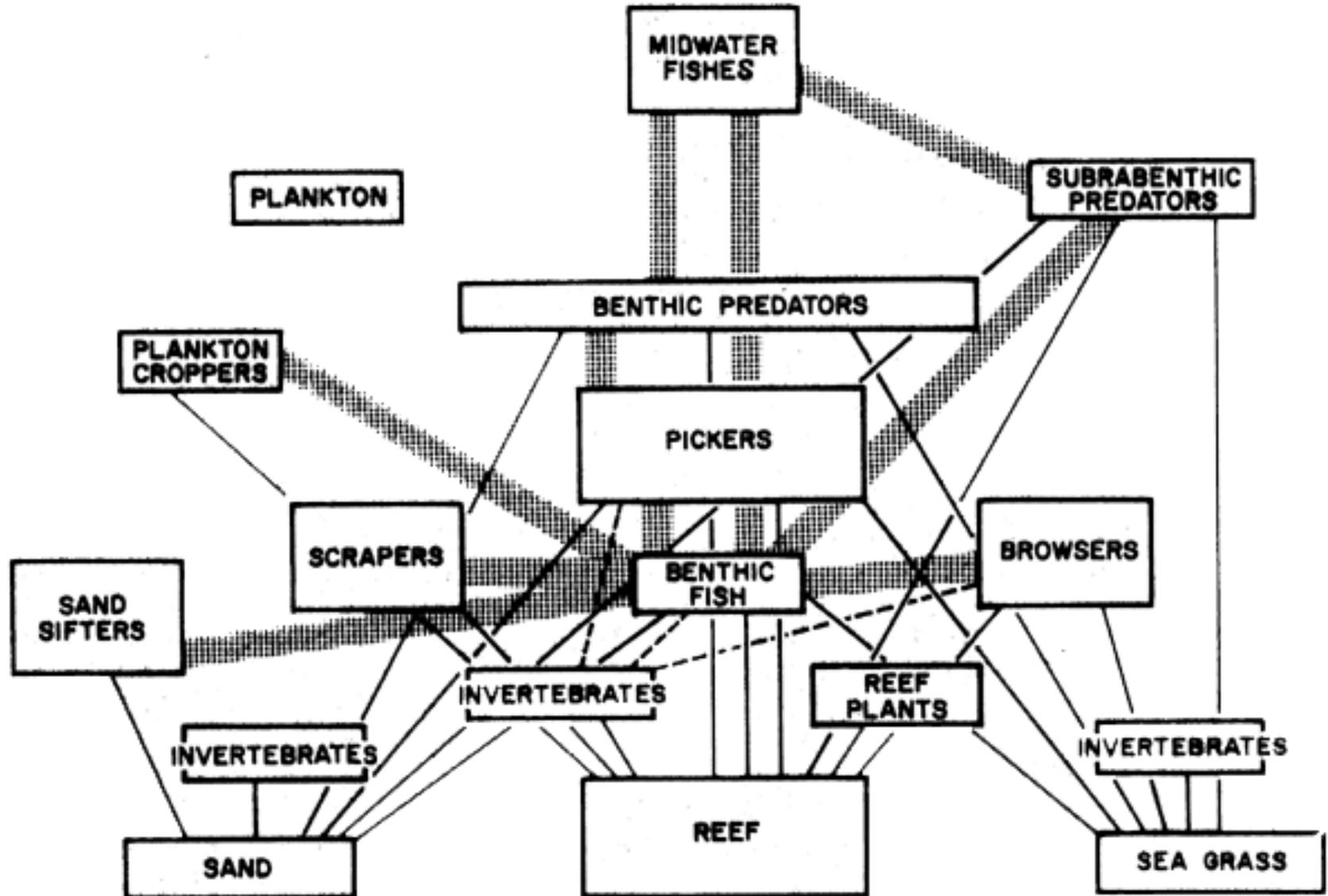
# CLOSE YOUR EYES AND IMAGINE THE OPENING CEREMONIES OF THE OLYMPICS

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- ✘ We are more diverse than any other country



# WE EMBRACE DIVERSITY IN OUR SCIENCE



## **OUR TASK**

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**Strengthen the bonds between  
USGS diversity sub-councils and  
USGS Employees**

# **PROBLEM STATEMENT**

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**How do we foster a culture within all USGS employees where diversity is a valued integral part of everyday life?**

# DIVERSITY SUB-COUNCILS

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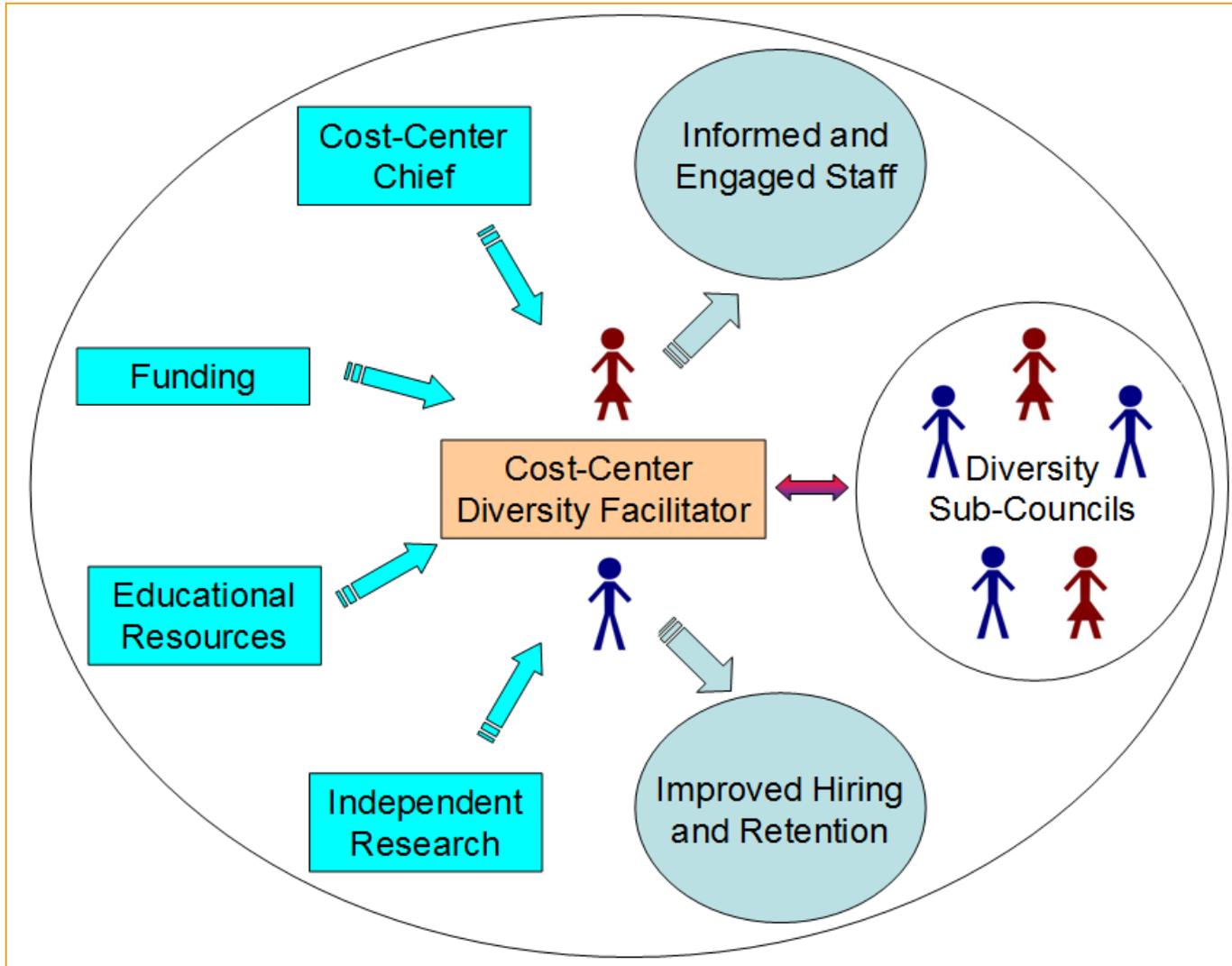
The USGS has four Diversity Sub-Councils:

- ✘ Eastern US
- ✘ Central US
- ✘ Western US
- ✘ Headquarters



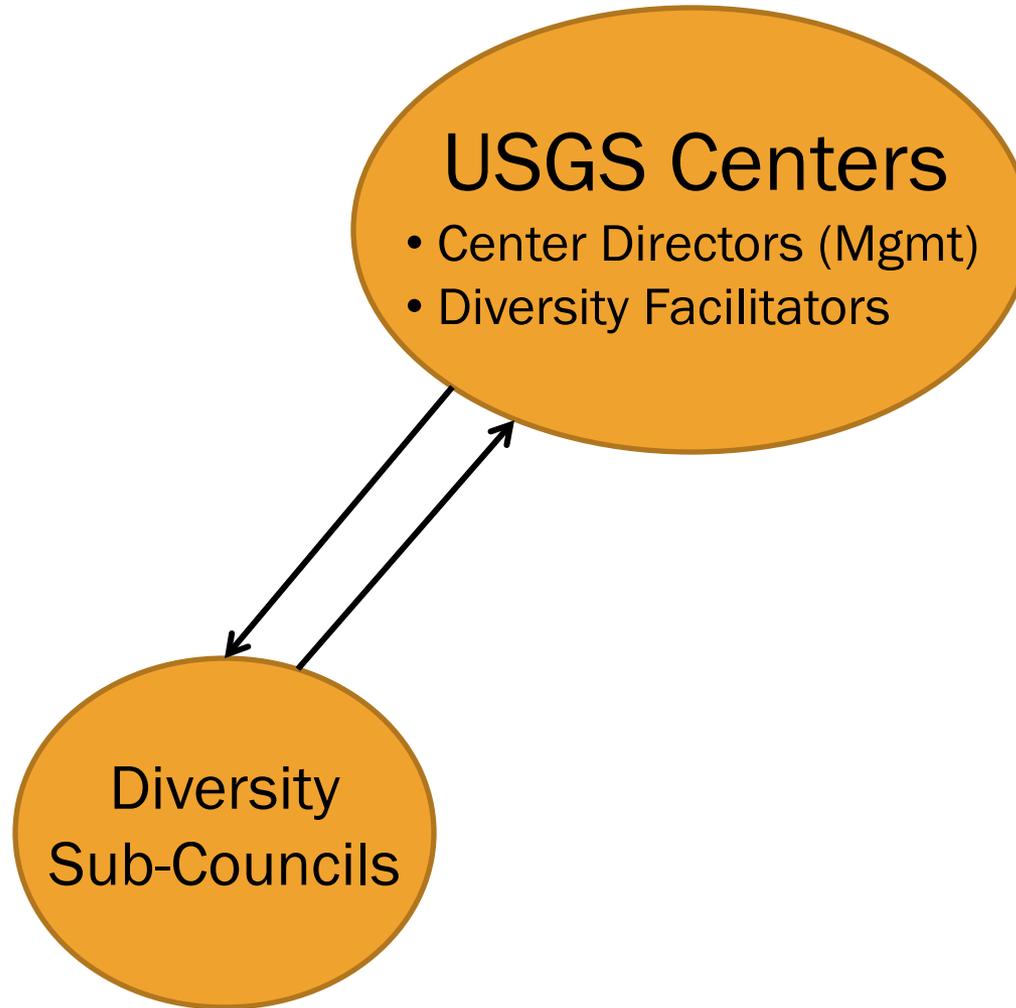
Do you know  
what these  
are?

# REPORT FROM THE MARCH 2011 TEAM



# THE PROCESS

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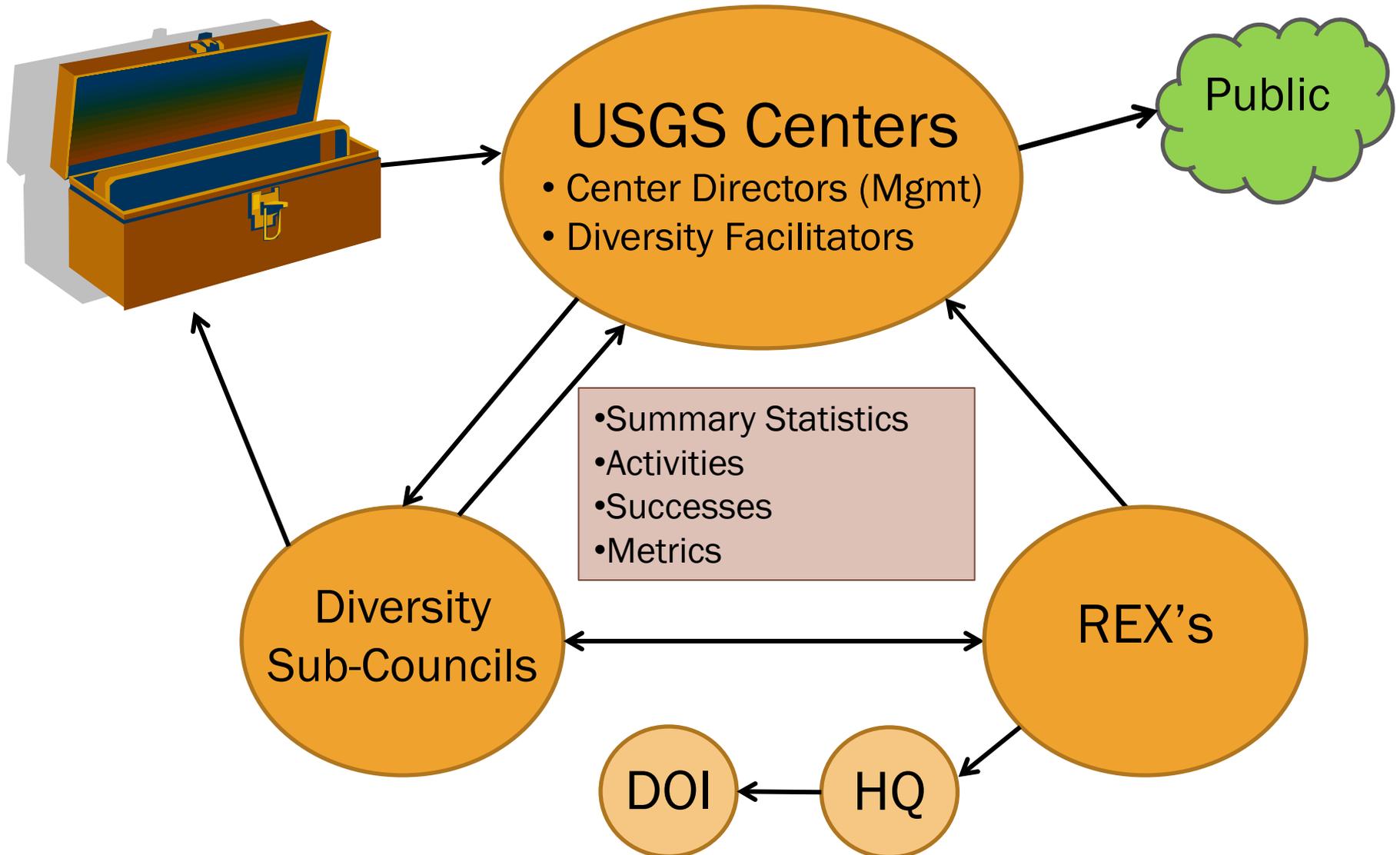


# FOSTERING THE CULTURE

diversity

usgs rock  
sting pimp promote music job garden employees education fun  
center concert posters cube office lot etc culture lunchtime international food  
bring take shadow training sandiego show highway diverse holidays game  
stories improving heritage explanation parents contest fridays language success  
griffendor ideas awareness progressive work different lunch swapping walk  
reading videos skits/plays goods board dessert parking pictures google restaurant provide co-worker exploration month days  
locks featuring plant challenge tree cookbook activities slitherin decorate mlk feng define carnival councilor diversity's selena  
spaces worked science clothing waldo toolbox elses word social baked park people search story learn  
dog adopt points speak waldo toolbox elses word social baked park people search story learn  
ride sleeve forum picnic desk walls wine back people

# STRENGTHENING BONDS



# EXPECTED BENEFITS

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- ✘ Buy-in at all levels
- ✘ Employees feel included and safe
- ✘ Improved retention and recruitment
- ✘ Higher-quality products and support
- ✘ The public is better served

# CALL TO ARMS

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Are you willing to sow the seeds of this culture of diversity at your Center?

- ✘ Would you serve as a diversity facilitator at your Center?
- ✘ Would you serve on a diversity team?
- ✘ Would you actively support diversity at your Center?

# Q&A

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“Be the change you wish to see in the world“

--*Gandhi*