



# Diversity @ EM

A publication of the Office of Human Capital and Corporate Services

## November/December 2009

### Calendar of Events

November  
**National American Indian Heritage Month**  
[www.infoplease.com/spot/aihorigins1.html](http://www.infoplease.com/spot/aihorigins1.html)

November 11  
**Veteran's Day**  
[www.va.gov/vetsday](http://www.va.gov/vetsday)

November 19-20  
**National Image, Inc., Region III Leadership Training Conference**  
Arlington, VA  
[www.nationalimageinc.org/regional\\_conferences.htm](http://www.nationalimageinc.org/regional_conferences.htm)

November 26  
**Thanksgiving Day**  
<http://www.thanksgiving-day.org>

December  
**Universal Human Rights Month**  
[www.ohchr.org/english](http://www.ohchr.org/english)

December 1  
**Rosa Parks Day**  
[http://en.wikipedia.org/wiki/Rosa\\_Parks](http://en.wikipedia.org/wiki/Rosa_Parks)

December 3  
**International Day of Disabled Persons**  
<http://www.un.org/disabilities/default.asp?id=1484>

December 10  
**Human Rights Day**  
[http://en.wikipedia.org/wiki/Human\\_Rights\\_Day](http://en.wikipedia.org/wiki/Human_Rights_Day)

December 15  
**Bill of Rights Day**  
<http://memory.loc.gov/ammem/today/dec15.html>

### EM Diversity Manager Discusses Current Initiatives

EM has vowed to establish itself as a leader in diversity management and to be a benchmark organization for all government offices. With a diverse staff comes greater creativity, intuition, work and background history, and ideas to fulfill EM's objectives.

At EM the increased efforts are being lead by Armando Rodriguez. Mr. Rodriguez is the EM Diversity Manager and oversees all management and program implementation at headquarters and all of EM's sites. When asked what EM's current diversity policy is, Rodriguez answered, "EM is committed to diversity and creating an environment where all our employees experience mutual trust and respect. To succeed and make this a reality, EM is focusing on our most important asset, our people. Our cadre of diverse, highly skilled and motivated employees is our strategic edge, and EM remains committed to ensuring it maintains a quality workforce that is 'best in class.' Our best in class status enables EM to recruit, hire, develop, and retain the right people for the right jobs."

EM-70 has increased efforts in recruitment and retention to attract, hire, and retain the highest caliber diverse candidates to meet EM's near and long-term critical mission goals for the Department of Energy (DOE) and the nation; organization effectiveness to create an environment where policies, systems, and practices support each employee in their quest to reach their professional goals and ensure they have the opportunity to successfully and effectively accomplish EM's mission and goals; and leadership development to train EM leaders to take on the diversity-related challenges of a workforce driven by generational and cultural differences as EM prepares for the "new" mission changes that will secure its future within DOE.

"Business leaders, consultants and academics now know that success doesn't hinge on any one reward system, training program, or strategic plan," Rodriguez quotes from "Five Conditions for High Performance Cultures." "Instead, true success stems from the comprehensive effects of an organization's culture and the rigorous, system-wide implementation of strategic change. Such implementation targets more than structures, policies, and systems—more even than vision, values, and goals. A systematic approach goes to the heart of an organization—the attitudes, beliefs, habits, and expectations of all individuals from the top to the front lines."

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### Thanksgiving Day Nov. 26, 2009

In the fall of 1621, the Pilgrims, early settlers of Plymouth Colony, held a three-day feast to celebrate a bountiful harvest, an event many regard as the nation's first Thanksgiving. It eventually became a national holiday in 1863 when President Abraham Lincoln proclaimed the last Thursday of November as a national day of thanksgiving. Later, President Franklin Roosevelt clarified that Thanksgiving should always be celebrated on the fourth Thursday of the month to encourage earlier holiday shopping, never on the occasional fifth Thursday.

#### Fast Facts about Thanksgiving

- 250 million: The preliminary estimate of turkeys raised in the United States in 2009. Down 8 percent from the number raised in 2008. The turkeys produced in 2008 together weighed 7.9 billion pounds and were valued at \$4.5 billion.
- 45.5 million: the preliminary estimate of turkeys Minnesota expected to raise in 2009. The Gopher State was tops in turkey production, followed by North Carolina (37.5 million), Arkansas (28 million), Missouri (21 million), Virginia (16.4 million) and California (15 million). These six states together would probably account for about two-thirds of U.S. turkeys produced in 2009.
- 13.8 pounds: the quantity of turkey consumed by the typical American in 2007.
- 1.1 billion pounds: Total production of pumpkins produced in the major pumpkin producing states in 2008. Illinois led the country by producing 496 million pounds of the vined orange gourd. Pumpkin patches in California, Pennsylvania and New York also provided the majority of pumpkins. Each state provided at least 100 million pounds. The value of all pumpkins produced by major pumpkin-producing states was \$141 million.

Greater attention has been directed to communication. Rodriguez is stressing the point that to properly acknowledge the entire workforce, there must be a direct line of communication. The distribution of “Diversity @ EM” is one of those lines. “Diversity @ EM” creates the necessary medium for all employees to see the ongoing efforts, to be made aware of the programs and practices that are installed to benefit everyone at headquarters and at the sites.

As his experiences have taught him, Mr. Rodriguez knows that the task at hand is one that takes the participation of all members at EM, especially those in a leadership capacity. “Achieving a truly inclusive environment requires the personal commitment and support of each EM employee,” Rodriguez emphasizes. He concludes, “I strongly encourage all to support EM’s diversity efforts by treating everyone with respect, being open to the ideas and perspectives of others and learning more about diversity. It is through our collective efforts in diversity and other key human capital initiatives that EM will continue to attract and retain a cadre of diverse, highly skilled and motivated employees who will lead us to a successful mission accomplishment.”

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## EM Represented at EEOC Conference

The Equal Employment Opportunity Commission (EEOC) held its annual Examining Conflicts in Employment Laws (EXCEL) Conference in New Orleans the week of July 27-30. The EXCEL training conference is held for Federal managers, supervisors and EEO practitioners and features high-level officials from the EEOC, OPM, MSPB, and other federal agencies.

Present at this year’s conference was EM Diversity Manager Regina Neal of the CBC. The training workshops she participated in included federal sector complaints processing, conflict resolution, strategic planning and many more. Best practices were shared, as well as useful strategies to effectively addressing diversity workplace issues and/or concerns. This year EXCEL executed to “go green” initiative for all session materials, delivering handouts and materials on a CD-rom and EEOC encouraging attendees to print materials prior to attending EXCEL.

“This year’s conference was outstanding,” CBC Diversity Manager Regina Neal stated. Ms. Neal continued, “I was especially impressed with the substantive nature of the workshops—they provided plenty of practical and relevant information. A highlight of the conference was the presentation of John Berry, in which he discussed his personal struggles, as well as the new direction for OPM. It practically brought tears to my eyes. His story reminded me why I chose EEO and diversity as a career, and it inspired me to persevere in seeking true diversity and inclusion in the federal workplace.”

The Honorable Stuart J. Ishimaru, EEOC Chair, presented the opening address. Mr. Ishimaru discussed recent activity for developing sexual orientation procedures, the agency’s complaints process pilot program, and addressed the Office of Federal Operations EEO Program Compliance Assessment Scorecard. The Honorable John Berry, OPM Director, delivered the keynote address, and the Honorable Christine Griffin, former EEOC Acting Vice Chair also presented.

The 12th annual EXCEL Conference presented excellent speakers and course instructors, and was well received by participants. The schedule and location for the 13th annual EXCEL conference will be released on the EEOC’s Training Institute’s website in mid-September. For more information please visit: <http://www.eetraining.eeoc.gov>.

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## 4 Tips to Better Diversity Leadership

**Visible:** Others must see and hear the commitment, and the visibility must be evident even when the “usual suspects” (diversity professionals) are not in the room.

**Specific:** The expression will be most credible when it addresses specific conditions of the work force and challenges for that organization. Where are the gaps? What are the trends in EEO complaints?

**Personal:** Those who are responsible for delivering results should know it and be reminded and evaluated at intervals, using performance measures. In addition, leaders’ messages will be most effective when they share their values, with references to their own “personal diversity story” (when diversity became meaningful for them).

**Persistent:** Most leaders give a speech on special diversity occasions (e.g., special emphasis programs, Martin Luther King Day, etc.), but the message should be more constant. “Persistent” means just that—on a regular basis, as routinely as budget reviews and reports on other programs.

**Intentional:** Results to not come through chance or providence. They occur when the leaders says, “this is what I want to happen.”

For more tips, visit [DiversityInc.com](http://DiversityInc.com)

## Leaders of Tomorrow

Amy  
Caver

Graduate of  
Lander Uni-  
versity with  
a B.S. in  
Mass Com-  
munications



Public Affairs Specialist for the  
Office of External Affairs at the  
Savannah River Site

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

- The Corps has helped me to jump start my career by gaining valuable on the job and classroom training that I will be able to use throughout the rest of my career. I also have benefited from the opportunity of meeting and knowing other members of the EMPDC by learning from their different experiences.

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

- My expectation of the Corps is to continue to grow into my position of a Public Affairs Specialist. I want to strengthen my knowledge and gain valuable work experience in the programs and missions at the Savannah River Operations Office. I will be able to achieve these expectations through rotational assignments, shadowing assignments, on-the-job learning and mentoring, as well as classroom and CBT courses offered by DOE.