



OFFICE OF DIVERSITY AND EQUAL OPPORTUNITY

# Endeavor

Summer / Fall 2014

## NASA NEWS

### NASA Commemorates the Civil Rights Act of 1964

By: Regina Germain, PMC Fellow



From left to right: Robert Lightfoot, Dr. Roger Launius, Dr. Harriett Jenkins, Brenda Manuel, Suzanne Malveaux, U.S. Representative (D-TX) Eddie Bernice Johnson, Dr. Michael Eric Dyson, and Administrator Charlie Bolden

In commemoration of the 50th anniversary of the enactment of the Civil Rights Act of 1964, NASA and its employees celebrated with a multi-media program highlighting NASA's and our nation's achievements and continuing efforts in the civil rights field. The program, *50 Years after the Landmark Civil Rights Act of 1964: Impact on the Nation and NASA*, was held on June 23, 2014, and may be viewed in its entirety by clicking [here](#). It fea-

tured remarks by NASA's own Charlie Bolden, Administrator; Robert Lightfoot, Associate Administrator; and Brenda Manuel, Associate Administrator for Diversity and Equal Opportunity. Administrator Bolden commented on NASA's little-known role in the Civil Rights Act passage, noting that in 1964, President Johnson persuaded House leader Charles Halleck (R-IN) to move the bill to the floor by calling NASA Administrator, James Webb, and securing a NASA re-

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search center in Halleck's district at Purdue University.

Program attendees heard the captivating and thought-provoking words of esteemed poet and professor, Nikki Giovanni, as she read her poem, *Quilting the Black-Eyed Pea (We're Going to Mars)*. The Office of Communications presented the inspiring video, *We Are NASA*, which featured NASA's leaders and employees who helped break racial, ethnic, religious, and gender barriers. The video, must-see viewing for all NASA employees, can be viewed in the program link given above.

The centerpiece of the program was the panel discussion moderated by award-winning

CNN National Correspondent, Suzanne Malveaux. The distinguished panelists helping to commemorate the Civil Rights Act with NASA were Dr. Harriett Jenkins, former Assistant Administrator for Equal Opportunity Programs; U.S. Representative Eddie Bernice Johnson (D-TX); Dr. Roger Launius, Associate Director of Collections and Curatorial Affairs at the Smithsonian Air and Space Museum; and Dr. Michael Eric Dyson, author, professor, and radio show host.

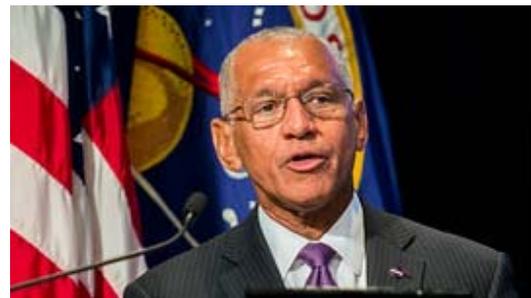
Panelists commented on a broad range of issues which included their personal stories of defining moments in the civil rights movement and what they foresee as the civil rights issues in the future. Pressing issues

in need of solution which were identified by the panelists included the need for equality in education and immigration reform, and strategies for addressing mass incarceration.

The Office of Diversity and Equal Opportunity acknowledges the hard work and tenacity of the program's co-chairs, Crystal Moten and Omega Jones, and their Program Committee; the support of the Office of Legislative and Intergovernmental Affairs and the Office of Communications; the assistance of the Office of Diversity and Equal Opportunity staff, the History Office, the Office of Human Capital Management, and the Education Office.



Panelists: U.S. Representative Eddie Bernice Johnson of Texas, Dr. Harriett Jenkins, Dr. Roger Launius, and Dr. Michael Eric Dyson



Administrator Charlie Bolden



The Honor Guard

***We are going to Mars for the same reason Marco Polo rocketed to China,  
For the same reason Columbus trimmed his sails on a dream of spices,  
For the very same reason Shackleton was enchanted with penguins,  
For the reason we fall in love,  
It is the only adventure. . . .***

– Excerpt from *Quilting the Black-Eyed Pea (We're Going to Mars)*  
by Nikki Giovanni

# NASA's Civil Rights Milestones

## 1950s



1951 - NASA (then NACA) hires Mary Jackson, one of the first African-American women "computers"

at its Langley Research Center in Hampton, VA.



Oct. 1, 1958 - NASA is founded when the struggle for civil rights and racial equality is intensifying.

## 1970s



September 1971 - NASA's first Agency EO Office is established, headed by Ruth Bates Harris.



June 18, 1978 - Isaac T. Gilliam, IV, becomes the first African-American Center Director when he is selected to head the Dryden Flight Research Center.

## 1980s



January 24, 1985 - Ellison Onizuka, the first Asian-American in space, flew his first mission on the Space Shuttle Discovery.



January 12, 1986 - Franklin Chang-Diaz becomes the first Hispanic-American in space when he flew on the Space Shuttle Columbia.

## 1960s



Early 1960s - A group of women trained in a top-secret program to become astronauts for America's first human spaceflight program. They were members of the First Lady Astronaut Trainees.



1960 - Nancy Roman becomes NASA's first Chief of Astronomy and Relativity Programs and the first woman to hold an executive position at NASA.



1963 - David M. McGlathery, a Marshall mathematician, was the first African American to enroll at the University of Alabama at Huntsville.

## 1980s



June 18, 1983 - Astronaut Sally K. Ride becomes the first American woman and the youngest American to reach space on the Space Shuttle Challenger.



August 30, 1983 - Dr. Guion "Guy" Bluford becomes the first African-American astronaut in space as a mission specialist on the Space Shuttle Challenger.



August 30, 1984 - Dr. Judith Resnik was the first American Jewish astronaut in space when she flew as a mission specialist on the Space Shuttle Discovery.

## 1990s



1992 - NASA implements a University Research Centers Project, designed to achieve a broad-based, competitive aerospace research capability among Minority Institutions.



September 12, 1992 - Physicist Mae Jemison becomes the first African-American woman in space as a mission specialist on the Space Shuttle Endeavour.



April 4, 1993 - Dr. Ellen Ochoa, now Director of the Johnson Space Center, was the first Hispanic female astronaut in space.

## Timeline Continuation

### 1990s



January 1994 – Dr. Carolyn Huntoon becomes NASA’s first female Center Director when she is appointed to head the Johnson Space Center.



February 2, 1995 – Lt. Col. Eileen Collins becomes the first woman to pilot a Space Shuttle and on July 23, 1999 she became the first woman commander of a Space Shuttle flight.



November 19, 1997 – Dr. Kalpana Chawla was the first Indian-American astronaut in space flying on the Space Shuttle Columbia. She died in 2003, when she and other crew members perished during re-entry on the Columbia.

### 2000s



November 23, 2001 – John Herrington becomes the first Native American astronaut in space flying on the Space Shuttle Endeavour.



November 4, 2005 – Shana Dale is the first woman appointed Deputy Administrator of NASA.



July 17, 2009 – Major General Charles Bolden, former NASA astronaut, begins work as NASA’s first African-American Administrator.

## Upcoming Commemorative Events

### September 15-October 15

Hispanic Heritage Month. In 1988, this weeklong event grew to a month-long celebration of Hispanic culture and tradition.

### September 17

Citizenship Day. On this day in 1787, the 55 delegates to the Constitutional Convention met to sign the Constitution of the United States of America.

### October

National Disability Employment Awareness Month. This effort to educate the public about issues related to disability and employment began in 1945.

### October 2

Gandhi’s Birthday & International Day of Nonviolence. Mohandas Karamchand “Mahatma” Gandhi is one of the most respected spiritual and political leaders of the Twentieth Century.

### October 6

German American Day. Proclaimed by President Ronald Reagan in 1983, this day commemorates the 1683 arrival in America of 13 German families on board a sailing vessel.

### November

American Indian Heritage Month. November was officially recognized as National American Indian and Alaska Native Heritage Month in 1990 when President George H.W. Bush signed it into Public Law.

### November 11

Veterans Day. Veterans Day is an annual American holiday honoring military veterans. U.S. President Woodrow Wilson first proclaimed an Armistice Day for November 11, 1919.

## Special thanks to the Endeavor Team!

David Chambers, Regina Germain,  
Barbara Miller, Aisha Moore,  
Maria Christina Ruales, Janet Sellars,  
Barbara Spotts, Bonita Soley, and  
Deborah Urbanski

thank  
you!

# President Obama Expands Workplace Protections for LGBT Feds and Contractors

By: Regina Germain, PMC Fellow



On July 21, 2014, President Obama signed Executive Order 13672 that added two important protections for LGBT individuals who work for the federal government or who are employed by a federal contractor. The federal government already protected federal employees from sexual orientation discrimination based on an executive order

signed by President Clinton in 1998. Executive Order 13672 extended protection to federal employees, effective immediately, against gender identity discrimination.

Additionally, the Executive Order prohibits all companies that have a contract for \$10,000 or more with the federal government from discriminating against employees based on sexual orientation and gender identity. The Department of Labor is required to issue rules implementing this part of the

Executive Order within 90 days. It amends a previous Executive Order signed by Lyndon Johnson in 1965 and applies to all contracts signed on or after the date the Department of Labor issues its rules. Federal employees who wish to learn more about this new executive order should consult with their Agency's EEO office. Employees of federal contractors or subcontractors who believe they have been discriminated against should contact the [Office of Federal Contract Compliance Programs](#) at the Department of Labor.

Click [here](#) for the full text of Executive Order 13672 signed on July 21, 2014 and [here](#) for a Fact Sheet on the Executive Order.

# U.S. Supreme Court Upholds Michigan's Constitutional Amendment Barring Racial Preferences in Public Education

By: Regina Germain, PMC Fellow

In 2006, Michigan voters approved an amendment to Michigan's Constitution barring discrimination and preferential treatment by state colleges, universities, and public schools on the basis of race, sex, color, ethnicity, or national origin. This amendment was challenged in federal court and eventually reached the U.S. Supreme Court.

The question before the Supreme Court in [Schuette v. BAMN](#), 134 S.Ct. 1632 (April 22, 2014) was "whether, and in what manner, voters in States may choose to prohibit the consideration of racial preferences." The plurality de-

cision by Justice Kennedy concluded that the amendment to Michigan's constitution did not violate the "political process" doctrine which prohibits making it more difficult for a minority group to achieve legislation in its interest. The plurality noted that the voters used the amendment route to bypass state officials who they believed were not responsive to their concerns. According to the plurality opinion, "[t]his case is not about **how** the debate about racial preferences should be resolved. It is about **who** may resolve it."

Justice Soto-Mayor's dis-

senting opinion noted that the Supreme Court has recognized that diversity in education is paramount because it ensures that the next generation will move beyond stereotypes that students coming from less-heterogeneous communities may harbor. She wrote: "[t]he need for diversity acknowledges that, to cultivate a set of leaders with legitimacy in the eyes of the citizenry, it is necessary that the path to leadership be visibly open to talented and qualified individuals of every race and ethnicity."

# Ames Co-Hosts Wounded Warrior Workforce Conference

By: Barbara Miller, Director, Ames ODEO



NASA Ames Research Center partnered with Project HIRED, a community non-profit, to host the 5<sup>th</sup> Annual Wounded Warrior Workforce Conference.

Project HIRED is a community based organization that assists individuals with disabilities to gain and sustain employment, including disabled veterans, in partnerships with business and the community. The 5<sup>th</sup> Annual Wounded Warrior Workforce Conference was designed to bring employers and veterans together

to allow veterans to network and gain employment. The conference was intended to provide education and training to employers, including NASA, that relate to employing people with disabilities and assisting veterans with their transition back into civilian life and the workplace.

NASA Ames Research Center was able to receive resumes

**There were 54 employers in attendance including Facebook, Juniper Networks, State entities such as Department of Rehabilitation and State of California Board of Equalization, and Federal agencies such as the FBI, US Mint, NASA and Department of Labor. Local colleges and universities were also in attendance providing enrollment information.**

and tools for making a successful transition, and (b) Why NASA? - Working for the federal government and available special hiring authorities. Veterans had an opportunity to attend a career fair

populated by employers with open positions and ready to interview on the spot.

NASA-Ames had the technical and administrative expertise to direct the conference workshops and activities to an enhanced level of focus by sharing its excellence in aeronautics, science, technology, research and development, and facilitation. The Center provided an opportunity for civil servant veterans to participate in the education/training of veterans, as well as the NASA Panel that was provided. The panelists included a military spouse, and former members of the USMC, Army, Navy, Air Force and Coast Guard. Questions posed included how military experience transferred to

from individuals eligible for Schedule A hiring in efforts to increase the hiring of individuals with targeted disabilities.

There were two workshops available for civil servants, employers and veterans to attend: (a) What's Next? - Strategies

civil service, reasonable accommodations, transitioning, and their roles at NASA Ames.

This partnership provided an opportunity to promote NASA veteran recruitment and outreach, employment opportunities, student pipeline programs, use of Schedule A excepted service hiring authority for persons with targeted disabilities in the STEM professions, and increase NASA community partnerships.

To watch the KPIX Channel 5 news coverage please click [here](#).



# Glenn Sponsors the IX Gay Games

By: Avis V. Hudson, EEO Specialist, Glenn ODEO



The event draws participants from all over the world, particularly North America, Western Europe, and Australia and New Zealand

They hosted over 9,000 participants, along with an estimated 20,000 additional guests, performers, spectators and volunteers.

In addition to the exhilarating Opening and Closing Ceremonies, the 2014 Gay Games hosted live concerts, theme parties and exhibitions.

The Glenn Office of Diversity and Equal Opportunity's (ODEO) newly organized Lesbian, Gay, Bisexual, and Transgender (LGBT) advisory group sponsored and funded an outreach event in Cleveland, Ohio for the 2014 Gay Games presented by the Cleveland Foundation from August 9-16, 2014. This is one of the most inclusive sports and cultural festivals in the world and came to Cleveland and Akron in 2014.

A NASA exhibit booth was showcased for three days at the Gay Games. The Gay Games are open to all adults - regardless of sexual orientation or athletic abil-

ity. With more than thirty-five sports (from darts to a triathlon, bowling to softball) and two cultural events (band and chorus), there's something for everybody.

The Federation of Gay Games is nearly an all-volunteer organization made up of individuals and organizations representing four continents. All are dedicated to ensuring the continuation of the Gay Games' decades of history of inspiration and achievement. Additional information was advertised on Today@Glenn.



# EEOC Expands Pregnancy Discrimination Act (PDA)

By: Aisha Moore, EEO Specialist, NASA ODEO



On July 14, 2014, EEOC Chair Jacqueline Berrien, issued an updated Enforcement Guidance on Pregnancy Discrimination and Related Issues (Guidance). For the first time since 1983, the EEOC addresses the Pregnancy Discrimination Act (PDA). Under the 2008 Amendments to the Americans with Disabilities Act (ADAAA), the EEOC, among other things, relaxed its determination of disability. The ADAAA did not expand its interpretation of the PDA.

not be discriminated against because of current or past pregnancy, childbirth or related medical condition.

Since passing the ADAAA, it is now easier to show that pregnancy related impairments are a "disability" under the ADAAA and thus are eligible for reasonable accommodations. An employer is required under the PDA to treat an employee temporarily unable to perform the functions of her job because of her pregnancy (or a related medical

The guidance clarifies that discrimination based on pregnancy, childbirth, or related medical conditions are a prohibited form of discrimination based on gender. A female employee or applicant may

condition) in the same manner as it treats other similarly situated employees. The employer should provide modified tasks, alternative assignments, disability leave or enhanced teleworking opportunities as accommodations for the disabling effects of pregnancy.

The Guidance clarifies that the PDA protects pregnant workers from discrimination, even if taking such actions could be in the employee's best interest. For example, it is unlawful for an employer to require a pregnant employee to take leave during pregnancy or childbirth. To learn more you can access the guidance [here](#).

## Did you know?

Pregnant women have been fired for drinking water, using the bathroom too frequently, and being unable to lift heavy objects?

# Settlement in First Ever GINA Lawsuit Filed by EEOC

By: Regina Germain, PMC Fellow

In its lawsuit against Fabricut, Inc., the EEOC charged that the Tulsa, Oklahoma company had violated the Genetic Information Nondiscrimination Act (GINA) when it asked a job applicant for her family medical history in a post-offer medical exam. The EEOC also charged that the company had violated the Americans with Disabilities Act (ADA) when it refused to hire the same employee because it regarded her as having carpal tunnel syndrome based on the same post-offer examination.

Under GINA, it is illegal to discriminate against employees or applicants because of genetic information, including family medical histories. GINA also restricts employers, including federal government agencies, from requesting, requiring, or purchasing such information. GINA was signed into law in 2008 and took effect in 2009. The lawsuit against Fabricut was the first suit filed by the EEOC alleging genetic discrimination under GINA. As part of a settle-

ment reached in May 2013, Fabricut agreed to pay \$50,000 and to implement changes to prevent future discrimination, including providing training to its staff with hiring responsibilities. As noted by an EEOC Regional Attorney Barbara Seely, "Although GINA has been law since 2009, many employers still do not understand that requesting family medical history, even through a contract medical examiner, violates this law." For more on this lawsuit, see the [EEOC Press Release](#).

# Center Spotlight: Johnson Space Center

By: Deborah Henshaw Urbanski, Director, Johnson ODEO



From left to right: Cornell Professor Lisa Nishii, JSC Center Director Ellen Ochoa, and Cornell Professor Susanne Bruyere

JSC is working on ways to increase our diversity and inclusion and leverage it as a means for innovation and mission success. We recently undertook many initiatives, including a broad range of awareness training, development of our bi-annual status card for management accountability, and engagement of grass-roots chartered Employee Resource Groups (ERGs). Along with the many benefits that these provide, we also decided to partner with Cornell University's Employment and Disability Institute for some focused research and advice when working with or managing people with disabilities. This has provided insight into one of our barriers and produced enormous Center-wide benefits.

Our employee requests for reasonable accommodations have risen exponentially over the last three years. There is little reason to expect this will level off, due to our aging workforce and the complexity of access concerns arising from new Access Board standards, older buildings and declining budgets. We knew we had, and still do

have, challenges when it comes to employees with disabilities. Our interests included: recording and accommodating their reasonable needs, measuring achievements, and encouraging self-identification, practical management techniques, and best practices in hiring, engaging and retaining employees with disabilities. We knew if we achieved better results in these areas, it would create a more agile, flexible, globally-competitive and innovative workplace. However, before attempting corrective fixes like people who build and launch rockets are sometimes inclined to do, we sought the experienced help of Cornell to formulate better strategies.

Our partnership is ongoing as we continue mining data gleaned from focus groups and a survey that Cornell administered in April, 2013. Things to keep in mind before considering similar partnerships:

**Involve your EO partners** like legal and HR early and as a team, keep management abreast of your progress.

**Establish the interests of stakeholders**, e.g. understanding of workforce culture/needs, publishing, grant reporting, government reporting, minimizing FOIA/litigation risks, protecting employees' privacy, etc.

**Draft agreements to ensure confidentiality and important conditions** (seasoned partners like Cornell operating under free services grants will have starting point contracts with flexibility to help

with any legal/center management questions).

**Prepare for unexpected time constraints and different expectations** such as timely reports prior to center reorgs/retirements vs. publishing articles and conference presentations.

**Use their expertise and generate opportunities.** Cornell conducted focus groups, debriefed our entire EO community to facilitate partnerships with all centers, professors presented findings to JSC management and helped **facilitate additional partnerships** producing outreach/recruiting materials. They suggested we work with Department of Labor's Office of Disability Employment Policy to produce a grant-funded film of our success stories (that we can use for recruiting) at <https://efedlink.org/allqual/resource-shared-media-productivity.cfm>

Seek **free training** as a panelist or via grant-funded projects such as FDWC News Hour: Ensure Productivity: Reasonable Accommodation Procedures webinar located at: <https://efedlink.org/allqual/collaborate-webex-archive.cfm> and with Just in Time training currently under review to help managers with practical web-based information when accommodating employees with disabilities.

JSC learned pivotal lessons and we capitalized on unexpected opportunities. Cornell continues to help us examine the profile and challenges of our community of individuals with disabilities at JSC. Our partnership helped us develop management techniques regardless of disabilities, rev up diversity and inclusion and ultimately innovation





**TRAINING:** The diversity and inclusion training employees receive at NASA is useful (+6.5%)



**EXPRESSION:** I have felt free to express my opinions about work related matters (+6.3%)



**INNOVATION:** How would you rate the overall effectiveness of NASA in educating employees on how diversity and inclusion fosters innovation? (+5.6%)

Only one survey item declined between 2010 and 2014 by more than 5%. That was the following item:



**RECOGNITION:** My contributions and achievements at NASA were recognized. (-7.5%)

It is unclear what caused this decline, but some have speculated that it could be due to lack of raises, because awards were eliminated, or because older employees may feel that their ideas are no longer valued.

According to the Employee Viewpoint Survey, NASA employees believe that their workplace is supportive, open, cooperative and empowering. These qualities make NASA a great place to work and result in a more inclusive environment and a more engaged, productive workforce. While NASA has definitely earned its accolades for being a great place to work, we have never rested on our laurels. We know there is more to do to make NASA an even better place to work. Do your part. Take one of the small steps in the direction of making NASA more inclusive (see below).

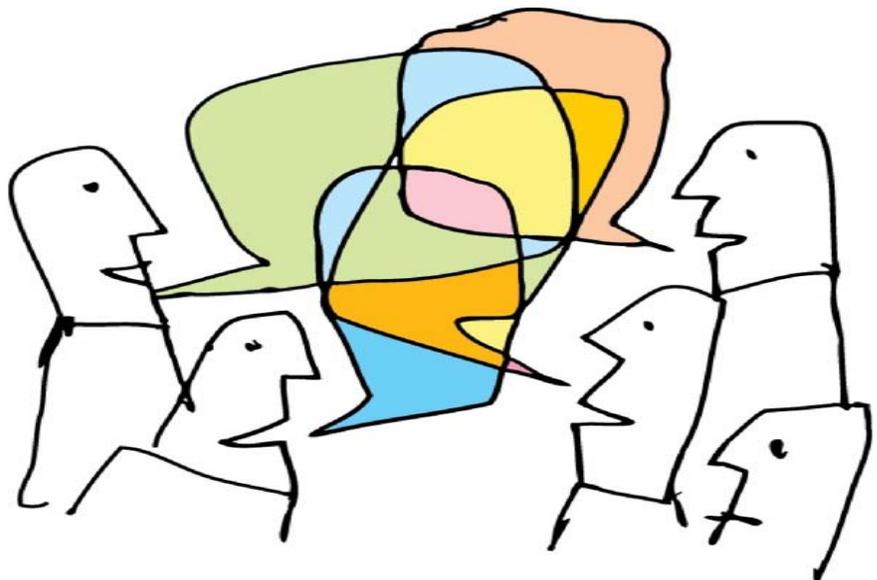
For more information about NASA's Diversity and Inclusion framework please click [here](#).

## One Small Step



**Help NASA become a more inclusive workplace. Start today.**

- ⇒ Have lunch with someone you don't know well and learn more about them.
- ⇒ Add an employee resource group meeting to your calendar and attend.
- ⇒ Informally mentor a newer employee by sharing advice and helpful hints; inviting them to meetings or events; and introducing them.
- ⇒ Go out of your way to be a little kinder to your co-workers.



# NASA Glenn Recognized for Diversity and Inclusion: *Creating, Enhancing, Sustaining Diversity*

By: Avis V. Hudson, EEO Specialist, Glenn ODEO



Glenn Research Center has been designated a member of the 2014 Commission 50 by the Greater Cleveland Partnership's Commission on Economic Inclusion.

With more than 14,000 members, the Greater Cleveland Partnership (GCP) is an association of Northeast Ohio companies and organizations and one

of the largest metropolitan area of commerce in the nation. Members of the Commission 50—25 for-profit and 25 non-profit/government organizations—are recognized annually for progress in creating, enhancing and sustaining their diversity and inclusion strategies. The Commission on Economic Inclusion's annual *Employers Survey on Diversity™* has provided contextual information on the status of economic diversity and inclusion ef-

orts in the Greater Cleveland region for 11 years. The survey: (1) provides individual organizations with a tool for examining their own diversity and inclusion efforts; and (2) offers insights about the overall diversity management and inclusion practices of Commission member organizations.

Glenn's recognition is based on responses to the annual *Employers Survey on Diversity™*. Scores are tabulated based on the survey's four metrics on diversity: board, senior management, workforce, and supplier. The organizations are ranked by each of the four metrics and the rankings are combined to produce a final score. The highest combined scores receive this distinguished designation. Congratulations NASA Glenn!

## Take a Youth to Work Day at Langley

By: Janet Sellars, Director, Langley EO Office



Associate Center Director, Virginia Wycoff; Acting Education Director, Janet Sellars; Engineer/Mentor, Richard Schwartz; Intern, Jaquan Outlaw

Take a Youth to Work Day is an annual event at NASA Langley Research Center that exposes children to STEM with a concen-

trated blast of visual and mental stimulation. Features range from a "Rockets to Race Cars" station and a big model of the mushroom-shaped Hypersonic Inflatable Aerodynamic Decelerator to a very popular robotic toy desk from the Virginia Air & Space Center.

This year the keynote speaker was Jaquan Outlaw, a local student who attends Rochester Institute of Technology and is also a Gates Millennium Scholar. The

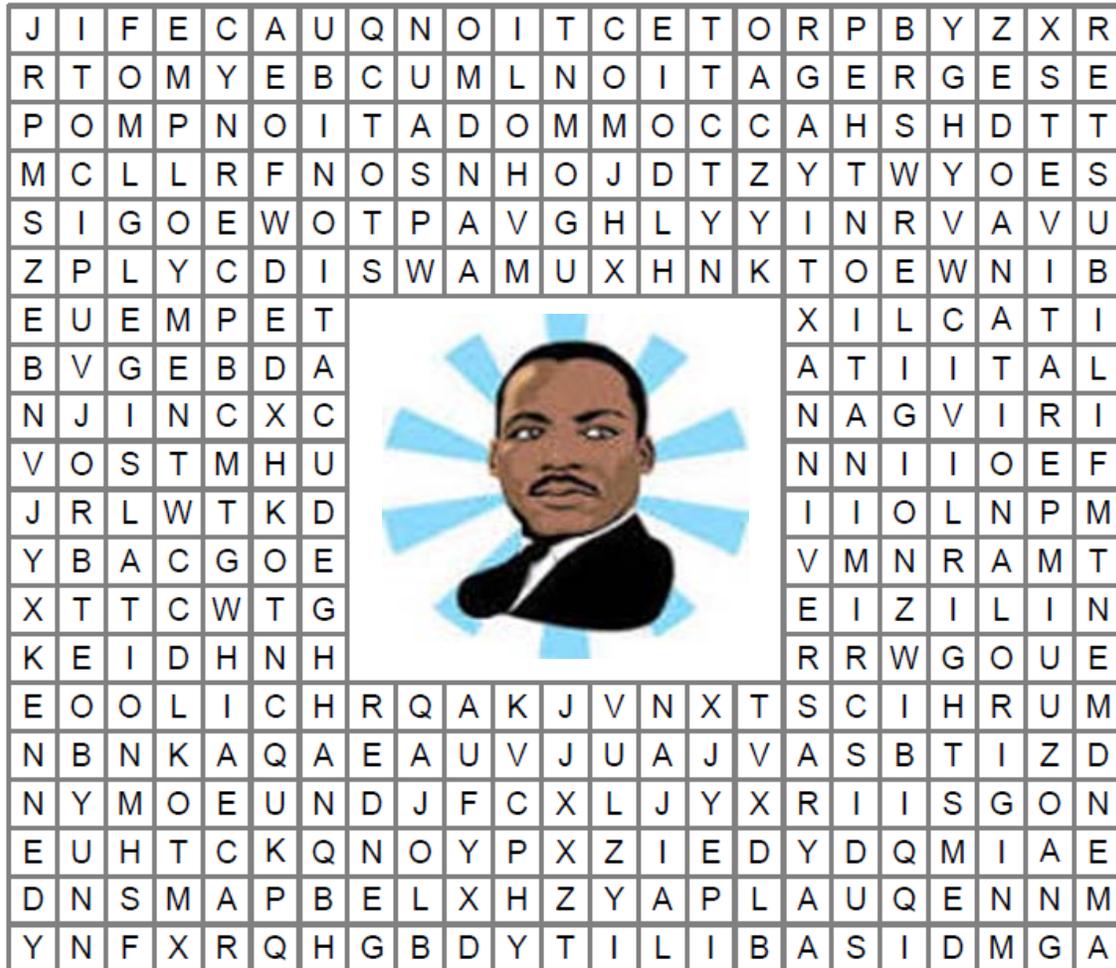
administrator took a keen interest in Jaquan as the agency is in preliminary talks with the Bill and Melinda Gates Foundation about future partnership opportunities. A congratulatory letter from Mr. Bolden was presented to Jaquan in recognition of his outstanding accomplishments.



# ENDEAVOR CHALLENGE

The 50th Anniversary of The Civil Rights Act of 1964! Below are 25 hidden words relating to civil rights placed horizontally, vertically, or diagonally.

**Circle them as you find them! Good luck!**



- |                   |                    |                   |
|-------------------|--------------------|-------------------|
| 1. RACE           | 10. GENDER         | 18. DISABILITY    |
| 2. RELIGION       | 11. COLOR          | 19. LEGISLATION   |
| 3. EMPLOYMENT     | 12. SPEECH         | 20. KING          |
| 4. EDUCATION      | 13. ANNIVERSARY    | 21. SEGREGATION   |
| 5. EQUALPAY       | 14. PROTECTION     | 22. FILIBUSTER    |
| 6. DISCRIMINATION | 15. IMPERATIVE     | 23. EQUALITY      |
| 7. JOHNSON        | 16. AMENDMENT      | 24. CIVILRIGHTS   |
| 8. VOTE           | 17. NATIONALORIGIN | 25. ACCOMMODATION |
| 9. KENNEDY        |                    |                   |

Prepared by: Bonita J Soley, Social Scientist, NASA