

# MEDLEY

- a potpourri of diverse talent

April 2017

## Vision Statement

**To create a diverse workforce and promote a positive work environment where all employees are respected and valued for their contributions.**

USDA-ARS-Midwest Area Diversity and Equal Opportunity Council (DEOC) members:

Kelli Adkins, Lexington & Bowling Green, KY

Carl Bernacchi, Co-Chair, Urbana, IL

Veera Boddu, Peoria, IL

Tom Coudron, Chair, Columbia, MO

Kathy Eystad, Morris, MN

Bryan Leemenes, Chair, Madison, WI

John Kovar, Ames, IA

Renfu Lu, East Lansing, MI

Luis Martinez, Columbus, OH

Larla Moore, West Lafayette, IN

Kun Xiao, St. Paul, MN

Paul Scott, Employee Engagement Council

Kathy Jones, Employee Engagement Council

Sherri Buxton, Peoria, IL, MWA Office Advisor

Stephanie McCarthy, MWA ODEO Program Manager, Advisor

## The Ames Area Civil Rights Advisory Committee

*Written by John Kovar*

The primary role of the Ames Area Civil Rights Advisory Committee (AACRAC) is to promote awareness of civil rights issues and foster a workplace that is unrestricted by race, religion, national origin, sex, age, disability, and sexual orientation. In simple terms, the AACRAC works to promote a workplace environment that encourages diversity.

The AACRAC advises and assists the Location Coordinator in establishing and carrying out the objectives of the United States Equal Employment Opportunity Commission's Equal Employment Opportunity Management Directive 715 by leading the planning and implementation of each official monthly civil rights observance as set forth by the USDA. Official observances are announced by the AACRAC to the four Ames area ARS locations (CICGRU, NADC, NCRPIS, and NLAE), and everyone is encouraged to participate in the planned observation which may be a presentation, movie, display, etc. The AACRAC also engages appropriate civil rights and minority contacts within the Ames community, civic organizations, schools, religious organizations, and at Iowa State University, in an effort to link the local community to major civil rights observances. In addition, the AACRAC is responsible for: 1) improving AACRAC impact by polling the Area ARS employees via a survey during even fiscal years, 2) reviewing and updating (as needed) the AACRAC Charter during odd fiscal years, and 3) regularly informing Ames area ARS employees of volunteer opportunities and encouraging participation. Finally, the AACRAC is charged with directing matters involving individual discrimination complaints or grievances to the proper channels for disposition.

The Location Coordinator incorporates recommendations from current members of the AACRAC, local Laboratory Directors and Research Leaders, and the NCAH Center Director to maintain a diverse (ethnic, minority, gender, grade level, etc.) Civil Rights Advisory Committee. This process aims to include representation from various units within CICGRU, NADC, NCRPIS, and NLAE (including administration, animal caretaker, facilities staff, etc.). There are no fewer than eight appointed members on the AACRAC, plus one American

## In This Issue:

The Ames Area Civil Rights Advisory Council

USDA-ARS Reaches Out to Stakeholders through the University of Illinois Agronomy Day

MWA Employee Satisfaction Improved in 2015 per FEVS

Ames Area Civil Rights Committee Hosts Marion Blumenthal Lazan

Science Fair in the Twin Cities

Twin Cities "Market Science" Program

Exposing Urban Youth to Careers in Science

Wooster, OH Celebrates Korean New Year

Bowling Green, KY Celebrates Women's History Month

Did you Know?

Thank you Debra Owens-Coleman

Special Emphasis Programs/Observances/Resources and Information

*Continued on next page...*

Federation of Government Employees (AFGE) Representative. Member terms generally follow the fiscal year timetable (October-September), with each member serving a term of two years. Members may be reappointed to a second two-year term, but no member may serve more than two consecutive terms. The AACRAC members must: 1) maintain a minimum performance rating of fully successful, 2) demonstrate willingness to accept responsibility, 3) demonstrate concern for and dedication to the general welfare of all employees, and 4) demonstrate sensitivity to the interests and feelings of all people.

When each new annual term begins, the members of the AACRAC elect a chairperson, a co-chair, and a secretary. The current Chair is Ms. Kellie Winter of the NLAE. Dr. Judy Stabel of the NADC is the Co-chair, and the Secretary is Dr. Adrienne Moran Lauter of the CICGRU. The current Committee has a total of 12 persons, serving various roles. The Chair is responsible for conducting our regular monthly meetings and reporting to the Location Coordinator.

The monthly AACRAC observances are generally well received, with usually 80 to 100 Ames area employees attending, depending on the topic and type of presentation. Video presentations attract fewer participants, while well-known speakers can attract a crowd. Live events are recorded, and DVDs are made available for later viewing locally and for sharing with other locations. Some of the more popular observances during the past few years include the Honorable Tom Harkin, retired U.S. Senator from Iowa, discussing the Americans with Disabilities Act (October 2016), Holocaust survivor Marion Blumenthal Lazan discussing the Blumenthal family's life events (May 2016), the Puppy Jake Foundation presenting information on the organization's mission and programs for veterans (December 2015), and Dr. Simon Estes speaking to employees on his experiences as a young African-American man from Centerville, Iowa, who is now a world-renowned opera singer (February 2015). Recently, the Committee has been working with local IT professionals to stream presentations in real time from the NADC campus to other Ames area ARS locations, which allows more employees to participate in the presentations.

The AACRAC maintains a book and video library located on the NCAH campus in Ames. All employees are free to check out materials for reading or viewing on their own time. In addition, the AACRAC maintains a public web site which lists current Committee members, current and past observances, and a list of various resources: <https://www.ars.usda.gov/midwest-area/docs/aacrac/main/>

## USDA-ARS Reaches Out to Stakeholders through the University of Illinois Agronomy Day

*Written by Steve Huber & Carl Bernacchi*

The myriad research facilities scattered within the Midwestern 'sea of agriculture' lead many facets of cutting-edge research on all aspects of farming practices, production, environmental impacts, and utilization of agricultural products. While nearly all research results enter into the public domain, few are readily accessible to the general public. To overcome this hurdle, many research institutions, including the ARS, embrace opportunities to highlight their diverse, highly relevant, and cutting-edge research projects through public outreach programs. As an example, the University of Illinois Agronomy Day is an annual activity specifically designed to highlight the diversity of research on a range of topics across the campus.

At the University of Illinois, as with many other major academic institutions, a conversation about agriculture cannot occur without mention of the role of ARS scientists working side-by-side with their university counterparts. The University of Illinois embraces this relationship through inclusion of ARS scientists on many aspects of campus outreach, including prominent roles in the annual Agronomy Day activities. This annual event is a collaborative field day hosted by the Department of Crop Sciences and the College of Agricultural, Consumer and Environmental Sciences. The day-long program includes educational exhibits and on-farm presentations by researchers on topics that range from fundamental research to agronomic practices. The audience for these activities are always highly diverse; thousands of people attend Agronomy Day each year, and a large percentage of these people participate in the tours that take them to selected stations to view experiments in the field and hear directly from the researchers involved. The attendees range from school children to senior citizens, from media representative to politicians, from farmers and land managers to urban dwellers, all hoping to better understand contemporary research related to agriculture.

During the 2016 Agronomy Day, nearly all members of the Global Change and Photosynthesis Research Unit (GCPRU) in Urbana, IL participated in various activities. Dr. Steve Huber served as a member of the Agronomy Day Planning Committee and helped to organize and coordinate presentations in areas relating to crop physiology. Prominent in these activities was a focus on the SoyFACE Facility ([www.soyface.illinois.edu](http://www.soyface.illinois.edu)) that is central to the research of the GCPRU. Drs. Donald Ort, Lisa Ainsworth, and Carl Bernacchi all participated in tour "stations" of the Soybean Free Air CO<sub>2</sub> Enrichment Experiment. Dr. Ort, Research Leader of the GCPRU, provided a general overview of the facility while outlining some of the key findings throughout the experiment's 15-year history. Dr. Ort particularly enjoys these outreach activities that attract such a wide range of attendees and "was gratified by the support and enthusiasm the Unit's research received from the visitors," who according to Dr. Ort are the "ultimate customers and stakeholders of our research." Dr. Ainsworth presented key findings

*Continued on next page...*

from her ozone pollution research on maize while Dr. Bernacchi showcased his in-field heating treatments and outlined some of their breakthrough findings.

Dr. Williams showcased some of his research that may help to expand the US production of edamame, which are special varieties of soybean grown for human consumption as immature seeds in the pod (see photo), and noted that Agronomy Day is a highlight of the year and an “excellent venue for stakeholders to hear about local ARS research that is solving important crop production problems.”

Because of the diversity of the audience, Dr. Bernacchi commented that “Agronomy Day is a fun opportunity to put our research into perspective for a non-specialized audience. This outreach activity forces us, as scientists, to consider our work in the eyes of a public that may have an interest in science while lacking formal scientific training.” The enthusiasm for these activities was clearly shared by all participants.

As with previous years, the local ARS researchers are again planning a strong turnout at the 2017 Agronomy Day, scheduled for August 17, 2017. Additional detail on Agronomy Day in general can be found at <http://agronomyday.cropsci.illinois.edu/>.



Laura Crawford (right), Univ. of Illinois graduate student, with the help of undergraduate student Erin Campbell, presented her thesis research (directed by GCPRU member, Dr. Marty Williams) on U.S. edamame production at the Department of Crop Sciences’ Agronomy Day, August 18, 2016.

## MWA Employee Satisfaction Improved in 2016 per FEVS

*Written by Paul Scott*

The 2016 Federal Employee Viewpoint Survey (FEVS) results are in and can be found on Axon. These results are particularly interesting because this is the second year the results were broken out to the location level. This breakout allowed area leadership to develop specific targets for improvements. Having two years of data allows evaluation of the results of actions taken at the location level.

The results? There were remarkable improvements in the MWA scores! Of the 71 questions on the 2016 survey, 41 had changes of 3% or more from the 2015 levels; and only one of these was in the negative direction. Questions related to “my work unit” and “my satisfaction” showed the greatest improvements. Survey results are always subject to sampling bias and a trend based on two years of data “needs to be interpreted with caution” as we often say in our scientific publications; but we should all be pleased with the direction things are going. The FEVS is only one measure of employee satisfaction. Direct feedback from employees is also very important and your feedback to Engagement Council representatives [Kathy Jones](#) and [Paul Scott](#) is always welcome.

There is good news at the agency level as well. The USDA broke into the top 10 in the Partnership for public service and Deloitte’s ranking of large agencies in the “Best Places to Work in Federal Government”, and showed the greatest improvement among these agencies. Secretary Vilsack commented in his [blog post](#): “When I became Secretary, one of the goals I established early on was to move our Department into the Top 10 in the Best Places to Work ranking. In 2012, USDA was ranked #16 out of 19 large agencies. Our ranking has steadily improved, and last year,

we were #11. This has been an organization-wide effort that reflects a commitment to making real and lasting improvements in our workplace.”

These results underscore the importance of taking the FEVS when you have an opportunity to do so. It provides the metrics that agency leadership needs to improve your work place. Participating in the FEVS is good for all of us.

We hope these ideas will help improve employee engagement in your unit. If you have additional ideas for promoting employee engagement or want to get more involved in engagement council activities, please contact Kathy or Paul.

### Employee Engagement Council Contacts:

Kathy Jones: [Kathy.S.Jones@ars.usda.gov](mailto:Kathy.S.Jones@ars.usda.gov)  
Paul Scott: [Paul.Scott@ars.usda.gov](mailto:Paul.Scott@ars.usda.gov)

### Employee Engagement Council Links:



ARS Employee Engagement council: <https://axon.ars.usda.gov/Engage/Pages/Home.aspx>



More information about the FEVS: <https://axon.ars.usda.gov/Engage/Pages/FEVS.aspx>

## Science Fair in the Twin Cities

Submitted by Kun Xiao

February in the Twin Cities means regional science fair time! This year, members of all three units from the St. Paul, MN location came together to talk with budding scientists and engineers at the Twin Cities Regional Science Fair, which was held on the University of Minnesota campus. Five USDA-ARS special awards were presented to students in 6<sup>th</sup> grade (1 award), 7-8<sup>th</sup> grade (2 awards), and 9-12<sup>th</sup> grade (2 awards) to recognize excellent projects focused on plant science and environmental science/engineering. We also collaborated with the MN Department of Agriculture-Agriculture in the Classroom initiative, which sponsors an additional set of awards, to select the best agriculture-related presentations and scientific papers. More than 60 projects were considered this year for both sets of awards, which left us with a tough job to select the top few experiments. Winning projects studied a broad range of topics including: selecting the best light source to improve photosynthesis, investigating the efficacy of cilantro biochar on water remediation, examining the ability of golf course riparian buffer zones to reduce runoff into watersheds, evaluating contaminants from roof runoff, investigating the effects of planting density on growth, and plant cultivation in simulated Martian soils. As always, it was a fun evening interacting with students in our community! We look forward to participating again next year.



Pictured (L-R) with unit designations in parentheses: Dr. Pam Rice (SWMR), Ms. Keri Sidle (MN Ag. in the Classroom), Dr. Josh Gamble (SWMR), Dr. Debby Samac (PSRU), Dr. Shaun Curtin (CDL), Dr. Katie Liberatore (CDL)

Not pictured: Ms. Xinci Tan (SWMR)

## Twin Cities “Market Science” Program

Submitted by Kun Xiao

On September 10, 2016, members of Dr. Shahryar Kianian’s lab (St. Paul location – Cereal Disease Laboratory) volunteered for the Twin Cities “Market Science” program. Drs. Katie Liberatore and Marisa Miller co-organized and developed lessons “Wild About Wheat (and other grains)” to engage diverse members of the Twin Cities community at the Saturday Midtown Farmer’s Market. The lessons centered on domestication of cereal crops, particularly wheat and barley. Members of the Kianian lab presented information on posters, engaged in one-on-one discussions, and guided hands-on activities that successfully captured the attention of over 100 market-goers ages 1 and up! Educational lessons focused on the origin of domestication of wheat and barley as well as an important trait, grain shattering, that differentiates many wild (shattering) wheat species/accessions from domesticated/cultivated (non-shattering) wheat. The community was able to compare live cultivated wheat plants with wild relatives, look at differences between wild and domesticated cereal grains under the microscope, and handle containers of various grains. An interactive game called “Where in the World?” challenged participants to identify various cereal grains (as well as other staple pseudo cereals and grain legumes) based on pictures, then match them to their point of domestication on a world map. Finally, kids of all ages had fun trying their hand at seed art. Some budding artists chose to match grains to the proper plant or decorate farm scenes, while others honored the late Twin Cities icon, Prince with “Purple gRAIN” artwork.

For more information about the Market Science program and for a longer blog post about these lessons, please visit:

<https://marketsci.org/2016/09/16/wild-about-wheat-and-other-grains/>



**ARS**  
Columbus, Ohio

Encouraging  
Success through  
STEM



This summer, current and former employees from the Soil Drainage Research Unit in Columbus Ohio, conducted an outdoor education experience for inner city youth who would not otherwise have the opportunity to experience science and nature first hand. The event was attended by 130 ninth grade students from Cristo Rey Columbus High School. Cristo Rey Columbus (CRC) is a low cost college-preparatory high school for young men and women from under-served/under-represented communities and who would normally not be able to afford a private high school education.

#### CRC Snapshot

86% students of color  
64% Female, 36% Male  
Avg. Family Income \$36,000  
Avg. Family Size = 4.4  
Only 38% live with both biological parents

Educators at the school would like to get their students to embrace science, technology, engineering and math (STEM), but unfortunately a gap exists between what they've learned and any real life examples of how science affects them or their community. That's where we came in. We had a unique opportunity to promote their education by providing expertise and experience that would make STEM more appealing and encourage students to pursue careers in agricultural and related sciences. Ultimately, we believe that by exposing the students to scientific methods and careers in the field of science, we increase their self confidence and inspire them to succeed.

The event was held at High Banks Metro Park in Columbus, Ohio. We set up four interactive learning stations that focused on water quality issues and aquatic resources. Our hope is that by increasing the students' personal connection with the natural world, that their understanding, appreciation, and sense of stewardship for their community also increases.



High Banks Metro Park, Columbus, OH.

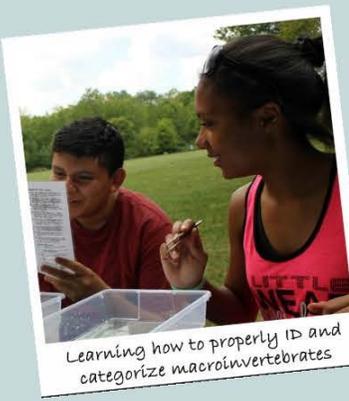
Photo by Katie Rumora

## Our Four Outdoor Education "Classrooms"

**Macroinvertebrates** – Students learned what a macroinvertebrate is, their importance in determining stream health, and how to identify them. Students collected invertebrates by using dip nets, leaf bags, and by simply turning over rocks.



Turning over rocks



Learning how to properly ID and categorize macroinvertebrates



Observing closely



"My favorite part: touching things I never thought I'd touch in my life!" - *Carrie*



**Habitat Assessment** – Students learned about riparian zones and how important the condition of land along a stream is in determining its ability to support life. Students performed the Ohio EPA Headwater Habitat Evaluation Index to determine habitat quality. Students also collected water samples from the stream and performed field tests for phosphorous.



Dr. Jed Stinner demonstrates how to field test for phosphorous

“I learned so much. I actually went back a few days later and showed/ explained what I learned to my little sister and Mom.”  
Carlos O.



Learning how to determine stream quality

**Fish** – Students learned basic fish anatomy and how to identify various species. They learned that unhealthy levels of nutrients in the water affects water quality thus affecting fish populations. Students used a seine net to perform a quantity/quality survey of stream fish.



Have to get wet if you want to study fish



A surprise catch..., a turtle



I Learned: Fishing is harder then it looks -- Anthony



Fish survey of the Olentangy River

**Water Chemistry/Soil Quality** – Students learned that soils are “alive” and support the production of food. Students took soil cores using a push probe and performed a field test for pH. Students learned how nitrate and phosphorous levels affect water quality and performed a field test used for monitoring nitrate levels in water.



Testing stream water for nitrate



Extracting a soil core



Chemist Eric Fisher teaches about basic water chemistry



Learning about soil properties and their importance

Thanks to all that helped make this a successful event

Emily Duncan, Eric Fisher, Debra Gamble, Sara Henderson, Sarah Hess, Franklin Jones, Emma Kurth, Phil Levison, Luis R. Martinez, Marie Pollock, Katie Rumora, Jed Stinner

## Wooster, OH Celebrates Korean New Year

*Submitted by Leona Horst*

On Jan. 27, 2017 employees at the Wooster, OH location had a carry-in to celebrate the Korean New Year with Chinese and Korean personnel. January 27th was the actual day for the Korean New Year. Taehyun Ji shared pictures and information about how they celebrate the New Year in Korea.



## Bowling Green, KY Celebrates Women's History Month

*Submitted by Anita Justice*

In Acknowledgement of Women's History Month, FAESRU had a chili cook-off. All Unit employees participated in the event as well as two student workers. A good time was had by all (along with some very stuffed tummies☺).



Dr. Karamat Sistani  
Professional chili taster.



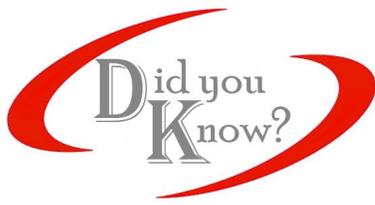
So many to choose from!



Alexandra (Sasha) Rohde  
A judge who likes her job.



And the Winner is???  
Nanh Lovanh



### Asian/Pacific American Heritage Month

Japanese immigrants first came to the Pacific Northwest in the 1880s, when federal legislation that excluded further Chinese immigration created demands for new immigrant labor. Railroads in

particular recruited Issei –or first generation immigrants--from Hawaii and Japan. Thousands of Japanese workers helped construct the Great Northern, Northern Pacific, Oregon Short Line and other railroads in the Columbia River Basin. The month of May was chosen to commemorate two significant events in history: the immigration of the first Japanese immigrants to the United States on May 7, 1843, and the completion of the transcontinental railroad on May 10, 1869 (Golden Spike Day). The diversity and common experiences of the many ethnic groups are celebrated during Asian Pacific American Heritage Month with numerous community festivals as well as government-sponsored activities.



### Welcome Stephanie McCarthy



Stephanie McCarthy joined the MWA in February of 2017 as the New Program Manager for Outreach, Diversity and Equal Opportunity.

Stephanie obtained her B.A. from Southern Illinois University and her J.D. from Southern Illinois University School of Law. She is a former member of the United States Army. Stephanie has prior experience as a family law attorney at the McCarthy Law Firm, as well as work with the Illinois Department of Children & Family Services and the Social Security Administration. Stephanie and her husband, Tim, enjoy raising three young children. Stephanie is a native Peorian and enjoys local research and trap shooting in her free time.

### Thank you Debra Owens-Coleman!



When did you become Acting Program Manager for MWA? [December 24, 2014.](#)

What was the most rewarding part of being a member of the MWA team? [Learning more about the outreach activities and research being conducted in the MWA – including the onsite visit and tour of the Ames, Iowa Location – as well as engaging with the research scientists, research support staff, Diversity and Equal Opportunity Council, and the Area Office staff to assist with the team’s recruitment, diversity, and equal opportunity efforts.](#)

What challenges did you face as part of the MWA team? [Learning and understanding the organizational structure of the Ames, Iowa Location – includes both ARS and APHIS employees – was somewhat of a challenge.](#)

What was your most favorite part of being with MWA team? [Assisting the team with its efforts to become a model EEO employer.](#)

What was your least favorite part of being with the MWA team? [Not being able to physically visit more MWA locations to learn first-hand about the research being conducted and participate in outreach and recruitment events in a boots on the ground capacity with colleges, universities, organizations, and communities within the MWA.](#)

What do you consider your greatest accomplishment during your time with MWA team? [Building professional relationships with my customers and earning their respect and trust as the EEO observer on recruitment evaluation panels.](#)

Is there anything you think MWA team could do differently to advance the Agency’s diversity mission? [Yes. In collaboration with the Area’s ODEO Program Manager, set diversity and inclusion goals to address the Area’s underrepresentation as well as develop a plan and budget to accomplish the goals; utilize the USDA Pathways Internship and Recent Graduate Programs to increase the pipeline of qualified applicants; and increase collaboration with the USDA 1890 Program Liaisons, 1994 Land-Grant Program Liaisons, and the USDA Hispanic Servicing Institutions Regional Directors \(e.g., assist with developing/support capacity building grant proposals to strengthen ties with minority serving institutions – include ARS labs tour, classroom presentations, and internship components; utilize the scholars and fellowship programs; invite the USDA Liaisons and/or appropriate college and university staff to participate in MWA diversity committee meetings to discuss possible collaborations as well give webinars to discuss opportunities of mutual interest, etc.\).](#)

Would you come back if you had the chance? [Yes, as an invited ODEO guest speaker and/or to work on a special collaborative project.](#)

## Special Emphasis Programs/Observances/Resources and Information

By Stephanie McCarthy

Special Emphasis Programs (SEPs) are an integral part of the overall civil rights, human resources and program delivery functions. The purpose of the SEPs is to provide oversight, guidance, direction, enforcement and assistance to enhance opportunities for women, minorities, and people with disabilities in all employment and program delivery activities.

**Employment activities:** Recruitment, hiring, promotions, separations, awards, training, or any other employment action which impacts on the inclusion of and equal opportunity for women, minorities, and people with disabilities.

**Program delivery activities:** These activities include outreach, training, public notification, program accessibility or any system, practice or procedure or other activity which increases the knowledge of and participation by women, minorities, and people with disabilities.

### Special Emphasis Observances, and resources and information for May through August 2016:



#### Asian/Pacific American Heritage Month (month of May)

**National Theme:** “Unite Our Voices by Speaking Together”

**Resources & Information:** Federal Asian Pacific American Heritage Council (FAPAC)  
<http://www.fapac.org/>

Asian Pacific American Network in Agriculture (APANA)  
<http://apana.annuk.com/>



#### Lesbian, Gay, Bisexual, and Transgender Pride (month of June)

**National Theme:** “Viva La Vida”

**Resources and Information:** [2017 Straight for Equality in the Workplace Learning Sessions Catalog](#)

[PFLAG Diverse and Inclusive World](#)

[National Association of Genders and Sexualities Alliance \(GSA\) Network Research and Reports](#)

The Library of Congress—<https://www.loc.gov/lgbt/>

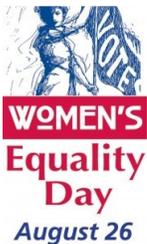
#### Women’s Equality Day (August 26)

**National Theme:** “Honoring Trailblazing Women in Labor and Business”

**Resources & Information:** Ms. Foundation for Women  
<http://forwomen.org/?gclid=CNXqzdXvy8MCFYdj7Aodl0cAmw>

National Women’s History Project  
[www.nwhp.org](http://www.nwhp.org)

Phone: (707) 636-2888





**Additional resources for diversity awareness material and ideas for special observances (catalog, pins, videos, etc.) are available from the following resources:**

**ARS EEO Video Library:** <http://www.afm.ars.usda.gov/ODEO/files/ARS%20Video%20Library%20Catalog1.pdf>

**Diversity Store:** [www.diversitystore.com](http://www.diversitystore.com); Phone: 800-200-5964; Email – [hmsdc@aol.com](mailto:hmsdc@aol.com)

**Smithsonian:** <http://www.si.edu/>; Phone: 202-633-1000; Email: [info@si.edu](mailto:info@si.edu)

**USDA Department-wide Monthly Observances – Links for Websites:** <http://www.dm.usda.gov/employ/observances.html>

Observance events/activities should be conducted in a most cost-efficient manner. Contact Stephanie McCarthy, MWA Outreach, Diversity, and Equal Opportunity (ODEO) Program Analyst, at [stephanie.mccarthy@ars.usda.gov](mailto:stephanie.mccarthy@ars.usda.gov) or 309-681-6110 for additional information.

**You can earn credit for diversity training when you participate in a Special Emphasis Observance event (i.e., Women's Equality Day, Veterans Day, etc.)?**

◆ How? There are two options, as applicable:

1. Record your own learning in AgLearn if the learning item allows users to do so upon completion. Access AgLearn and go to Record Learning.
2. Contact your Designated Location AgLearn Administrator or Stephanie McCarthy, MWA Outreach, Diversity and Equal Opportunity Program, at [stephanie.mccarthy@ars.usda.gov](mailto:stephanie.mccarthy@ars.usda.gov) or 309-681-6110.



**We'd love to highlight your Outreach event or share your story.**

**Contributions can be sent to your location ODEO representative**

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**REE Mission Area EEO Counseling:** 202-720-3410, 800-340-4289, TDD: 202-720-3303

<http://www.ars.usda.gov/AboutUs/docs.htm?docid=23089>; Axon: <https://axon.ars.usda.gov/ODEO/Pages/Home.aspx>

**Cooperative Resolution Program:** Jeff Schmitt; 301-504-1352, [jeff.schmitt@ars.usda.gov](mailto:jeff.schmitt@ars.usda.gov) or [coopres@ars.usda.gov](mailto:coopres@ars.usda.gov)

<http://www.ars.usda.gov/odeo/coopres>; Axon: <https://axon.ars.usda.gov/ODEO/Pages/Home.aspx>

**Reasonable Accommodation Program:** Tonya B. Morris, 301-504-4339, [tonya.b.morris@ars.usda.gov](mailto:tonya.b.morris@ars.usda.gov)

<http://www.ars.usda.gov/AboutUs/docs.htm?docid=23085>; Axon: <https://axon.ars.usda.gov/ODEO/Pages/Home.aspx>

**Outreach and Recruitment Branch Area Contact:** Stephanie McCarthy, 309-681-6110, [stephanie.mccarthy@ars.usda.gov](mailto:stephanie.mccarthy@ars.usda.gov).

<https://www.ars.usda.gov/AboutUs/docs.htm?docid=23072>; Axon: <https://axon.ars.usda.gov/ODEO/Pages/Home.aspx>

**Office of Outreach, Diversity, and Equal Opportunity (ODEO) Home Page:**

<http://www.ars.usda.gov/ODEO> Axon: <https://axon.ars.usda.gov/ODEO/Pages/Home.aspx>