



Diversity @ EM

A publication of the Office of Human Capital and Corporate Services

January/February 2010

Calendar of Events

January

National Mentoring Month

January 1

Emancipation Proclamation Signed (1863)

January 15

Dr. Martin Luther King, Jr.'s Birthday (observed 1/18)

January 16

Religious Freedom Day

January 18

World Religion Day

January 30

13th Amendment to the U.S. Constitution (Abolition of Slavery) passed in 1865

January 31

Jackie Robinson's Birthday

February

Black History Month

February 1

National Freedom Day

February 3

15th Amendment Ratified (1870), guaranteeing African-Americans right to vote

February 12

Lincoln's Birthday
NAACP founded (1909)

February 14

Frederick Douglass Birthday

February 15

George Washington's, Susan B. Anthony's Birthday
President's Day

February 16

Cultural Diversity Day

February 23

W.E.B. DuBois Birthday

Assistant Secretary Triay Speaks on Diversity

The term "diversity" in Webster's dictionary is defined as the condition of being diverse: variety, especially the inclusion of diverse people. For the private and public sectors today, the meaning of diversity varies between organizations and often it is a matter of leadership that defines such in the workplace. At EM diversity is defined by Assistant Secretary Dr. Ines Triay. "Diversity @ EM" had the privilege to sit with Triay and discuss what diversity means to her and how it is entrenched in EM's mission.

D@EM: Assistant Secretary, what is your vision of diversity at EM?

Triay: Diversity at EM is of the essence for a successful program. To have diversity in race, ethnicity, gender, etc., creates a diversity of thought, problem solving and ideas that produce effective results more efficiently. To establish an environment that is inclusive and reflects the local community and stakeholders, and the diversity of our nation is important to EM.

D@EM: How are you communicating this vision to your senior leaders and the EM work force?

Triay: It all starts with our great Human Capital Office. We have Armando Rodriguez, our diversity manager here at Forrestal. Mr. Rodriguez was recruited to work closely with our managers across the complex to improve our diversity management and to express our message accordingly. Our Human Capital Office has made improvements by incorporating diversity into individual performance standards and has the capability to gauge results from our human capital surveys.

D@EM: How is EM making a commitment to diversity and how do you ensure that management upholds it?

Triay: In my interaction with the Office of Human Capital and Corporate Services, DAS Sandra Waisley and Diversity Manager Armando Rodriguez, I continuously communicate our diversity message.

Our selection and hiring panels focus on diversity and ensure the correct practices are in place to ensure inclusiveness and an equal playing field. We have some of the best training in the federal government that includes the No Fear Act, harassment training, and diversity training.

To create an environment that is the employer of choice in the public sector we must continue to recruit, hire, and retain a diverse staff. I personally convey this to all the Deputy Assistant Secretaries in a clear and direct manner. Most importantly this is also integrated into the annual performance plans. Executives are graded annually and critiqued within their performance appraisals. This is to uphold our commitment and to hold management accountable.

Continued on page 2

Black History Month, February 2010

To commemorate and celebrate the contributions to our nation made by people of African descent, American historian Carter G. Woodson established Black History Week. The first celebration occurred on Feb. 12, 1926. For many years, the second week of February was set aside for this celebration to coincide with the birthdays of abolitionist/editor Frederick Douglass and Abraham Lincoln. In 1976, as part of the nation's bicentennial, the week was expanded into Black History Month. Each year, the U.S. president proclaims February as National African-American History Month.

- 41.1 million: estimated population of black residents in the U.S., including those of more than one race. They make up roughly 13.5% of total population.
- 65.7 million: projected black population of the U.S. for July 1, 2050, constituting 15% of total population.
- 20: Percentage of blacks 25 or older who had a bachelor's degree or higher in 2008.
- 1.4 million: Among blacks 25 or older, the number who had an advanced degree in 2008.
- 2.5 million: Number of black college students enrolled in fall 2008. Roughly double the corresponding number from 15 years prior.
- \$88.6 billion: Revenues from black-owned business in 2002. The number of black-owned businesses totaled nearly 1.2 million in 2002. Black-owned firms accounted for 5% of all nonfarm businesses.
- 969: Number of black-owned firms with 100 or more employees in 2002. Firms of this size accounted for 24% of the total revenue for black-owned employer firms in 2002, or \$16 billion.

Triay continued from pg. 1

D@EM: How are you ensuring that all EM employees work in an inclusive environment that is free of discrimination?

Triay: Our workforce must feel free to express themselves and EM is continuously striving to find the best ways to foster that interaction. We have attempted different venues for employees to express ideas and concerns. In the past we created a blog on the EM portal, however, we found some personnel were not as comfortable with the public nature of that communication method. To facilitate more personal engagement, I meet with the union leaders and find that to be an effective way to keep in touch on employee issues. We work in conjunction with the union leaders to be make sure we have full awareness of employee perceptions, realities, and possible misconceptions. We are also able to accept information from employees anonymously in this manner and discuss with the union leaders issues they envision.

Here in DC we are coordinating luncheons at Cloverleaf that help make the DAS's more accessible and to create a comfortable dialogue between DAS's and all EM employees.

D@EM: How is EM combating issues and challenges pertaining to its diversity management, i.e. under-represented

demographics, discrimination, etc.?

Triay: The EM program is fortunate to have received \$6 billion from the American Recovery Act. Through the Recovery Act Appropriations we are able to provide more hiring opportunities to under-represented demographics. We are engaged in efforts to increase our hiring immediately and in that capacity will increase our representation of qualified minorities.

Additionally, with programs such as our complaints office, communication with union leaders, and our diversity manager we are curbing any discrimination, and have practices in place to hire and retain the diverse staff we are striving for.

We have also established a great partnership with Florida International University that helps to open many opportunities to its students to work within EM. We are beginning to expand similar programs to Historically Black Colleges and Universities in collaboration with the Savannah River Site. And in the West, we are focusing on ways we can collaborate with the Native American and the Hispanic populations.

D@EM: How has being a Hispanic-female prepared you to lead a diverse organization?

Triay: Coming from Cuban-

decent has provided me life experiences that I think have helped me to lead a diverse organization. I come from a family who left their country, moved to Puerto Rico, and started over. We had little, almost nothing, to our name but each other. We had no economic security but my parents had their education and that helped them start over.

As a Hispanic-female, I am excited by the opportunity to recruit and hire a staff, especially in the fields of math, science and engineering. It is important students understand that the only thing keeping them from pursuing their dreams is themselves. Life will present you with challenges, but with your education and the confidence to know you have what it takes, is an integral part to overcome those challenges.

D@EM: What message would you like the employees of EM to receive from this interview?

Triay: Although EM has been very successful thus far in its mission, it is imperative we attain a diverse workforce to continue to be the world leader in nuclear cleanup. To be the employer of choice, all ideas and approaches need to be taken into account to face the technical challenges we face every day.

Diversity Management Tips

Have your Human Resource or Personnel Department find appropriate training courses on managing a diverse work force, ensure your HR practitioners are trained accordingly, and subsequently the entire workforce.

Hold weekly or monthly staff meetings and set aside time for discussion of team interaction. Encourage everyone to talk about how things are going and to ask questions.

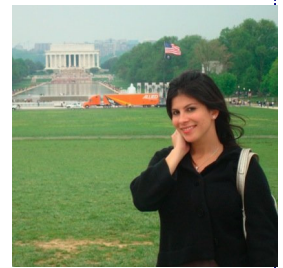
At least once a year (preferably more often) send out written evaluations of the environment and ask your employees questions about how comfortable they are working with you and their team members.

Keep the lines of communication open. Encourage staff to be involved in the company's mentorship program. Team luncheons and/or after-hours events help your staff to bond and become more comfortable for everyone.

www.moneyinstructor.com

Leaders of Tomorrow

Jomaries Rovira



San Juan, PR

Graduate of University of Puerto Rico-Mayaguez

Bachelor's Degree in Chemical Engineering

How did you first become aware of the EMPDC program?

- I was working for an environmental engineering company in the private sector. The opportunity was a learning experience but I wanted more. I was seeking a position that was more active in accomplishing eco-friendly initiatives. I attended a job fair at UPR-Mayaguez, where EM was promoting the Corps. I've always wanted to use my skills for the betterment of the environment. The goals and mission of EM is exactly what I want to help accomplish for our nation.

You have been with the Corps since March 2009. What has your experience been like thus far?

- It has been an excellent experience. The learning experience alone has been worthwhile but there is so much more than just that. Getting to go through the Corps with all the other participants of my class has created wonderful friendships. The opportunity to work for the government and the country fulfills a personal desire.

Continued on pg. 2

News from the Sites

Oak Ridge Practices Diversity Management

For the past twenty years, the Oak Ridge Office has made equal opportunity and diversity a priority in its workforce and praises such concepts for its success today. ORO has installed such an outstanding program that as recently as three years ago, the Office of Personnel Management awarded Oak Ridge a recognition of “Best Practices” during an on-sight review.

“Diversity is a key component of our human capital plan each year. We establish goals and objectives that are priorities to our site manager and all senior leaders,” ORO Equal Opportunity Manager Rufus Smith states. “Our commitment starts with Site Manager Gerald Boyd. Each month during our senior staff meetings, Mr. Boyd emphasizes the importance of our development plan and performance objectives. This often entails discussion pertaining to recruiting, hiring, and retaining a diverse workforce. Ensuring that our demographics reflect the private sector and an all-inclusive, discrimination-free environment is sustained.”

Smith attributes ORO’s mentorship program, affinity groups, and annual training seminars to the sites diversity success.

“We have begun annual seminars during the summer that all employees attend. Last summer we focused on why human capital programs such as EO and diversity are necessary and how statistically it has shown that diverse workforces produce positive results more effectively and efficiently. This upcoming summer we will be focusing on

religion in the workplace,” Smith explained.

Smith continued, “on a day-to-day basis, our special emphasis



Oak Ridge Office Diversity Staff

groups provide the perspective of different employees. Programs are installed for Hispanics, Asians/Pacific Islanders, Blacks, federal women, disabled, and Native Americans. Each group meets regularly to discuss trends and issues. They report back to the EO office to explain how the meetings went, what was discussed and concerns each group has. These meetings give a great idea of how to correct problem areas but also how to effectively recruit, hire, and retain a diverse staff. Also, our women’s program took the initiative to establish a mentorship program three years ago. That program has expanded to include all of Oak Ridge. Now all new hires may voluntarily accept a mentor from the senior staff.”

EO and diversity are not without their challenges at Oak Ridge. Much like other sites of EM, a large percentage of its staff is

due to retire within the next three-to-five years. Smith was adamant that this is their toughest issue at Oak Ridge.

“The challenge is not the retirement of tenured staff, nor the hiring and promotion to succeed them. The challenge is passing the information from generation to generation. To continue to be successful at Oak Ridge regarding science and engineering, it is of the utmost importance to inform the staff of tomorrow of the work that has been done from the past.”

Smith concluded by praising the team-work that continues at the Oak Ridge Office. “All feds and contractors work

together extremely well to attain the work environment at Oak Ridge. One of our great moments was hosting a “Day of Science” at Oak Ridge. Over 40 universities and colleges from around the nation attended, as well as representatives from all the national labs, DOE federal sites, and many other renowned professionals in the fields of science, math, and engineering. The two-day event included many activities, seminars, and displays pertaining to the work done at Oak Ridge and by DOE, and job opportunities within the industry.”

“We are successful because from Site Manager Gerald Boyd and through our senior managers, there is an organization-wide understanding of the importance of diversity and everyone works together to accomplish the goals and objectives set forth.”

Leaders of Tomorrow

Continued from pg. 2

Hispanics are the most under-represented demographic at EM. As a Hispanic female, has this had an impact on your experience?

Overall, I feel very welcomed from all and am very comfortable where I work. Here at Forrestal it is very diverse, males, females, and people of all races and backgrounds. Although, during a visit to Portsmouth to the UF6 Facility I was tasked to provide overview and feedback to the contractors working in the new facility before the ORR process and the start-up, I did notice a lack of diversity in gender. Most of my colleagues were males. That was the only moment that I noticed any lack of diversity.

What are your expectations as you continue within the Corps and your future at EM?

- I’m excited to continue my rotations. Visiting different sites is great. It gives you the chance to experience different locations of the country and meet all sorts of people. I would definitely like to be more involved with more projects. I want to be more hands-on, to interact with ongoing projects more and have more direct contact with upper management and directors. After the Corps, I am expecting to stay within EM. I would love to continue my career with EM and having working relationships with directors already established will help my transition. Most of all I would just like to continue in doing my part in accomplishing EM’s mission, to cleanup America’s nuclear footprint and improve the environment that has been effected by the nation’s nuclear program.

Dr. Lagos Continues Successful FIU Program

Since 2007 the Office of Environmental Management and Florida International University's Applied Research Center (FIU-ARC) have established a workforce development program for FIU students. The DOE-FIU Science and Technology Workforce Development Program has the mission to train and mentor students and to establish a "pipeline" of minority students trained specifically to enter the DOE workforce in technical areas of need.

Since its inception in February 2007, Dr. Leonel Lagos (Program Director) of Florida International University, has overseen the program at FIU. "Why is this program important to EM and FIU?" Lagos asks, "because it provides the necessary education and work experience college students need to be prepared to enter EM's workforce."

"The FIU program provides a unique opportunity to train young professionals, provides them the opportunity of 'hands-on' work and to begin a career path, not just a job. FIU has the honor of being affiliated with the U.S. Department of Energy and EM for over fifteen years, as EM has the

opportunity to tap into a demographic that is young and full of potential and will be the future of DOE."

In three years, the program has formally recruited, selected and inducted a total of forty-three students. The FIU minority students are formally inducted into this program and given the name of DOE Fellows. Twenty-seven have participated in internships at Oak Ridge, Hanford, Idaho, Savannah River, Headquarters and DOE contractor sites. Students are provided with the opportunity to conduct "hands-on" research at FIU's Applied Research Center (ARC) on EM's technical areas.

This past summer Rosa Ramirez completed the workforce development program and was selected into the EM Professional Development Corps. Ms. Ramirez is currently working under the Office of Groundwater and Soil.

"The learning experience at the ARC has benefited me substantially. I completed two years of research regarding Oak Ridge mercury issues, preparing me for the terminology, acronyms and technical knowledge that not all Corps members are aware of

when they first begin their training. I do believe I was better prepared because of the ARC."

When questioned what has been valuable in acclimating to the DC-area from Miami and into her full-time position at EM, she praises the EM mentorship program. "My mentor, Karen Skubal, has been most helpful. We talk daily and she has been my biggest confidante. I've always felt welcomed at EM and I believe Ms. Skubal's experience as a college professor has given her an awareness of the best mentoring practices and how to best assist a young professional."

Lagos praises the program and DOE's commitment to its progression, but remarks that there is still much to be done. "With the success of graduates like Rosa, and the others to come in the near future, the program needs to be expanded. The students at FIU is such a small pool to recruit from. To use the model established here and implement similar programs at other colleges and universities across the nation will benefit EM greatly. It will provide a young work force that is prepared and knowledgeable of the on-going

projects at EM."

Along with its support to EM, Lagos is encouraged with the opportunities that FIU and the ARC provide for minorities. "Our program here provides Baccalaureate, Masters, and/or Ph.D. degrees to many whom, if not for the program, could not afford a higher education. The grant from DOE provides the financial means for many well-deserving, first-generation Americans to receive degrees in the important fields of science, technology, engineering, and mathematics."

Currently ninety-one percent of EM's workforce is forty or over and just one percent is younger than thirty. The need for programs like the DOE-FIU Workforce Development Program is evident. It is imperative EM continues to support the program, recruit and hire within it and expand it across the nation. As Dr. Lagos cites to his students closing each DOE Fellows weekly meeting, "in the end it's the support the younger generation gets from us more "mature" humans that will not only make a difference in their lives but also in the world we all live in."

Federal Interagency Diversity Partnership Hosts 3rd Annual Briefing

For the past four years, twenty-eight federal agencies have collaborated to establish the Federal Interagency Diversity Partnership (FIDP). On December 2nd at the Great Hall of the Department of Health and Human Services' Herbert Humphrey Building, the FIDP presented its third annual Diversity Briefing.

Opening the briefing was FIDP chairwoman Cheryl Kelly, thanking the two-hundred-plus federal employees and contractors in attendance. The FIDP mission statement was announced to the audience; to promote diversity and to collaborate together to improve the federal workplace for all.

Clarence A. Johnson, Principal Director of Civilian Equal Employment Opportunity, Office of Diversity Management and Equal Employment at the Department of Defense, addressed issues concerning the declining figures of high ranking African-American employees and the continuing trend of the under-representation of Hispanics.

For a diversity management program to be successful, Mr. Johnson stated five "must-haves:" leadership commitment; diversity and inclusion addressed in the department's mission, goals, and values; a corporate culture and support system conducive to the advancement and success for the

organization; EO/EEO principles infused throughout the agency; and to put policies into effect and reviewed accordingly.

The briefing closed with a panel of some of the leaders of the government's diversity management. Georgia Coffey of Veteran's Affairs, Dr. Maurice Dorsey from the Department of Agriculture, Delia Johnson from the International Broadcasting Bureau, and Ollie Cantos from the Department of Justice participated on the panel committee, answering questions from Dr. Christopher Metzler, Associate Dean of Human Resources at Georgetown University. Dr. Metzler asked the panels challenging questions per-

taining to what are the necessary tools for programs to be successful, what is the biggest barrier in the government for the Gay, Lesbian, Bisexual, Transgender (GLBT) community, and what is the government getting wrong in the hiring of qualified, disabled peoples.

The FIDP meets the third Thursday of the month at the National Archives Building. The FIDP is planning ambitious activities for 2010, as they undertake a study of diversity in the federal government, provide a training conference, and gather together for a cultural festival.