



# Minority Support Programs within ORD

**ENVIRONMENTAL  
PROTECTION  
AGENCY**

**DALLAS, TEXAS**

**1990**





***Minority Support Programs within ORD***

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## *Recruiting Efforts*

This is a general overview of the existing and planned minority support programs within ORD. Many of the programs exist within each ORD office or laboratory. If, within a given program, a specific point of contact is not listed for a particular office or laboratory, please contact the Office or Laboratory's Program Operations Office to locate the individual who has local responsibility for the program.

<b>Title</b>	Annual Puerto Rico Recruiting Program
<b>Description</b>	ORD actively supports the annual EPA recruiting trip to Puerto Rico. ORD offices and laboratories provide specific job opportunities, primarily scientific and engineering positions, for which the ORD representative can make employment offers to qualified candidates during the recruiting trip. ORD has recruited nineteen Puerto Rican scientists and engineers during the past two years.
<b>Participating Organizations</b>	All ORD Offices and Laboratories
<b>Contact</b>	<b>ORD</b> Sandra Wells, ORPM, 382-2585 <b>Local</b> Dee Hutchings, ERL Ada, 743-2227 Maxine Kellum, ERL Athens, 250-3517 Sandra Bowman, HRMD Cincinnati, 684-7801 Nancy VanMeter, CERL Cincinnati, 684-7394 Diana Irwin, EMSL Cincinnati, 684-7485 Diana Guzman, RREL Cincinnati, 684-7953 Pam Taylor, ERL Corvallis, 420-4651 Sherry Linder, ERL Duluth, 780-5543 Robert Menzer, ERL Gulf Breeze, 228-9011 Richard Gamas, EMSL Las Vegas, 545-2568 Patricia Gant, ERL Narragansett, 838-6005 Shirley Bowens, HRMD RTP, 629-4381

***Minority Support Programs within ORD***

<b>Title</b>	Recruitment of Scientific/Technical Personnel from Underrepresented Groups
<b>Description</b>	In December 1989, ORD implemented a program to encourage the active recruitment of scientists and engineers in underrepresented groups, which includes women, minorities and the handicapped. This program sets aside twenty-six positions per year for recruiting qualified scientists and engineers from these underrepresented groups. The Assistant Administrator provides funding for salaries and expenses during the first two years for any individual recruited under this program. In the third year, the recruiting office or laboratory must fund the expenses associated with the positions.
<b>Participating Organizations</b>	All ORD Offices and Laboratories
<b>Contact</b>	<b>ORD</b> Art Payne, ORPM, 382-7462 <b>Local</b> Dee Hutchings, ERL Ada, 743-2227 Maxine Kellum, ERL Athens, 250-3517 Sandra Bowman, HRMD Cincinnati, 684-7801 Linda Schwaegerle, ECAO Cincinnati, 684-7535 Diana Irwin, EMSL Cincinnati, 684-7485 Pam Taylor, ERL Corvallis, 420-4651 Sherry Linder, ERL Duluth, 780-5543 Robert E. Menzer, ERL Gulf Breeze, 228-9011 Richard Gamas, EMSL Las Vegas, 545-2568 Art Sandoval, HRMD Las Vegas, 545-2414 Lucy Garedo, ERL Narragansett, 838-6008 Terri J. Burrell, HRMD RTP, 629-4359

## ***Recruiting Efforts***

<b>Title</b>	Recruitment of the Physically Handicapped
<b>Description</b>	<p>HRMD Cincinnati has an active recruitment program for the physically handicapped. HRMD notifies the Ohio Vocational Rehabilitation Office of all vacancy announcements. All the facilities in Cincinnati are easily accessible by the physically disabled and all major telephone exchanges have been adapted for the hearing impaired. The physically disabled represent approximately 8 percent of Cincinnati's workforce. ERL Narragansett is implementing a similar program in conjunction with the Rhode Island Vocational Rehabilitation Office. The staff at Narragansett is striving to make their entire facility easily accessible by the physically disabled as funding becomes available.</p> <p>ERL Duluth is implementing a similar program in conjunction with The Minnesota Vocational Rehabilitation Office. All the facilities at ERL Duluth are easily accessible by the physically disabled.</p> <p>ERL Gulf Breeze has a similar program with the Pensacola Junior College. Many of the facilities at ERL Gulf Breeze are easily accessible by the physically disabled.</p> <p>HRMD RTP is considering re-establishing this program at the RTP center. All the facilities in RTP are easily accessible by the physically disabled and all major telephone exchanges have been adapted for the hearing impaired.</p>
<b>Participating Organizations</b>	ORD Offices and Laboratories
<b>Contact</b>	<p>Local Sandra Bowman, HRMD Cincinnati, 684-7801 Sherry Linder, ERL Duluth, 780-5543 Mary Merredith, ERL Gulf Breeze, 228-9246 Art Sandoval, HRMD Las Vegas, 545-2414 Brenda Laing, ERL Narragansett, 838-6021 Randy Brady, HRMD RTP, 629-3071</p>

***Minority Support Programs within ORD***

<b>Title</b>	Minority Recruitment Activities and Job Fairs
<b>Description</b>	ORD representatives have participated in numerous minority-sponsored recruitment activities and job fairs. The primary purpose is to identify potential candidates for employment by providing information concerning ORD missions, programs and career opportunities.
<b>Participating Organizations</b>	All ORD Offices and Laboratories
<b>Contact</b>	<b>ORD</b> Art Payne, ORPM, 382-7462 <b>Local</b> Zandra Kern, OHRM (HQ Offices), 382-2973 Linda Exum, ERL Athens, 250-3145 Sandra Bowman, HRMD Cincinnati, 684-7801 Sherry Linder, ERL Duluth, 780-5543 Mary Merredith, ERL Gulf Breeze, 228-9246 Brenda Laing, ERL Narragansett, 838-6021 Terri J. Burrell, HRMD RTP, 629-4359



## *Recruiting Efforts*

<b>Title</b>	Training the Recruiter
<b>Description</b>	Both HRMD Cincinnati and HRMD RTP conduct programs to train senior scientists, engineers, supervisors and managers within ORD laboratories and offices to use effective recruiting methods when participating in job fairs. This training program includes the identification of targeted groups (such as women, minorities and the handicapped) to be considered during the recruitment process.
<b>Participating Organizations</b>	Cincinnati and RTP
<b>Contact</b>	<b>Local</b> Sandra Bowman, HRMD Cincinnati, 684-7801 Terri J. Burrell, HRMD RTP, 629-4359

***Minority Support Programs within ORD***

<b>Title</b>	EPA Faculty Fellows Program (Minority Summer Faculty Intern Program)
<b>Description</b>	This program was established in 1981 to provide opportunities for faculty members from accredited minority institutions to work in Agency laboratories and offices during the summer. This provides a unique opportunity for the faculty members to actively participate in ORD science and engineering research activities in order to share these experiences and information concerning career options with the students and faculty at their respective colleges and universities.
<b>Participating Organizations</b>	All ORD Offices and Laboratories.
<b>Contact</b>	<b>Agency</b> Le'Ontyne Buggs, OHRM, 382-3266 <b>ORD</b> Art Payne, ORPM, 382-7462 <b>Local</b> Sandra Bowman, HRMD Cincinnati, 684-7801 Jessie Burdett, RREL Cincinnati, 684-7514 Grady Neely, ERL Corvallis, 420-4684 Robert E. Menzer, ERL Gulf Breeze, 228-9011 Shirley T. Bowens, HRMD RTP, 629-4381

## *Recruiting Efforts*

<b>Title</b>	Recruitment Databases
<b>Description</b>	Most of the ORD Offices and Laboratories have developed either manual or automated recruitment databases which are used as mailing lists in recruiting women, minorities and the handicapped for scientific, engineering and support positions.
<b>Participating Organizations</b>	ORD Offices and Laboratories
<b>Contact</b>	<b>Local</b> Zandra Kern, OHRM (HQ Offices), 382-2973 Dee Hutchings, ERL Ada, 743-2227 Rosemarie C. Russo, ERL Athens, 250-3134 Sandra Bowman, HRMD Cincinnati, 684-7801 Pam Taylor, ERL Corvallis, 420-4651 Sherry Linder, ERL Duluth, 780-5543 Mary Merredith, ERL Gulf Breeze, 228-9246 Art Sandoval, HRMD Las Vegas, 545-2414 Brenda Laing, ERL Narragansett, 838-6021 Terri J. Burrell, HRMD RTP, 629-4359



<b>Title</b>	Historically Black Colleges and Universities (HBCU) Linkages
<b>Description</b>	Senior scientists and engineers in ORD laboratories have been named as adjunct professors in their areas of expertise and provide laboratory work experience for science and engineering students in Historically Black Colleges and Universities. This program also provides a source for minority recruitment.
<b>Participating Organizations</b>	RTP and ERL, Athens
<b>Contact</b>	<b>Local</b> Linda Exum, ERL Athens, 250-3145 Terri J. Burrell, HRMD RTP, 629-4359 August Curley, HERL RTP, 629-2729

***Minority Support Programs within ORD***

<b>Title</b>	HBCU Lecture Series
<b>Description</b>	A lecture series has been initiated to strengthen ties between the Agency and HBCUs. These lectures have been designed to provide a forum for discussion on the role of minorities in science and engineering as a key to national strength in research and development.
<b>Participating Organizations:</b>	RTP
<b>Contact</b>	<b>Local</b> August Curley, HERL RTP, 629-2729 Dianne Laws, AOCR RTP, 629-4249

## ***Education***

<b>Title</b>	Minority Engineering Program
<b>Description</b>	This is a cooperative agreement with the University of Nevada at Las Vegas to provide engineering students with training projects and assignments associated with environmental issues and research problems.
<b>Participating Organizations</b>	EMSL Las Vegas
<b>Contact</b>	<b>Local</b> Anders Denson, EMSL Las Vegas, 545-2577

***Minority Support Programs within ORD***

<b>Title</b>	Stay-in-School Program
<b>Description</b>	This program provides scientific, professional, technical and clerical assistance to ORD offices and laboratories by providing student hires working on a part-time basis within these organizations. The program is limited to students meeting financial aid requirements. In several ORD facilities, a specific percentage of the available opportunities are set aside for minority and female applicants.
<b>Participating Organizations</b>	All ORD Offices and Laboratories
<b>Contact</b>	<b>ORD</b> Art Payne, ORPM, 382-7462 <b>Local</b> Dee Hutchings, ERL Ada, 743-2227 Maxine Kellum, ERL Athens, 250-3517 Sandra Bowman, HRMD Cincinnati, 684-7801 Pam Taylor, ERL Corvallis, 420-4651 Sherry Linder, ERL Duluth, 780-5543 Mary Meredith, ERL Gulf Breeze, 228-9246 Art Sandoval, HRMD Las Vegas, 545-2414 Brenda Laing, ERL Narragansett, 838-6021 Shirley Bowens, HRMD RTP, 629-4381



<b>Title</b>	Adopt-a-School Program
<b>Description</b>	ORD facilities participate in the Agency-sponsored "Adopt a School" Program by sponsoring activities for local minority schools. The program is designed to foster an interest in science and engineering at junior and senior high school levels. Individuals from the laboratories sponsor school activities; provide tours of EPA facilities; judge school science contests; sponsor environment-related public awareness activities; collect coupons/receipts to support the school's participation in education bonus programs [e.g., the Giant (grocery chain) Apple Computer program]; and set aside a certain number of "Stay-in-School" positions as employment opportunities for students of the "adopted" schools. Cincinnati laboratories have instituted a "shadow" program which will allow 10 children from the "adopted" school to follow a volunteer scientist in the ORD laboratory for a day.
<b>Participating Organizations</b>	ORD Headquarters Offices Cincinnati
<b>Contact</b>	<b>ORD</b> Art Payne, ORPM, 382-7462 <b>Local</b> Sandra Bowman, HRMD Cincinnati, 684-7801

***Minority Support Programs within ORD***

<b>Title</b>	School Outreach Program
<b>Description</b>	All of the ORD facilities participate in outreach programs at the local elementary schools, high schools, colleges and universities, including the minority schools, to cultivate an interest in the environmental sciences and engineering. Individuals from the laboratories sponsor school activities; provide tours of EPA facilities; judge school science contests; sit on school panels; sponsor environment-related public awareness activities; and participate in science fairs and career days. Many of the EPA employee associations donate money for local school science awards/prizes and scholarship funds.
<b>Participating Organizations</b>	All ORD Offices and Laboratories
<b>Contact</b>	<b>ORD</b> Art Payne, ORPM, 382-7462 <b>Local</b> Dee Hutchings, ERL Ada, 743-2227 Robert Ryans, ERL Athens, 250-3306 Sandra Bowman, HRMD Cincinnati, 684-7801 Pam Taylor, ERL Corvallis, 420-4651 Robert Drummond, ERL Duluth, 780-5733 Betty Jackson, ERL Gulf Breeze, 228-9011 Marianne Carpenter, EMSL Las Vegas, 545-2168 Brenda Laing, ERL Narragansett, 838-6021 Billie Hudson, OSORD RTP, 629-4303

## ***Education***

<b>Title</b>	Women and Minorities Honors Program
<b>Description</b>	This program will provide scholarships through the University of West Florida to scholarly women and minorities as an incentive to enter graduate-level training in the marine sciences.
<b>Participating Organizations</b>	ERL Gulf Breeze
<b>Contact</b>	<b>Local</b> Raymond Wilhour, ERL Gulf Breeze, 228-9011

***Minority Support Programs within ORD***

<b>Title</b>	Minority Institution Assistanceship (MIA) Program
<b>Description</b>	<p>The MIA Program was initiated in 1981 to increase research support for eligible minority institutions (Historically Black Colleges or Universities, and Hispanic Association of Colleges or Universities) by providing fellowships for their students.</p> <p>The MIA Program has three separate components: a Research Assistance Program for faculty; an Undergraduate/Graduate Fellowship Program; and a Summer Intern Program for students who have completed the Student Fellowship Program.</p> <p>The objective of the Research Assistance Program is to promote environmental research capability within minority institutions and to provide an opportunity for minority students to gain research experience in the environmental sciences. Eight research grants totaling \$800K are funded in FY 1990.</p> <p>The Student Fellowship and Summer Intern Program is intended to encourage students to develop careers in environmental research. Approximately \$6K per student for one academic year is provided to pay for tuition, fees, books and a monthly stipend. All fellowship recipients are required to serve a three month summer internship at an EPA facility which allows them to apply their newly acquired skills to real-world environmental problems. Twenty-three fellowships and ten summer internships totaling \$200K are funded in FY 1990.</p>
<b>Participating Organizations</b>	ORD-sponsored program

(continued)

**Minority Institution Assistantship (MIA) Program (continued)**

<b>Contact</b>	<b>ORD</b>	Virginia Broadway, OER, 382-7445 Alvin Edwards, OER, 382-7445
	<b>Local</b>	Dee Hutchings, ERL Ada, 743-2227 Maxine Kellum, ERL Athens, 250-3517 Sandra Bowman, HRMD Cincinnati, 684-7801 Diana Irwin, EMSL Cincinnati, 684-7485 Grady Neely, ERL Corvallis, 420-4684 Sherry Linder, ERL Duluth, 780-5543 Mary Merredith, ERL Gulf Breeze, 228-9246 Evelyn Clay, EMSL Las Vegas, 545-2326/2536 Robert Mosley, EMSL Las Vegas, 545-2326/2536 Brenda Laing, ERL Narragansett, 838-6021 Billie Hudson, OSORD RTP, 629-4303

### *Minority Support Programs within ORD*

<b>Title</b>	Minority Research Apprenticeship Program (MRAP)
<b>Description</b>	<p>Cincinnati has participated in the MRAP since 1980. The MRAP is an eight week program where students participate in ongoing research projects to gain work experience and exposure to scientific and engineering careers. Thirty-five minority students from Cincinnati area high schools and colleges participate in the program each year. EPA scientists and engineers volunteer to be mentors and work on a one-to-one basis with the students.</p> <p>ERL Duluth has three programs under the auspices of the MRAP: an eight-week summer session for high school students; the NISHOU program in cooperation with the University of Minnesota; and a six-week hands-on training session with the students from Staples Technical Institution at Cloquet, Minnesota. In each of these programs EPA scientists and engineers work on a one-to-one basis with the students as mentors. Currently there are three students enrolled in the high school program, two students in the NISHOU program and three students in the technician program. RTP is establishing a MRAP in cooperation with Shaw University. During the academic school year the high school students will participate in weekend sessions at Shaw University in addition to an eight-week summer session during their freshman and sophomore years. These students will then be assigned to work with an EPA mentor at RTP for an eight-week summer session during both their junior and senior years in high school. RTP plans to initially enroll 16 students in FY 1990 and expand the program to 32 students in FY 1991, rotating 16 new students each year.</p>

(continued)

**Minority Research Apprenticeship Program (MRAP) (continued)**

**Participating**

**Organizations** Cincinnati, RTP and ERL Duluth

**Contact** **ORD** Patricia Powers, OER, 382-2573

**Local** Johnny Springer, RREL Cincinnati, 684-7529  
Andrea Tanner, OSORD Cincinnati,  
684-7771

Diana Irwin, EMSL Cincinnati, 684-7485

Sherry Linder, ERL-Duluth, 780-5543

Millard Thacker, HRMD RTP, 629-4356

***Minority Support Programs within ORD***

<b>Title</b>	Equipment Donation Program
<b>Description</b>	<p>An OARM Pilot Program has been established to donate excess physical plant property to HBCUs. It is anticipated that this program, if successful, will reduce the Agency's excess equipment inventories and provide useful laboratory and office equipment for use by minority institutions. The current recipient of the equipment is Benedict College in Columbia, South Carolina.</p> <p>Cincinnati has a similar program for institutions of higher education in general. Currently, equipment is being donated to the University of Cincinnati. ERL Duluth is implementing a program to donate their excess equipment to local area schools.</p>
<b>Participating Organizations</b>	Cincinnati, RTP and ERL Duluth
<b>Contact</b>	<p><b>Local</b> Bob Carr, OSORD Cincinnati, 684-7966 Jeffrey Denny, ERL Duluth, 780-5518 Dianne Laws, AOCR RTP, 629-4249 David Westmoreland, FMSD RTP, 629-2162</p>



<b>Title</b>	<b>Mentoring Program</b>
<b>Description</b>	<p>Guidelines were established two years ago for a laboratory mentoring program for newly-recruited Puerto Rican scientists and engineers (See "Annual Puerto Rico Recruiting Effort") to help ensure the successful transition of these newly recruited members of ORD's workforce to adjust to their new careers. HRMD Cincinnati has expanded on this idea to develop an orientation and mentoring program for all new employees, including special provisions for new minority hires.</p> <p>The Mentoring Program includes six segments:</p> <ol style="list-style-type: none"><li>(1) a "sponsor" is assigned to all new hires;</li><li>(2) a formal "human resources" presentation and orientation is provided;</li><li>(3) a presentation has been developed to provide an overall view of the laboratories and offices;</li><li>(4) an orientation checklist, which emphasizes the individual's role in the office or laboratory, has been developed;</li><li>(5) a three-month feedback interview to identify any shortfalls in the orientation process; and</li><li>(6) a research mentor, where appropriate, is assigned on a voluntary basis.</li></ol>
<b>Participating Organizations</b>	All ORD Offices and Laboratories (Guidelines) Cincinnati (6-phase mentoring program)
<b>Contact</b>	<b>ORD</b> Sandra Wells, ORPM, 382-7462 <b>Local</b> Sandra Bowman, HRMD Cincinnati, 684-7801 Jeff Denny, ERL Duluth, 780-5717 Martha Daniel, AEERL RTP, 541-2922

### ***Minority Support Programs within ORD***

<b>Title</b>	Federal Women's Program
<b>Description</b>	ORD participates in the Federal Women's Program at both the local and national level. Greater Leadership Opportunity (GLO), which has been part of the Federal Women's program, is an active career development program throughout ORD. Women in Science and Engineering (WISE) is very active in the recruiting, development and education programs throughout ORD. In Cincinnati, WISE members have compiled a vacancy announcement distribution list which consists of organizations whose members include women in science, engineering and technical fields. WISE members have also volunteered to act as mentors under the newly initiated mentoring program in Cincinnati.
<b>Participating Organizations</b>	All ORD Offices and Laboratories
<b>Contact</b>	<b>ORD</b> Art Payne, ORPM, 382-7462 <b>Local</b> Dee Hutchings, ERL Ada, 743-2227 Linda Exum, ERL, Athens, 250-3145 Sandra Bowman, HRMD Cincinnati, 684-7801 Kathy Martin, ERL Corvallis, 420-4654/4599 Liz Durhan, ERL Duluth, 780-5515 Virginia Snarski, ERL Duluth, 780-5556 Betty Jackson, ERL Gulf Breeze, 228-9011 Faye Cromar, EMSL Las Vegas, 545-2566 Sandra Baksi, ERL Narragansett, 838-6162 Suzanne Lussier, ERL Narragansett, 838-6083 Jewel Morris, OSORD RTP, 629-4303

<b>Title</b>	Management Training
<b>Description</b>	<p>HRMD Cincinnati has conducted several management training sessions on the findings of the Hudson Institute's Workforce 2000 Study. This study concludes that the number of women and minorities entering the workforce during the next twenty years will increase, while the number of professionals with postgraduate degrees in science and engineering will decrease. This training provides management personnel with relevant information concerning the future of the ORD community. The briefing is presently scheduled to be given to the OMMSQA Program Operations Directors.</p> <p>ERL Athens has expanded the Zenger-Miller Management Program to include employees at the GS-12 level who have demonstrated supervisory or managerial potential. They have also targeted four women and minorities below the GS-12 level who have displayed supervisory potential to participate in the program to enhance their career potential.</p>
<b>Participating Organizations</b>	Cincinnati, RTP and ERL Athens
<b>Contact</b>	<b>Local</b> Maxine Kellum, ERL Athens, 250-3517 Sandra Bowman, HRMD Cincinnati, 684-7801 Randy Brady, HRMD RTP, 629-3071

*Minority Support Programs within ORD*

<b>Title</b>	Secretarial Career Management Program
<b>Description</b>	ORD is sponsoring a pilot program for secretaries and support staff to provide career enhancement opportunities. The program includes title changes, as appropriate, and an evaluation process that places emphasis on developmental assignments, assessment of existing support requirements, and a training plan which focuses on the career goals of the individual.
<b>Participating Organizations</b>	ORD-sponsored program
<b>Contact</b>	<b>ORD</b> Sandra Wells, ORPM, 382-7462 <b>Local</b> Carolyn Taylor, ERL Ada, 743-2228 Joan Price, ERL Athens, 250-3134 Sandra Bowman, HRMD Cincinnati, 684-7801 Pam Taylor, ERL Corvallis, 420-4651 Nancy Novy, ERL Duluth, 780-5708 Bonnie Clayton, ERL Gulf Breeze, 228-9011 Robin Shoemaker, EMSL Las Vegas, 545-2525 Ina Taylor, ERL Narragansett, 838-6011 Randy Brady, HRMD RTP, 629-3071

<b>Title</b>	Training Grants for the Native American Tribes
<b>Description</b>	<p>These grants are made in support of curriculum development for environmental concerns relating to Indian Reservations and the dissemination of the curriculum through workshops and seminars. Additional grants are provided to assist Indian tribes in their understanding of how tribal governments can participate in the intergovernmental task of protecting the environment. Grants have been made to:</p> <ul style="list-style-type: none"><li>National Congress of American Indians</li><li>Council of Energy Resource Tribes</li><li>Great Lake Intertribal Council</li><li>Minnesota Chippewa Tribe</li><li>Michigan Intertribal Council</li><li>Oneida Tribe</li><li>S. Regis Tribe</li><li>Americans for Indian Opportunity</li></ul>
<b>Participating Organizations</b>	EPA Program
<b>Contract</b>	<b>ORD</b> Patricia Powers, OER, 382-2573

***Minority Support Programs within ORD***

<b>Title</b>	Special Observances
<b>Description</b>	ORD Headquarters and each of the laboratories and field offices observe special events (e.g., Black History Month, Martin Luther King's Birthday, etc.) with local programs.
<b>Participating Organizations</b>	All ORD Offices and Laboratories
<b>Contact</b>	<b>ORD</b> Art Payne, ORPM, 382-7462 <b>Local</b> Chursey Fountain, ERL Ada, 743-2210 Ava Ivery, ERL Athens, 250-3467 Art Turner, EEO Cincinnati, 684-7941 Grady Neely, ERL Corvallis, 420-4684 Judy Rudman, ERL Duluth, 780-5585 Emile Lores, ERL Gulf Breeze, 228-9011 Evelyn Clay, EMSL Las Vegas, 545-2326/2536 Robert Mosley, EMSL Las Vegas, 545-2326/2536 Lucy Garedo, ERL Narragansett, 838-6008 Diane Laws, AOCR RTP, 629-4249

<b>Title</b>	Minority Contracts, Cooperative Agreements and Grants
<b>Description</b>	<p>Throughout ORD, every effort has been made to ensure minority-owned small businesses receive an opportunity to participate in the contracting process. There are a variety of contracts and agreements in place which provide ORD laboratories and offices with a variety of services, including laboratory and clerical support. Minority procurement workshops are conducted to assist minority and women-owned environmental firms in competing for EPA-funded procurements at the State and local level.</p> <p>Since FY 1985 the Center of Environmental Research Information (CERI) has maintained a Minority 8-A Set-Aside contractor to provide technical support services to include the development of seminars and user oriented handbooks and manuals. A three year cost plus fixed fee contract for \$1.5 million per year was awarded effective 1/1/90 to provide technical support services to any ORD activity with technology transfer activities relating to Hazardous Waste Control.</p>
<b>Participating Organizations</b>	All ORD Offices and Laboratories
<b>Contact</b>	<p><b>ORD</b> Colleen Lentini, ORPM, 382-7462 Patricia Powers, OER, 382-2573</p> <p><b>Local</b> Jerry D. Davis, ERL Ada, 743-2209 Annie Smith, ERL Athens, 250-3129 Clarence Clemons, CERI Cincinnati, 684-7358 Betty Livingstone, ERL Corvallis, 420-4654 Arlene Shelhon, ERL Duluth, 780-5540 Frank Wilkes, ERL Gulf Breeze, 228-9011 Anders Denson, EMSL Las Vegas, 545-2577 Patricia Gant, ERL Narragansett, 838-6005 Jerry Dodson, CMD RTP, 629-2249</p>

*Minority Support Programs within ORD*

<b>Title</b>	Senior Environmental Employee (SEE) Program
<b>Description</b>	<p>The SEE Program, authorized by the Environmental Programs Assistance Act of 1984, allows EPA to enter into assistance agreements with select organizations in order to obtain the services of Americans, age 55 years or older, to provide technical assistance to EPA. These organizations include:</p> <ul style="list-style-type: none"><li>American Association of Retired Persons (AARP)</li><li>National Caucus/Center on Black Aged, Inc.</li><li>National Council of Senior Citizens</li><li>National Pacific/Asian Resource Center on Aging</li><li>National Urban League</li><li>National Council on the Aging, Inc.</li><li>National Association for the Hispanic Elderly</li><li>Green Thumb, Inc.</li></ul> <p>In FY 1990, EPA participation in the SEE program is expected to encompass 70 agreements and 1100 SEE employees totaling \$33M. The Office of Exploratory Research manages the SEE Program; however, each EPA program office is responsible for funding its own grants. Although the majority of agreements are with AARP, the remaining organizations constitute 20 percent of the SEE agreements, many of which are minority organizations. Although women, minorities and the disabled are employed through the SEE program; the extent to which these groups are represented is uncertain.</p>

(continued)



**Senior Environmental Employee (SEE) Program (continued)**

**Participating**

**Organizations** EPA Program

<b>Contact</b>	<b>ORD</b>	Patricia Powers, OER, 382-2573
	<b>Local</b>	Jimmie L. Kingery, ERL Ada, 743-2226
		Maxine Kellum, ERL Athens, 250-3517
		Diana Irwin, EMSL Cincinnati, 684-7485
		Jessie Burdett, RREL Cincinnati, 684-7514
		Grady Neely, ERL Corvallis, 420-4684
		Kimberly Johnson, ERL Duluth, 780-5544
		Mary Meredith, ERL Gulf Breeze, 228-9011
		Marianne Carpenter, EMSL Las Vegas, 545-2168
		Brenda Laing, ERL Narragansett, 838-6021
		Shirley Bowens, HRMD RTP, 629-4381

***Minority Support Programs within ORD***

<b>Title</b>	"2+2" Environmental Education Program
<b>Description</b>	Congress provided additional funding in FY 1990 for Academic Training. The "2+2" Environmental Education Program, which was initiated in FY 1989, will result in a national model for cooperative technical and vocational competency-based education programs between community colleges and high schools. Its goal is to increase the number of hazardous material technicians nationally to meet a critical need. The program encourages high school counselors to promote the environmental field as a viable career choice for women and minorities.
<b>Participating Organizations</b>	EPA Program
<b>Contact</b>	<b>ORD</b> Patricia Powers, OER, 382-2573

<b>Title</b>	Small Business Innovation Research (SBIR)
<b>Description</b>	Public Law 97-219 requires EPA to devote 1.25 percent of its extramural budget to SBIR. OER manages EPA's SBIR program and provides contract funding for small businesses with ideas relevant to EPA's mission. The program focuses on projects in control technology or process instrumentation development. Proposals are solicited in the fall of each year for Phase I research, which consists of feasibility studies that are funded up to \$50K. The best Phase I studies are selected for product development in Phase II and are funded up to \$150K. Results from the SBIR Program are expected to lead to commercial development of a product or process used in pollution control. The FY 1990 SBIR budget is approximately \$2.5M R&D and \$.7M Superfund. Women and minority owned businesses are encouraged to participate in this program.
<b>Participating Organizations</b>	EPA Program
<b>Contact</b>	ORD Donald Carey, OER, 382-7445

***Minority Support Programs within ORD***

<b>Title</b>	Hazardous Substance Research Centers (HSRC)
<b>Description</b>	Authorized by the 1986 amendments to the Superfund Act, the HSRC program supports five university-based research centers across the country. The HSRCs are required to commit approximately 10 to 20 percent of their funding to the development of an active technology transfer program. Howard University, the University of Michigan and Michigan State are equal partners in the HSRC consortium which focuses on organic bioremediation research. Howard University receives a proportionate share of the Center's \$2.0M start-up funding and the \$1.0M annual funding for up to eight years.
<b>Participating Organizations</b>	EPA Program
<b>Contact</b>	<b>ORD</b> Karen Morehouse, OER, 382-5750

***Planned Minority Programs***

<b>Title</b>	Engineering Traineeships for HBCUs
<b>Description</b>	An FY 1992 budget proposal will support several traineeships in engineering at approved HBCUs. Approximately \$1.7M would fund graduate research in hazardous waste reduction, and \$3.3M would fund undergraduate and graduate education in engineering disciplines supporting Superfund issues. The proposal will include criteria for distribution of the monies to participating minority institutions.
<b>- Participating Organizations</b>	ORD-sponsored program
<b>Contact</b>	ORD Roger Cortesi, OER, 382-5750

***Minority Support Programs within ORD***

<b>Title</b>	Pilot Program to Incorporate Minority Institutions into the Gulf Coast Hazardous Substance Research Center (GCHSRC), Lamar University, Beaumont, Texas
<b>Description</b>	This program would involve minority institutions in joint research projects with the eight major universities which comprise the GCHSRC. The goal is to share faculty, students and laboratories leading to an enhanced capability in minority institutions. It is envisioned that the program can be expanded to include community colleges and magnet schools to encourage the early involvement of women, minorities and the handicapped in the sciences and mathematics. During phase one, the University of Central Florida will develop a partnership with the HBCUs in the State of Florida. Upon successful development of the Florida framework, this approach would be expanded to the other Gulf Coast states.
<b>Participating Organizations</b>	Office of Environmental Engineering and Technology Demonstration
<b>Contact</b>	<b>ORD</b> Darwin Wright, OEETD, 382-4073



## Minority Support Programs within ORD

	HQ	Ada	Athens	Cincinnati *	Corvallis	Duluth	Gulf Breeze	Las Vegas	Narragansett	RTP **	
<b>Recruiting Efforts:</b>											
Annual Puerto Rico Recruiting Effort	X	X	X	X	X	X	X	X	X	X	X
Recruitment of Scientific/Technical Personnel from Underrepresented Groups	X	X	X	X	X	X	X	X	X	X	X
Recruitment of the Physically Handicapped	X				X		X	X		X	X
Minority Recruitment Activities & Job Fairs	X			X	X		X	X		X	X
Training the Recruiter					X						X
EPA Faculty Fellows Program	X				X	X		X			X
Recruitment Databases	X	X	X	X	X	X	X	X	X	X	X
<b>Education:</b>											
HBCU Linkage				X							X
HBCU Lecture Series											X
Minority Engineering Program									X		
Stay-in-School Program	X	X	X	X	X	X	X	X	X	X	X
Adopt-a-School Program	X				X						
School Outreach Program	X	X	X	X	X	X	X	X	X	X	X
Women & Minorities Honors Program								X			
Minority Institution Assistanceship Program	X	X	X	X	X	X	X	X	X	X	X
Minority Research Apprenticeship Program					X		X				X
Equipment Donation Program					X		X				X

\* Includes OSORD, CERL, ECAO, EMSL and RREL

\*\* Includes OSORD, AEERL, AREAL, ECAO and HERL



## Minority Support Programs within ORD

	HQ	Ada	Athens	Cincinnati *	Corvallis	Duluth	Gulf Breeze	Las Vegas	Narragansett	RTP **
<b>Training and Development:</b>										
Mentoring Program		X				X		X		X
Federal Women's Program		X	X	X	X	X	X	X	X	X
Management Training					X	X				X
Secretarial Career Management Program		X	X	X	X	X	X	X	X	X
<b>Community Awareness:</b>										
Training Grants for Native American Tribes		X								
Special Observances		X	X	X	X	X	X	X	X	X
<b>Contracts and Grants:</b>										
Minority Contracts, Agreements & Grants		X	X	X	X	X	X	X	X	X
Senior Environmental Employee Program		X	X	X	X	X	X	X	X	X
"2 + 2" Environmental Education Program		X								
Small Business Innovation Research		X								
Hazardous Substance Research Centers		X								
<b>Planned Minority Programs:</b>										
Engineering Traineeships for HBCUs		X								
Pilot Program to Incorporate Minority Institutions into the Gulf Coast HSRC		X								

\* Includes OSORD, CERL, ECAO, EMSL and RREL

\*\* Includes OSORD, AEERL, AREAL, ECAO and HERL

