



Diversity @ EM

A publication of the Office of Human Capital and Corporate Services

May/June 2010

Calendar of Events

May

Asian/Pacific-American Heritage Month
Jewish-American Heritage Month

May 3

James Brown's Birthday

May 5

Cinco de Mayo

May 6

National Day of Prayer

May 9

Mother's Day

May 17

Brown vs. Board of Education of Topeka, KS (1954)

May 18

Shavout begins

May 19

Malcolm X's Birthday

May 22

Harvey Milk's Birthday

May 24

"Jim" Thorpe's Birthday

May 31

Memorial Day

June

Gay/Lesbian/Bisexual/Transgender Pride Month

June 1

Brigham Young's Birthday

June 2

Granting of citizenship to American Indians (1924)

June 12

Anne Frank's Birthday

June 13

Puerto Rican Day Parade

June 19

"Juneteenth"/Freedom-Emancipation Day

June 20

Father's Day

June 27

Helen Keller's Birthday

Principal DAS Chung Expresses His Thoughts On Diversity

Few at Environmental Management (EM) project a commitment to diversity and inclusion as well as Principal Deputy Assistant Secretary Dae Chung. Both professionally and personally, Chung understands the importance of a diverse and inclusive work environment. He recently met with a "Diversity @ EM" representative to discuss his personal background and explain why diversity is so important to him.

"I am a proud Korean-American," Chung said. "I was born in Seoul, South Korea in 1959 and came to the States with my mother and younger sister as an immigrant family in 1974."

Principal DAS Chung is a loyal "Terrapin," a graduate of the University of Maryland, where he majored in Nuclear Engineering. Following his undergraduate education at Maryland, he attended the University of Pittsburgh and completed a Master's degree in Mechanical Engineering.



Diversity and Inclusion has many definitions and varies per individual. In your own words, what does it mean to you?

Diversity and inclusion to me simply means recognition of the fact that there are different points of view, ideas, and thoughts that are borne out of diverse identities, cultures and experiences. True inclusion starts with knowing "who you are" and embracing that there is more than one way to think about things. It means how I, as an individual, go about dealing with the diversity of thoughts that surround us all in our families, workplaces, and around the

world.

Being able to embrace and leverage diverse ideas and thoughts that may be rooted in different cultures and experiences is a key to creating an organizational culture of inclusion. I believe two heads are better than one — considering multiple opinions helps to bring better results. Diversity of thought brings broader perspectives and approaches and also promotes creativity and out-of-the-box thinking to invent better ways of doing business.

As the Principal Deputy Assistant Secretary, why do you believe diversity and inclusion are necessary to the specific successes at EM?

EM's business portfolio is complex and diverse. With over 36,000 federal and contractor employees, people in the EM complex are very diverse in their backgrounds, lifestyles, cultures, and experiences. Greater diversity

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May 2010, Asian/Pacific American Heritage Month

In 1978, a joint congressional resolution established Asian/Pacific American Heritage Week. The first 10 days of May were chosen to coincide with two important milestones in Asian/Pacific American history: the arrival in the U.S. of the first Japanese immigrants (May 7, 1843) and contributions of Chinese workers to the building of the transcontinental railroad, completed on May 10, 1869. In 1992, Congress expanded the observance to a month-long celebration.

- 3: number of Asian languages 2010 Census questionnaires are available in upon request: Chinese, Vietnamese, and Korean.
- 15.5 million: estimated number of U.S. residents in July '08 who said they were Asian alone or Asian in combination with one or more races. This group comprised roughly 5 percent of the population.
- 1.1 million: estimated number of U.S. residents in July '08 who said they were Native Hawaiian and other Pacific Islander.
- 5.1 million: the Asian population in California, that largest total of any state.
- \$70,069: median household income for single-race Asians in 2008.
- \$57,721: median household income for single-race Native Hawaiian and other Pacific Islanders.
- 50: the percentage of single-race Asians 25 or older who had a bachelor's degree or higher.
- 15: the percentage of single-race Native Hawaiians and other Pacific Islanders 25 and older who had at a bachelor's degree.
- More than \$326 billion: receipts of Asian-American-owned businesses in 2002 from an estimated 319,468 businesses, employing roughly 2.2 million people.

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 may also introduce greater complexity and potential conflicts. However, diversity can infuse richness, nurture people's strengths in the workplace, build morale, and lead to creative solutions. EM leadership is committed to working to create an inclusive environment where we can respect, enhance, and channel the diverse talents and viewpoints of all our employees. Meeting that challenge will depend on our ongoing efforts to build a talented and motivated workforce—and maintain a culture that values our differences as individuals. I firmly believe that those things that make us different will contribute to greater achievements, and allow us to serve each other and ultimately our nation better.

Explain how in your position, you remain aware of diversity and inclusion, and describe specific practices you use regularly within your organization.

There are a few questions I ask myself to remind me of this important aspect of our daily work life: "Am I open-minded to the frame of mind of more than one way?" "do I embrace creative tension during meetings with respect and patience?" "do I engage in multi-level group meetings and one-on-one meetings to further sense-making and broadening of perspectives?" and "do I inspire an environment where vulnerability and openness as the normal behav-

ior?"

As an Asian American, describe how this has made you more aware and committed to diversity and inclusion. May is "Asian/Pacific American Heritage Month," what message would you like to deliver to the Asian/Pacific American demographic at EM?

Our country was founded by immigrants who believed in freedom, and they paved the way for all Americans to live in a country that values our liberty and freedom. Asian/Pacific Americans have followed the similar dreams of earlier immigrants. Asian/Pacific Americans comprise one of the fastest growing and vibrant segments of the U.S. population. Our contributions can be seen in diverse fields, such as science, engineering, government, sports, education, and arts and music.

By recognizing the diverse contributions of Asian Americans, we recognize the significance of diversity and inclusion in every facet of American society, including workplaces. As a Korean-American, like many other Americans who have experienced their own unique ethnic cultures, I have tried to cherish the positive experiences from my Korean heritage and incorporate them into the mosaic fabric of American modern culture. As an immigrant I have learned to become much more aware of "who I am" and have based my self-confidence on a true understanding of myself, in being able

to embrace the concept of diversity and inclusion, and by appreciating the unique nature of every person I encounter.

As we take part in the celebration of APA Heritage Month, and reflect upon the significant accomplishments and aspirations that this community has contributed in our country's past, I believe that we should look forward to building upon the foundations of our unique traditions, through continued hard work and future success.

To conclude, what message would you like to deliver to not only the diverse staff at EM, but the entire workforce?

The challenges associated with diversity and inclusion that we face at EM are real. Meeting these challenges will depend on our collective commitment to realize our vision and strive for successfully completing our mission. We need to continue to build a talented and motivated workforce and maintain a culture that values our differences as individuals. Again, I firmly believe that those things that make us different will contribute to greater achievements.

In order to be able to leverage our organization's diversity of thought we need to continue to: 1. Build trust; 2. Confirm shared commitment; 3. Hold each other accountable; 4. Manage conflicts timely and effectively; and 5. Value collective outcomes more than individual recognition.

Diversity Managers Meeting Held At Forrestal

To establish and maintain the necessary environment for all employees, leaders across the Department of Energy meet at least twice a year to discuss the state of DOE's diverse workforce. On March 23rd and 24th Diversity Managers and EEO leaders from DOE headquarters and sites met at the Forrestal Building to prioritize initiatives and resolve any problems and challenges.

Led by DOE Acting Director of Diversity Rufus Smith, the goal of the first "DiveMan Meeting" of the year was to discuss program initiatives on a corporate, complex-wide scale.

"We really wanted to know what is going on at the sites," Smith said. "DOE Site Offices often have more effective EEO and diversity programs than DOE headquarters."

Topics at March's DiveMan Meeting, included the newly established Federal Inter-agency Working Group formed by the Office of Personnel Management; union involvement in EEO complaint processes; the need to develop a more effective, results-oriented EEO and diversity performance standards; special emphasis programs; development of an online

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Leaders of Tomorrow



Sarah Wu —
 Industrial Hygiene Specialist
 Carlsbad Field Office

Johns Hopkins University
 BS Public Health (Industrial Hygiene)

How has your experience at EM been thus far?

- Overall, it has been really amazing. This experience started out rough and there have been some bumpy times with respect to paperwork, due dates of the paperwork, approvals, etc. However, I feel that the EMPDC program is unique and precious because it genuinely tries to do something very good for an individual. By being committed to an individual, the EMPDC program will get better results. EMPDC strongly encourages and does its best to enable the Corps members to expand our horizons and truly learn things of value which can be applied to work.

How has the Corps been a benefit to you and your career?

- I feel that I'm more submerged in the field than I otherwise would have been. I'm developing the appropriate skill set. I am getting a lot of training not just from one site but from classroom training courses, online courses, and hands-on assignments. I was fortunate that my supervisor is very supportive of individuals continuing to learn

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News from the Sites

Idaho Office Faces Challenges, Hosts Hispanic Youth Symposium

Twenty years ago Equal Employment Office Manager Jan Ogilvie moved from New Hampshire to Idaho Falls. "Compared to New Hampshire, Idaho is very diverse," Ogilvie says.

"We have a large demographic of Native Americans and Hispanics. Unlike many other parts of our country, our smallest minority demographic is African-American and it is difficult recruiting that community to EM's Idaho office," she said.

Ogilvie does admit that their demographic statistics for African-Americans and the disabled indicate that they are below the figures of the private sector. One reason is the current population of Idaho Falls and the surrounding area.

"The community is starting to change though," she said. "As the population grows, so will the demographics and the pool to recruit from."

The Idaho Operations Office has worked in conjunction with its local contractors to promote a work force that combined reaches close to 7,000 federal and contractor employees.

"Our contractor has really provided a great working relationship to promote a diverse staff," Ogilvie said. "From April 23rd to the 25th, we hosted, along with our contractors, our Hispanic Youth Symposium (HYS)."

The HYS gives a great opportunity to over 300 students across the state to participate in workshops and listen to guest speakers, and it encourages students to continue their education.

The program is so effective that the Idaho governor has recognized it as an exemplary way to help Idaho's families and children.

The 2010 HYS held in Sun Valley, Idaho was attended by over 300 Latino students, nearly 190

of those students were awarded scholarships by regional colleges and universities.

More than \$3.8 million was awarded in scholarships.

The HYS was established following a 1988 brainstorming session to address the 60-plus percent Hispanic student dropout rate in Idaho. Each April the event has increased in attendance and now has universities involved, such as Boise State, Brigham Young University-Idaho, Gonzaga, Idaho, Utah State, and Montana, among many others.

Target themes of the 2010 event were school dropout prevention, continuing education, taking pride in Latino culture, and breaking the cycle of poverty.

The event has been recognized nationally and replicated in Arizona, California, Maryland, Virginia, Washington state, and Washington, DC.

June Celebrates LGBT Pride

To commemorate the events at New York City's Stonewall Inn in June 1969, on June 1, 2009 President Obama in a Presidential Proclamation declared June to be Lesbian, Gay, Bisexual, and Transgender (LGBT) Pride Month. Forty years prior, patrons of Stonewall Inn resisted police harassment that had become all too common for members of the LGBT community. "LGBT Americans have made, and continue to make, great and lasting contributions that continue to strengthen the fabric of American society. There are many well-respected LGBT leaders in all professional fields, including the arts and business communities," President Obama declared.

"Due in no small part to the determination and dedication of the LGBT rights movement, more LGBT Americans are living their lives openly today than ever before. I am proud to be the first President to appoint openly LGBT candidates to Senate-confirmed positions in the first 100 days of an Administration. These individuals embody the best qualities we seek in public servants, and across my Administration -- in both the White House and the Federal agencies -- openly LGBT employees are doing their jobs with distinction and professionalism." — For more information regarding President Obama's Proclamation, please visit www.WhiteHouse.gov.

Facts about LGBT

- 24 countries (not including the U.S.) currently allow gays and lesbians to serve openly in their military, according to Service Members Legal Defense Network. Of these 24 countries, 22 are part of the coalition forces in Iraq and Afghanistan. As of 2008, 11,000 U.S. service members had been discharged for being gay or lesbian.
- In 30 states LGBT citizens can be fired on the basis of their sexual orientation and/or gender identity, without any legal recourse.
- For the 2010 U.S. Census, the Census Bureau said that data it gathers is based "on how individuals self identify and how couples think of themselves. Same-sex couples who are married, or consider themselves to be spouses, can identify one other adult as a 'husband or wife.'"

Leaders of Tomorrow

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and staying informed in their area of expertise. He is willing to and encourages everyone in our team (not just Corps members) to pursue certification and expand our abilities. The Corps has been fulfilling. I have learned the importance of meeting deadlines, communicate with colleagues and superiors, learned to schedule and plan out more time for others to respond to requests. I have learned how to take the initiative and ask questions when necessary. One great thing I have learned is that different people give different answers, and to get the best you need to consult many different people and many external resources. At EM it is great to know that there is always enough time in the day to help others and in return they will do their best to help you.

What are your expectations for your future within the Corps and at EM?

- I think that if the Corps were longer than two years, I would definitely continue my participation. I strongly believe in what the program seeks to accomplish, and I am happy to help the program thrive. It's an opportunity that more people should have. I know there are plenty of other young professionals and students, who if given the opportunity would grow from it. It is great that a Corp member has the ability to choose a general subject-area, and EM gives him/her a few paths and the assistance to discover their area. I really love my experience and will continue in the future to become the most capable, efficient, and competent Corps member I can be.

DOE Hosts Women's History Presentation

To celebrate March 2010 as the 30th Anniversary of National Women's History Month, the Department of Energy (DOE) hosted its own presentation on March 24th to honor the women of the past, present, and the ones who will shape our nation tomorrow.

As the Mistress of Ceremony, Dationa Carter, Acting Diversity Manager for the DOE's Oak Ridge Office, presented guest speakers Melanie Campbell, Executive Director and CEO of the National Coalition on Black Civic Participation; and Molly Murphy McGregor, President and Co-founder of the National Women's History Project, who spearheaded the efforts that led to President Carter's proclamation of a National Women's History Month in 1980.

Giving the opening remarks to the ceremony was DOE Under Secre-

tary Dr. Kristina Johnson.

"Although it is only a month, for this month we should do everything we can to expose girls and women to do everything women have done and can do," Johnson said.

She proclaimed that this event kicks-off the DOE's Council on Women and Girls, working in conjunction with the White House's Council on Women and Girls, a group in which she is co-chair.

The DOE Council on Women and Girls will be committed to enhancing opportunities in the department and at its labs for women in the fields of science, technology, energy, and mathematics.

Speaking on behalf of the White House Council on Women and Girls, Deputy Director Jennifer Kaplan discussed priorities that

the White House Council has set.

The White House Council on Women and Girls initiatives include: the promotion of women and girls programs at each agency; addressing key areas of focus, i.e., putting an end to violence against women and girls at home and abroad; workplace flexibility; economic security; and an increase of women in the science, technology, engineering, and mathematics fields, and Senior Executive Services level positions.

Deputy Secretary of Energy Daniel Poneman spoke to the audience, addressing the women who were important and spearheaded women's involvement in energy.

Mr. Poneman praised the works of Marie Curie, who with her husband Pierre Curie, won the Nobel prize in physics and whose

achievements include the creation of a theory of radioactivity, techniques for isolating radioactive isotopes, and the discovery of two new elements, polonium and radium.

The Deputy Secretary praised the works of Darleane Hoffman. Ms. Hoffman was among the researchers who confirmed the existence of Seaborgium, element 106. She is currently a faculty senior scientist in the Nuclear Science Division of the Lawrence Berkeley Laboratory and was just the second woman to win the Priestley Medal, the highest honor awarded by the American Chemical Society for distinguished service in the field of chemistry.

Former DOE Director of the Office Economic Impact and Diversity Joe Garcia closed the program by thanking DOE Diversity Managers Gloria Smith and Rufus Smith for coordinating the event.

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harassment training program; and other issues that need to be addressed and resolved.

One issue that Smith emphasized is the lack of momentum within DOE and its diversity management. "The representation of women, Hispanics, Asian Americans in the DOE workforce continues to be below their representation in the Relevant Civilian Labor Force as defined by OPM and we continue to experience difficulties improving our representation of individuals with targeted disabilities," Smith said.

Smith noted that the session allowed all Diversity Managers to refocus and to leave the event with a sense of renewal and to re-launch efforts across all of DOE.

"I don't like to focus on the past," Smith said. "It's better to create the future. Diversity is increasingly important to our nation's future and has to be viewed as an important component of the de-



Attendees of the March 2010 DiveMan Meeting

Front Row: Shirley Shumate, South Western Power Administration; Debbie Parrish, NNSA Albuquerque; Yolanda Giron, NNSA Albuquerque; Diane Stallings, Savannah River; Regina Neal, EM CBC; Nancy Vargas, NETL; Sara Brunson, Chicago Field Office; and Maryann Fresco, NNSA HQ.

Back Row: Karyn Collins, EM HQ; Charles Marquez, WAPA; Godfrey Beckett, BPA; Rufus Smith, DOE HQ; Fred Soto, NNSA HQ; and Dationa Carter, Oak Ridge Field Office.

partment's mission—people are the greatest asset."

Some of the key issues that were addressed was the OPM Federal Inter-agency Working Group.

OPM's new group — Smith is a participant — will establish a new diversity framework that will be a pillar of which the entire federal government will build upon.

In conjunction with the new Working Group, DOE is working on a new Diversity Strategic Plan. The new strategic plan will merge with the OPM Working Group to establish the ideal foundation for DOE's diversity management.

Smith was encouraged with the portion of the meetings that discussed the new performance standards and accountability of DOE's leaders.

"We will be benchmarking the standards of other agencies, determining which practices are being done and selecting the best for DOE," Smith said.

"Hopefully, we will create accountability and improve the awareness of what we expect from our managers. The current standards focus too much on conflict resolution. We need broader standards and focus on producing the results we need to achieve in regards to diversity. It would be best to avoid a conflict altogether, than to have to resolve it."