



Diversity @ EM

September/October 2010

Calendar of Events

September

National Hispanic Heritage Month (Sept. 15—Oct. 15)

September 4

Lewis H. Latimer's Birthday

September 6

Labor Day

September 8

Rosh Hashanah Begins
International Literacy Day

September 11

Patriot Day

September 12

Grandparents Day

September 15

Independence Day (Central American Nations)

September 16

Independence Day (Mexico)

September 17

Yom Kippur Begins
Constitution Day and Citizenship Day (U.S.)

September 21

International Day of Peace

September 22

First Day of Fall

September 25

Christopher Reeve's Birthday

September 28

Confucius' Birthday

October

National Disability Awareness Month
National Italian American Heritage Month

October 2

Mahatma Gandhi's Birthday

October 11

Columbus Day
National Coming Out Day/
March on Washington (1987)

October 24

United Nations Day

Yvette Collazo Promotes Hispanic Heritage Month

Chicago-born but raised in Puerto Rico, Director of Technology Innovation and Development Yvette Collazo attributes her success in the public sector to her Hispanic upbringing. Collazo attended the University of Puerto Rico-Mayaguez, earning a Bachelor's Degree in Mechanical Engineering.

In 1991 Collazo began her career at Agronne National Laboratory. In 1995 she accepted a position at the Office of Environmental Management where she has been continuously striving to accomplish EM's journey to excellence.

"As a Hispanic-American I want to be able to give back to the country," Collazo said. "It is a privilege for any citizen to work in the public sector and contribute to our country that gives so much opportunity to its people."

To celebrate Hispanic Heritage Month, Collazo took the time to meet with "Diversity @ EM" to discuss why a diverse work force



is crucial to EM accomplishing its mission and the significance of Hispanic Heritage Month.

What does Diversity and Inclusion mean to you?

I feel it means to ensure individuals and their organizations are accepting of everybody, and all opinions, skills, and strengths. It is important that when forming an organization or a team to involve members from different backgrounds and expertise to create diversity of thought.

When you have a group that is homogenous, your ideas will be

too. At EM, diversity is the key to our success.

What are some of your personal practices to ensure a diverse, inclusive environment for the employees of your organization?

I like to make sure that those who are involved, bring something to the table. Everybody needs to realize and understand they have a valuable skill-set to EM and must be utilized to their fullest potential.

When forming project teams, I ensure there is a diverse group of members, but as we know diverse or not, issues may arise. We all have different perspectives but it is necessary that we work through our differences and strive for the ultimate goal that EM is working towards.

I want to reiterate to my team and all of EM that individuals should know what their most valuable quality is and to bring that aspect to EM's mission.

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National Hispanic Heritage Month 2010 September 15—October 15

In September 1968, Congress authorized President Lyndon B. Johnson to proclaim National Hispanic Heritage Week, which was observed during the week that included Sept. 15 and Sept. 16. The observance was expanded in 1988 by Congress to a month-long celebration (Sept. 15-Oct. 15) effective the following year. America celebrate the culture and traditions of those who trace their roots to Spain, Mexico and the Spanish-speaking nations of Central American, South American and the Caribbean.

Sept. 15 was chosen as the starting point for the celebration because it is the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence on Sept. 16 and Sept. 18, respectively.

- 48.4 million: estimated Hispanic population of the U.S. as of July 1, 2009, making people of Hispanic origin the nation's largest ethnic or race minority. Hispanics constituted 16 percent of the nation's total population.
- 3.1 percent: the increase in Hispanic population between July 1, 2008 and July 1, 2009, making Hispanics the fastest growing minority group.
- 132.8 million: projected Hispanic population of the U.S. on July 1, 2050. According to this projection, Hispanics will constitute 30 percent of the nation's population by that date.
- 1.1 million: number of Hispanic citizens or Latinos 18 years and older who are veterans of the U.S. Armed Forces.
- 79,440: number of Hispanic chief executives. In addition, 50,866 physicians and surgeons; 48,720 postsecondary teachers; 38,532 lawyers, and 2,726 news analysts, reporters, and correspondents.
- \$345.2 billion: receipts generated by Hispanic-owned businesses in 2007. Up 55.5 percent from 2002.

Collazo Continued

What does it mean for you to be a Hispanic female at EM?

I definitely feel passionate about being a Hispanic-American. It is who I am and I am proud of it. At EM and in the federal sector, I feel I have a responsibility to represent our people and lead by example. Hispanics are under-represented across the board and even more so in the higher ranks of the government.

We all have different experiences in our lives and it makes each of us a unique individual. Being a Hispanic female at EM is different and at times challenging. Hispanics are the largest minority demographic in the U.S. but the most under-represented in the public sector.

I understand I am in a unique position and I make a conscientious effort to represent the Hispanic people of our nation. I believe that different perspectives should be considered, and realize that a different approach is sometimes necessary to succeed. There is a mutual benefit

to minorities and the majority when all ideas are discussed and considered.

How do you believe EM and the federal government can increase the representation of Hispanics in the public sector?

Well, first I feel that the EM Professional Development Corps does a great job recruiting and preparing minorities of all demographics, but just looking at the statistical figures, it is apparent that there needs to be a greater effort through the entire public sector.

Overall, I believe there could be a greater outreach and communication with the Hispanic community, to create a greater sense of understanding of what it is that EM does. Recruitment in colleges and universities is a start but reaching out to students who are younger and sparking an interest in the science and mathematics industries.

As the Chairperson of the National Hispanic Employment Program we visited grade

schools across the nation to promote the science, technology, engineering, and mathematics (STEM) fields to youths. It will always be fundamental to reach out to youths to further develop the STEM fields but also to spark interest in public service in the future.

As a Puerto Rican-American, how do you celebrate National Hispanic Heritage Month?

Hispanic Heritage Month is an opportunity to celebrate our culture, embrace our traditions, and display our pride. All of which I enjoy partaking in. It is a great opportunity to share with others how proud we are of our heritage.

For all of us though, Hispanics and non-Hispanics, we have a great opportunity to make a difference. We are at a turning point in a lot of areas in our country and EM has a huge, significant mission for our nation. Leaders have a unique opportunity to continue the past successes and pave the future. We all should be proud of that.

EMPDC Graduates Class of 2008

As the EM Professional Development Corps' Class of 2008 graduated during a formal ceremony on August 18, PDC coordinator Tim Walsh felt a great sense of accomplishment for the 18 graduates who in the last two years contributed a great deal to EM's journey to excellence.



Graduates of the 2008 EMPDC Class pose after receiving their graduation certificates.

“Watching 15 of our graduates provide briefings on the experiences and accomplishments during their two years in the program, helped illustrate the value they bring to EM,” Walsh said. “The feedback, comments, and praise received following the graduation from EM employees in attendance demonstrates the genuine appreciation that their colleagues, mentors, and superiors have for the contributions the Corps have made to date.”

The Class of 2008 began their

assignments in June 2008 with 20 members. The 18 graduates have all been assigned to official member status of the organization that they have been supporting at EM headquarters, Idaho Operations Office, Richland Operations Office, Office of River Protection, Savannah River Site, and the EM Consolidated Business Center.

Deputy Assistant Secretary Sandra Waisley provided the opening statement to the formal ceremony. “Through the graduation

of our second class of the EMPDC, our organization confirms that we will continue to have the necessary expertise and skill-sets needed to accomplish our vital mission,” Waisley said.

Guest Speaker Dr. Dale Henry stressed to the graduates never to say “it’s not my job” or to ever tell themselves “I wish I would have.”

Encouraged by the number of EM staff who attended, Walsh would like to increase the exposure of the graduation in the future. “It’s an excellent opportunity for the graduates to highlight the projects they have been apart of and the skills they have acquired to their colleagues and superiors.”

EMPDC will be welcoming its class of 2010 for their new employee orientation on September 27th at EM headquarters.

Leaders of Tomorrow



Tiffany Nguyen
 Program Analyst
 Richland Operations Office
 BS in Psychology
 MS in Elementary Education

How has your experience with EM and EMPDC been thus far?

- My experience with EM and EMPDC thus far has been full of great opportunities and invaluable on the job experiences. I have had the opportunity to work with a lot of experts in their fields and obtained valuable work experiences that I would not have had if it was not for the support of Senior Management at RL and the EMPDC program. Being able to go on various rotations at the Richland Operations Office and at Office of River Protection; I gained a greater understanding of how the organizations work together towards the Hanford mission and I am proud to be a part of an intelligent and devoted workforce

If you were to be in a managerial position, how would you display your commitment to diversity and inclusion?

- If I was management, my commitment to diversity and inclusion are through accepting individual differences, listening with an open mind, and making everyone feel that they are an important part of the mission.

News from the Sites

Oak Ridge Manager Hosts DOE Forum at FEW Conference

Since assuming her collateral duty position as the Federal Women's Program (FWP) Manager in 2006, Dationa Osborn Carter has made leveraging federally employed women throughout the work place one of her top priorities. The 10-year DOE attorney, currently serving as the Acting Diversity Programs and Employee Concerns Manager at the Oak Ridge Office, has given a voice to the women in the workplace. To continue her efforts, Carter recently attended the 2010 Federally Employed Women's (FEW) National Training Program (NTP) in New Orleans.

During the FEW NTP, DOE-hosted an agency forum to discuss how women may be leveraged throughout the department, while promoting the forum's theme "Moving Women Forward."

GLOBE Continues to Build Awareness at SRS

In 1995, the Secretary of Energy authorized the formation of the Gay, Lesbian or Bisexual Employees (GLOBE) organization within both the Department and its contractor organizations. The Savannah River Site (SRS) GLOBE organization was chartered in 2002 and recognized by DOE-SR and SRS contractors in 2009.

Since its inception, SRS-GLOBE has set forth its goals and initiatives to further increase the awareness of gay, lesbian, bisexual and transgender employee issues at all levels within the SRS; support the SRS in pursuing the objectives of quality management practices and diversity in the site work force; and make sexual orientation and gender identity or expression irrelevant at Savannah River.

SRS-GLOBE is led by chapter President Dr. Chris Bannochie, a Fellow Scientist in SRNL, whom began work at SRS in 1991.

As the co-coordinator of the forum, Carter organized a committee of field FWP managers around the DOE complex, working to develop the logistics of the forum, creating topics of discussion, and procuring guest speakers.

"The of FWP Managers worked great together. We felt we really succeeded in delivering our message of 'Moving Women Forward' by discussing topics such as navigating women through barriers; promoting the importance of mentors; increasing women participation in the STEM programs; and creating an awareness of the DOE Council on Women and Girls," Carter said.

Carter is excited about the opportunity of DOE hosting a consecutive forum at next year's FEW NTP in Philadelphia. To

Bannochie is grateful for the support his chapter had in 2009 by then EM Diversity Manager Armando Rodriguez. Rodriguez and DOE recognized SRS-GLOBE as an official Employee Resource Group (ERG) for the site and was granted funding for their 2009 SRS Gay Pride event and events in the future.

Following the SRS Gay Pride Observance in June 2007 there was a huge firestorm from the local community, Bannochie said. With such a pushback, SRS management chose to not host an event for 2008.

Since being recognized in 2009, GLOBE has had a tremendous increase in exposure and participation Bannochie said. Some of that exposure has come from events held and sponsored by GLOBE.

In June 2010, SRS-GLOBE hosted the forth SRS Gay Pride Educational Program. The event helps educate SRS Federal and

best serve the women of DOE, Carter would like to increase the awareness of the 2011 FEW NTP through DOECAST, as well as other avenues of communication, giving more employees a chance to attend the event.

"The FEW NTP is a great event for women and men in the federal workforce," Carter said. "There was a wealth of information presented at the NTP. The workshops I attended were focused along the management/leadership track, but there were workshops on many different topics and for employees on all career levels."

Along with members of the FWP Committee at ORO, Carter hosted an annual Women's Workshop in March to celebrate National Women's History Month. **Continued on page 4**

contractor employees on LGBT awareness and the importance of inclusion in a diverse work force.

Annually, SRS-GLOBE presents the "SRS GLOBE Award for Promoting Diversity at the Savannah River Site." In 2009 the inaugural award was presented to Jean Schwier of DOE-SR for her efforts to secure recognition of GLOBE at Savannah River. The 2010 award was received by WSI-SRS, employee Melinda Bolen. Ms. Bolen is the EEO/Diversity Manager for WSI-SRS.

"We are thrilled to present this year's award to Ms. Bolen," Bannochie said. "The site's security contractor has been an ongoing ally of SRS-GLOBE for many years and has demonstrated their respect and acknowledgement of all employees regardless of their sexual orientation or gender identity."

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Leaders of Tomorrow

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I believe that success comes from accepting that we all come from different backgrounds, education levels, values, and offer different valuable skills. I would effectively listen with an open mind because I believe that there is more than one way to accomplish the mission. My commitment to inclusion is through collaboration and the sharing of knowledge.

Because we are a very diverse workforce it is important that we respect and embrace diversity.

It is in large part because we have a diverse workforce that we have dynamic leadership.

What do you hope to accomplish as a member of the EMPDC?

- As a member of the EMPDC program, my goal is to follow the footsteps of the many great leaders EM wide and the graduates before me in accomplishments and innovation. I hope to gain various skills and knowledge from cross training and temporary detail opportunities to be prepared to work with my colleagues and for the next journey at the Richland Operations Office.

As a graduate of the EMPDC Class of 2008, what are your plans for the future?

- As I graduate from the EMPDC program, I am looking forward to applying the formal training and hands on job training I received during my two years in the program with EM.

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On June 19, SRS-GLOBE participated in the first Augusta Gay Pride Parade and Festival. SRS-GLOBE members participated in the parade and hosted an informational booth at the festival.

“Our booth at the 2010 Augusta Pride Festival significantly increased our exposure amongst LGBT employees, who for one reason or another, had not heard about GLOBE,” Bannochie said. “Our on-site exposure has been mostly through our website and our observances of SRS Gay Pride in June and LGBT History Month in October. We still struggle getting website exposure. Unfortunately, the HR and Diversity organization websites do not link to us.”

Other activities SRS-GLOBE has contributed to include the sponsoring of the Augusta Pride Committee, through a donation from a site contractor, and educating management on the need for domestic partner benefits to remain competitive and provide equal



GLOBE members from the Savannah River Site participate in the 2010 August Gay Pride Parade and Festival

treatment of all employees.

One of SRS-GLOBE’s main initiatives is to increase participation from their straight colleagues. An “Ally,” a heterosexual person who supports equal civil rights, gender equality, and LGBT social movements, is crucial to the SRS-GLOBE overall mission.

“We modified our Charter to be more inclusive of Allies by changing the name of the ERG to Savannah River Site Gay Lesbian or Bisexual Employees and Allies Association,” Bannochie said.

“We also modified our membership application to include both ‘straight’ and ‘ally’ as optional self-identifiers for membership. We made site-wide announcements in June about the Allies Initiative and its goal to increase Ally participation such that one day this membership demographic would comprise 75 percent of the GLOBE membership.”

The ultimate objective is to become unnecessary, Bannochie said. This will be accomplished when sexual orientation and gender identity and expression are

irrelevant; all employees have equal access to benefits and opportunities; and all employees are sensitive to the needs of the sexual minorities and their allies with whom they work with each day.

In the last few years there has been increased participation in the site’s Safe Space Magnet Program—developed by AT&T as a visible, non-threatening way for personnel to demonstrate that their office is a safe space for gay men and lesbians; GLOBE sponsored events are attended by more members and non-members; and educational and awareness workshops are attended voluntarily by more than ever in the past.

Perhaps it is a sign of the times and a greater acceptance of everyone, no matter what their differences, but Bannochie has noticed a tremendous increase in the participation and recognition of GLOBE at SRS.

Bannochie says the goals that SRS-GLOBE has set are obtainable, but it starts with upper management and creating the aware-

FEW Conference Continued

The annual one-day workshop includes seminars on leadership, and professional and personal development. Carter says that the committee puts a strong emphasis on inclusion, and encourages males in the workforce to participate in all FWP events.

As the FWP Manager at ORO, Carter praises the ORO mentoring program as one of the leading factors in their efforts of increasing women through all grade levels. Developed through the FWP Committee as a developmental program for women at ORO, it was expanded by the Oak Ridge Manager, Gerald Boyd, at its inception to be available to all employees. Now in its third year, the program has been a huge success in the workplace.

“We call it the GAME Program,” Carter said, referencing mentoring program named ‘Get Acquainted

Mentoring Employees’ Program. As part of the formal program, mentors and mentees create development plans that list their expectations and goals as part of their one-year experience. Mentoring relationships are evaluated at the six-month and one-year intervals.

ORO is active in the DOE Council on Women and Girls (CWG). As a committee member, Carter is working with the STEM subgroup of the DOE CWG. The group strives to increase awareness and education of girls K-12 about the STEM fields, and to remove barriers impeding female participation in the STEM fields at the University level and in the workforce.

“Increasing opportunities and opening new doors for women has always created a driving force that connects to the passion and advocacy inside of me,” Carter says.

From the Web

On September 1, 2010, BestPlacestoWork.org released their 2010 rankings -- a compilation of data sure to catch the attention of federal workers, agency bosses and potential federal job applicants. Based on a survey of more than 263,000 federal employees, the scores reflect the weighted average of the percentage of employees who responded favorably to three questions: Are you satisfied with your job? How satisfied are you with your organization? Would you recommend your organization as a good place to work?

Rank	Agency	Score (out of 100)	2009 Ranking
1	Nuclear Regulatory Commission	81.8	1 —
2	Government Accountability Office	81.6	2 —
3	Federal Deposit Insurance Corp.	79.2	n/a —
4	Smithsonian Institute	76.2	n/a —
5	NASA	74.2	3 ▼
6	Social Security Administration	71.6	9 ▲
7	State Department	70.8	5 ▼
8	General Services Administration	69.8	8 —
9	Justice Department	69.3	7 ▼
10	Intelligence Community	69.0	4 ▼

Department of Energy — Score 62.9, Rank 22 (out of 32)
Find full, comprehensive agency-by-agency results at [Best-PlacestoWork.org](http://BestPlacestoWork.org)