



Diversity and Inclusion at EPA-Cincinnati's Research Center

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EPA-Cincinnati



The views expressed in this presentation are those of the author and do not necessarily represent the views or the policies of the U.S. Environmental Protection Agency.

Key Contacts: EPA-Cincinnati Diversity Council



Briana Niblick, LGBT Program



Jerry Waters, Disability
Employee Awareness Program



Amy Zhao, American Asian
Pacific Islander Program



Sam Fitzpatrick, Native
American Heritage Program



Gerardo Ruiz-Mercado,
Hispanic Employees Program



Michael Troyer, "Mgmt Champion"

Not Pictured:

Jennifer Scola and Jeffrey Herrema, Facilities, Budget and Legal Support

Barbara Boles, Black Employees Program

Katie Rechenberg, Angela Lower and Audrey Kanet, Federal Women's Program

EPA-Cincinnati's Diversity Council

Activities 2018-Present:

- ▶ Created a **new intranet website**.
- ▶ **Regular, monthly Diversity Council meetings**
- ▶ Providing managerial, administrative, and logistical **support to SEPM's** for travel/training and events (e.g., Veteran's Day, Asian American/Pacific Islander Month, LGBTQ Pride Month...).
- ▶ Effectively working with administrative, legal, ethics, and security officials as needed within the Agency to coordinate and/or co-sponsor other social, interactive events that can **indirectly promote diversity and inclusion too** (e.g., Earth Day, Employee group days at FC Cincinnati soccer and Cincinnati Reds baseball games, recent Multicultural Potluck event with post-docs and staff, etc.).
- ▶ Coordinating and providing **timely budget information** with EPA-Cincinnati's Senior Managers to share costs across ALL laboratories, centers and organizations on campus to support travel and training opportunities for our local SEPMs.
- ▶ **Higher Level Diversity and Inclusion** efforts in the workplace (e.g., ORD Diversity Day, and follow-on surveys with research managers and staff in DC, RTP and Cincinnati. Also coordinating with EPA's Office of Civil Rights and Office Environmental Justice).

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Activities 2018-Present (continued):

- ▶ **Disability Awareness Presentation** by Jennifer Radt (UC Clermont's Disabilities Office), October 2019. Organized by Jerry Waterman.
- ▶ **Native American/American Indian Event** at the VA, co-hosted by the VA and EPA-Cincinnati, November 2019. Co-organized by Sam Fitzpatrick.
- ▶ **Federal Women's Program: 1st Annual "Dress for Success" Campaign**, and a **Bring Your Lunch Sessions** viewing a documentary film about Marjorie Stoneman Douglas (author of "River of Grass"). March 2019. Organized by Katie Rechenberg and Angela Lower
- ▶ **Earth Day 2018 and 2019.** A co-sponsored event with EPA and the Cincinnati Interagency Federal Credit Union. Presentation by Thane Maynard, Director (2018) and Mark Fisher, VP of Facilities, Planning, and Sustainability (2019) of the Cincinnati Zoo and Botanical Garden.
- ▶ **Asian American and Pacific Islander Heritage Events:** Included a presentation, light sample foods, and green tea. Viewing of "Aim High Magic," "A Story of Linsanity" about the famous basketball player, Jeremy Lin, May 2019. **Chinese New Year celebration**, January 2020. Organized by Amy Liu.

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Activities 2018-Present (continued):

- ▶ **Multi-Cultural Potluck Event** for all AWBERC staff hosted by local Environmental Learning Network (ELN) Post-Docs, EPA members of the “Environmentally Speaking” Toastmasters Club, and the EPA-Cincinnati Diversity Council, July 2019. Organized by Aabir Banerji (ELN Cincinnati), Bette Zwyer (EPA-Cincinnati Toastmasters Club), and the EPA-Cincinnati Diversity Council.
- ▶ **3rd Annual Training and Networking Day for Greater Cincinnati Special Emphasis Program Managers** at EPA-Cincinnati. September 5, 2019 (Tina Toca, GC FEB and Michael Troyer, EPA-Cincinnati).
- ▶ **Martin Luther King Day**, January 2020 and **Black Employees Program Presentations**, February 2020 (Cincinnati Reds Hall of Fame presentation about MLB players of color throughout history) for all EPA-Cincinnati staff,.
- ▶ Presently providing advice and resources to managers and staff about addressing racism, celebrating LGBTQ/Pride Month, and coordinating with Environmental Justice research efforts.

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Cincinnati Diversity Council



Multi-Cultural Potluck

EPA Cincinnati staff enjoying some lunchtime interdisciplinary networking and collaboration, cultural awareness, and a fun culinary adventure at the first ever "Multi-Cultural Potluck" event, July 25, 2019.

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Cincinnati EPA Diversity Council Directory

Name	Telephone
Special Emphasis Program Managers (SEPMs)	
Briana Niblick , LGBT	513-569-7732
Sam Fitzpatrick , NAH	513-487-2027
Barbara Boles , BEP	513-569-7051
Katie Rechenberg , FWP	513-487-2853
Gerardo Ruiz-Mercado , HEP	513-569-7030
Jerry Waterman , DEAP	513-569-7834
Amy Zhao , AAPI	513-487-2072
Vacant , EFED	000-000-0000

Cincinnati EPA - Diversity Council : Mission Statement

To advocate a work environment that recognizes and develops the value of individuals similarities and differences throughout the EPA-Cincinnati community.

Highlights / Related Links

A few attendees displaying their personalized Chinese Calligraphy at the Asian American/Pacific Islander Celebration, EPA-Cincinnati



Earth Day EPA-Cincinnati





Annual Special Emphasis Program Manager Networking and Training Day, September 2019
Vicki Simons (3rd from left, Director of EPA's Office of Civil Rights) with EPA SEPMs
from Cincinnati and Ann Arbor, MI

Energizing EPA-Cincinnati's Diversity Council

Informal Best Practices:

- ▶ Be not afraid. **FEEL EMPOWERED** to do the right thing in the context of being a federal employee.
- ▶ **PARTICIPATE** regularly in the monthly council meetings. All managers and staff are welcome to engage or merely observe any of these meetings, anytime.
- ▶ You don't have to go it alone... feel free to **REACH OUT** and continue to work with Cincinnati Diversity Council members to find support, share and discuss ideas, seek previews and constructive comments on outreach materials, and work out logistics for events (e.g., facility, security and guest needs).
- ▶ **CONSIDER THE MAIN AUDIENCE** when planning each event. At EPA-Cincinnati's facility, that primarily includes a focus on **FEDERAL EMPLOYEES, ENGINEERS, SCIENTISTS** and **ADMINISTRATIVE PROFESSIONALS** (e.g. HR, Extramural, Finance, Budget, Legal, etc) who are dedicated to protecting **PUBLIC HEALTH** and **WELFARE**, and the **ENVIRONMENT** every day. Think about how your event will relate and be meaningful to this particular audience and how it will enhance the workplace. Also consider and allow time for proper procedures within your organization to invite outside guests and the public.

Energizing EPA-Cincinnati's Diversity Council

Informal Best Practices (continued):

- ▶ **EXPLORE ALL MODES OF COMMUNICATION** available to you. Network and know who can provide IT/IM and communications/media/public affairs support to you. Beyond email and teleconferencing, consider making greater use of online Calendar Invitations and Electronic Displays or Signage throughout your facility. Also consider making greater use of videoconferencing, Skype/Zoom/Microsoft Team-like platforms, webinars, newsletters, or other existing avenues of outreach in your organization.
- ▶ **CONTINUE TO PROVIDE INPUT** and **FEEDBACK** on our new EPA-Cincinnati Diversity Council website, Special Emphasis Program Pages, and monthly newsletter. Keep these essential and important sources of information up-to-date and relevant!
- ▶ Always **REMAIN MINDFUL** and **MOTIVATED** about diversity and inclusion in the workplace. Represent us and **LEAD BY EXAMPLE** in all the arenas you interact in. **MAINTAIN MOMENTUM** throughout the year (e.g., remain positive and respectful, “tag team” with others to sustain the flow of energy, bring any opportunities, issues, or problems back to the group for consultation and advice, etc.).