



# **Human Resources and EEO/Diversity Symposium**

**June 28, 2004 through July 2, 2004**

## 2004 Department of Energy Human Resources & EEO/Diversity Symposium

### MONDAY, JUNE 28, 2004

- 9:00 a.m. Registration - Ballroom Foyer
- 3:00 p.m. Hotel Check-In
- 6:00 p.m. Reception - Kings Garden/Le Bateau Room



### TUESDAY, JUNE 29, 2004

- 8:00 a.m. Continental Breakfast and Registration - Ballroom Foyer
- 8:30 a.m. Welcome Remarks - Ballroom 1  
Rita A. Bajara, Director, National Energy Technology Laboratory  
Claudia Cross, Director, Human Resources, U.S. Department of Energy
- 9:00 a.m. Keynote Presentation  
Jeff Davidson, Breathing Space Institute  
"Managing The Pace with Grace"
- 10:00 a.m. Break - Ballroom Foyer
- 10:15 a.m. Breakout Sessions A, F, K, L, S, T, Z
- 11:45 a.m. Adjourn
- 12:00 noon Plenary Luncheon - Ballroom 2  
Fred Miller, President, Kaleel Jamison Consulting Group  
"Inclusion Breakthrough: Unleashing the Real Power of Diversity"
- 1:30 p.m. Breakout Sessions E, G, I, Z, BB, HH, JJ
- 3:00 p.m. Break - Ballroom Foyer
- 3:15 p.m. Breakout Sessions A, F, U, AA, II, KK
- 4:45 p.m. Adjourn
- 7:05 p.m. Optional: Baseball Game

### WEDNESDAY, JUNE 30, 2004

- 8:00 a.m. Continental Breakfast and Registration - Ballroom Foyer
- 8:30 a.m. Plenary Session - Ballroom 1  
Jim Hunt, President, The Wine Idea  
"Generational Diversity & the Workplace"
- 10:00 a.m. Break - Ballroom Foyer
- 10:15 a.m. Breakout Sessions H, N, V, AA, GG

## 2004 Department of Energy Human Resources & EEO/Diversity Symposium

### WEDNESDAY, JUNE 30, 2004

- 11:45 a.m. Lunch (on your own)
- 2:00 p.m. Breakout Sessions O, W, X, BB, LL
- 3:30 p.m. Break - Ballroom Foyer
- 3:45 p.m. Plenary Session - Ballroom 1  
David Hardisty, President, West Virginia University  
"Characteristics of a Dynamic Organization"
- 5:15 p.m. Adjourn
- 6:30 p.m. Optional: Dinner/Music River Cruise

### THURSDAY, JULY 1, 2004

- 8:00 a.m. Continental Breakfast and Registration - Ballroom Foyer
- 8:30 a.m. Plenary Session - Ballroom 1  
Jorge L. Farias, Director, Novations/BHoward & Associates  
"Walking the Diversity Walk"
- 10:00 a.m. Break - Ballroom Foyer
- 10:15 a.m. Breakout Sessions D, J, P, X, CC, EE
- 11:45 a.m. Adjourn
- 12:00 noon Awards Luncheon - Ballroom 2 - EEO Diversity & HR Communities
- 2:00 p.m. Breakout Sessions B, I, M, Q, Y, DD, FF
- 3:30 p.m. Break - Ballroom Foyer
- 3:45 p.m. Breakout Sessions D, J, R, Y, DD, MM
- 5:15 p.m. Adjourn
- 6:00 p.m. Community Meetings (as necessary)

### FRIDAY, JULY 2, 2004

- 7:30 a.m. Breakfast Buffet - Kings Garden/Le Bateau Room
- 8:30 a.m. Symposium Overview - NNSA, ED & HR Leadership  
Remarks: Ambassador Linton Brooks, Administrator, NNSA HQ
- 9:15 a.m. Closing Session  
Craig Karges, President, Karges Productions  
"Igniting Your Intuition"
- 10:30 a.m. Administrative Closeout
- 11:00 a.m. Checkout

Welcome to Pittsburgh!





WELCOME &  
REGISTRATION

TOGETHER



2004

Department of Energy  
Human Resources &



2004  
Department of Energy  
Human Resources &  
EEO/Diversity Symposium  
June 28, - July 2, 2004



**DOE/EEO/  
Diversity  
Managers  
Meeting**







2004  
Department of Energy  
Human Resources &  
EEO/Diversity Symposium  
June 28, - July 2, 2004

Fossil Energy  
Workforce  
Planning Team



Yeah- Free Drinks!



  
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The Bus Has Arrived...





EYRE

TRAVEL  
ON  
EYRE

668





# PNC PARK

HOME OF THE PITTSBURGH PIRATES



BUD LIGHT



PNC

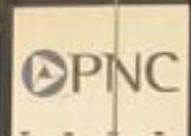


ST. LOUIS



SCOTT ROLEN

27	in	3B
	at	R
312	vs	16.5
31	at	7.5
207	vs	18.0
51	at	76.0



PNC



GIANT EAGLE

PIRATES TICKETS 900-BUY-BUCS

OUTRAGE IN THE OUTFIELD

399

PNC PARK

# DIRECTORY



© YOU ARE HERE





Easy Squeeze!

No Wail. No Mess

Heinz

# PNC PARK

HOME OF THE PITTSBURGH PIRATES



**PIRATES**

10	KENDALL
2	WILSON
59	HACKBORG
36	WILSON
38	DAY
35	STONER
5	REDFERN
14	CASTILLO
34	SENSEN

C	SS	3B	RF	LF	CF	2B	P
					WILSON	WILSON	WILSON

0 FOR 1  
2nd GROUNDED TO SHORT

AUG .295  
HR 15  
RBI 42



BALL	0	STRIKE	0	OUT	2			
	1 2 3	4 5 6	7 8 9	R	H	E	LOB	
CARDINALS	0	1	0	0	1	4	1	5
PIRATES	0	0	0	0	0	0	0	0

8:43

PIRATES | TICKETS 800-BUY-BUCS



OUTBACK

IN THE OUTFIELD

10 MILLION





**Dinner and Dancing  
on the River!**



Agenda  
1 Affirmative Action  
2 Expansion of the Market  
Economic Growth  
Employment + Education  
+44  
A



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• DEVELOP YOUR PEOPLE!!

- RESULTS IN MORE KNOWLEDGEABLE, CONFIDENT, PRODUCTIVE, & EFFECTIVE EMPLOYEES
- MAKES SENSE ANYTIME, BUT A MUST IN A DOWNSIDING ENVIRONMENT OR WHERE PEOPLE RESOURCES MUST BE KEPT TO A MINIMUM (I.E. PEOPLE CUTS = MORE \$ ON TRAINING/DEV., NOT LESS)
- COLLEGE COURSES, FORMAL/INFORMAL TRAINING, CROSS TRAINING, MENTORING, AND DON'T OVERLOOK CHALLENGING ASSIGNMENTS
- IF YOU IGNORE THIS OR SLASH DEVELOPMENT FUNDS DURING TIGHT BUDGET SITUATIONS, YOU WILL IMPACT YOUR PRODUCTIVITY AND/OR YOUR BOTTOMLINE AND, THEREFORE, YOUR FUTURE (EVEN IF NOTED FOR THIS BUT NOT ME)
- EMPLOYEES HAVE A RESPONSIBILITY FOR THIS AS WELL!



Speaker  
and skills  
writing  
language?















Center for HR  
2004 Human Resources  
Examining







2. Color
3. Religion
4. Sex
5. National Origin
6. Age
7. Physical or Mental Disability
8. Equal Pay
9. Retaliation
  - Participation
  - Opposition
10. [Sexual Orientation]







- A
1. Foundation
  2. EEO/Sec
  3. Exercise
  4. Discipline
  5. Q+A
- pm
- Affirm
  - Express
  - Inter
  - Dis
  - How
  - Q+A



## Foundational Premises

- Challenge # Information as Asset
- Problem # Who is in charge
- Assumption # Success of the Organization
- Precondition of Success

*Handwritten notes on a flipchart:*

- Information as Asset
- Success of the Organization
- Who is in charge
- Precondition of Success

















## E-Government Characteristic

### Government Integration

- Networked connections between government agencies and levels of government.
- Examples include federal homeland security agencies sharing crime databases and local governments sharing GIS systems.
- 68% of public says the internet should be used to improve coordination across agencies and between local, state and federal government. (Teeter)

### Challenges and Trends

- Government portals attempt to establish a single source for all web activity in a defined scope. Two prominent examples include the California state portal at [www.ca.gov](http://www.ca.gov) and the federal government portal at [www.gov.gov](http://www.gov.gov).

Hyperlinks  
Education Links  
Chamber of Cmrc Links  
Business Links  
Government Links





Which are short-term goals?

Which are long-term goals?

Which of these will really make a difference?

What resources can we use?

What additional resources/commitment will we need to ask for?

PARKING LOT  
- casual approach

CHALLENGES

- Developing corp ID/DOE
- Identifying risk strategy
- How to include health in strategy
- Identify where to start
- Involve better use of resources in combination of
- Ensuring communication alignment
- Identify key stakeholders
- Identify key stakeholders
- Develop a campaign





- Floats to
- Become
- (BATN
- Guides
- Encoura





- Saves time, money, resources
- Provides less intimidating "day in court"
- Protects ongoing relationships
- Offers opportunity to vent
- Clears up misunderstandings







## Budget-Performance Integration

The Department's FY 2005 Congressional budget submission contained program performance information.

The purpose of a performance budget is to help senior leaders make informed funding decisions.

IT Systems like I-MANAGE and Joule help organize performance data in a meaningful way.

The challenge is to effectively structure performance contracts to focus on mission need, rather than on activity.

Human Capital is essential in keeping track of how the Department's 15,000 federal staff are contributing to the Department's mission.



us, positive, directed action: one  
to ensure EEO goals

ion of being different, variety,  
of difference



To Do ~~Not To Do~~

Benefit of the  
Doubt (excuse)

Perseverance in  
Construction Contract

Performance that  
system

prate/Jackson







Eric S. Morman

Director, Land Resource Management Group  
Office of Administration  
Department of Energy



*Surviving the Study of*  
"How to Keep the Trains Runn



**Laurie S. Morman**

Director, Budget and Resource Management Group  
Office of Administration  
U.S. Department of Energy





Laurie S. Morman

Director, Budget and Resource Management Group  
Office of Administration  
U.S. Department of Energy







- Temporary
- Contract w
- Limited app
- Maintain b
- Monitor cus



The mission of all effective  
leadership must be to ensure  
that every employee has  
the opportunity to drive results.



The mission of  
leadership must  
that every emp  
opportunity to







2  
Diane S.  
Representative  
Asian Club







IEM - THE STATE OF THE ART

April 18, 2008

7:30 AM









... via a significant underutilization, then an Agency

1. Identify and eliminate any barriers that exclude minorities and/or women; and
2. Affirmatively seek to expand their numbers in the workforce.

The AAP allows an employer to use race or sex as one factor in an employment decision, when selecting among relatively equally qualified candidates, but the AAP must:

1. Be designed to eliminate a manifest racial imbalance in traditionally segregated job categories;
2. Be a temporary measure designed to attain, not maintain a balance among affected classes; and
3. Not create an absolute bar to the advancement of white or non-minority employees to the extent possible; minimally impact them.











**What is Chuck thinking about?**

**Clue on the next slide!**



*Human Capital Specialist  
Talent Specialist/Advisor  
Supervisor  
manager*

*Leadership & Development*



# Effectiveness of Flextime for employee

- Increases job satisfaction (Kossek & Ozeki, 1999; Scandura & Lankau, 1997; Marshall & Barnett, 1995)
  - but dissipated over time, and NOT related for managerial/ professional occupations who may already have autonomy (Baltes et al., 1999)

DCE Conference 2004



**Don't even think about taking my picture!**





Recruitment & Talent  
Chris Thomas /  
Mike Edwards  
Sign up below  
Recruitment Chair

Strategic Alignment /  
& Deployment  
Marie Ann /  
Kara Ballantyne /  
Sign up below

Sign up below  
Knowledge Management  
Sign up below

Recruitment  
Talent  
Sign up below

Strategic Alignment /  
& Deployment  
Sign up below

Sign up below  
Knowledge Management  
Sign up below







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A man in a dark suit and glasses is speaking at a wooden podium. The podium features a yellow sign with the Hilton logo and the text "Hilton Pittsburgh". To the left of the podium is a floral arrangement with yellow and white flowers. In the background, there is a white flag on a stand and a portion of the American flag on the right. The setting appears to be a formal event or conference.

  
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 **HR and EEO/  
DIVERSITY SYMPOSIUM**   
JUNE 28 - JULY 2, 2004

Now I have something  
for my burgers!



Center for Work, Education and Learning Training

2004 Department of Energy  
Human Resources & EEO/Diversity  
Symposium  
Examining Race Relations in the  
Workplace

ywca











Improve Shared Vision

- Get message (word) to share the same
- *ask* → *Don't ask for*
- *ask* → *ask for*
- *ask* → *ask for*

Challenge the Process

- Five Man 8
- Include members in process by having key role who has had 4-5...
- All good event over on floor held and
- Ask people what they see
- *Don't ask for*
- *Don't ask for*
- *Don't ask for*







Recruitment & Talent

Chris Phelan/ET  
Thanni Mathias ME-50  
Mia Kanjara  
Joa Bonita ME-50

Sign up Below  
Recruitment Client & Services

Strategic Alignment/Work & Deployment

Marvin Gunn/SC  
Ann F  
Kerin Boardman/MUSA  
Alison J

Sign up Below:

Performance Management/Results-Oriented  
Performance Culture  
Diane Cochran/EM  
Emily Fear/FE

Alison Davidow  
Susan McLannan  
Sara Romila  
ME-50

Sign up Below:



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JUNE 20





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## JUNE 28 - JULY 2, 2004





  
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**DIVERSITY SYMPOSIUM**

**JUNE 28 - JULY 2, 2004**





REGY

  
**CAREER ACHIEVEMENT  
IN HUMAN RESOURCES AWARD**  
Presented to  
**Enid Levine**  
Executive Director, [Organization Name]  
[Detailed description of the award and recipient's achievements]

MODERATOR

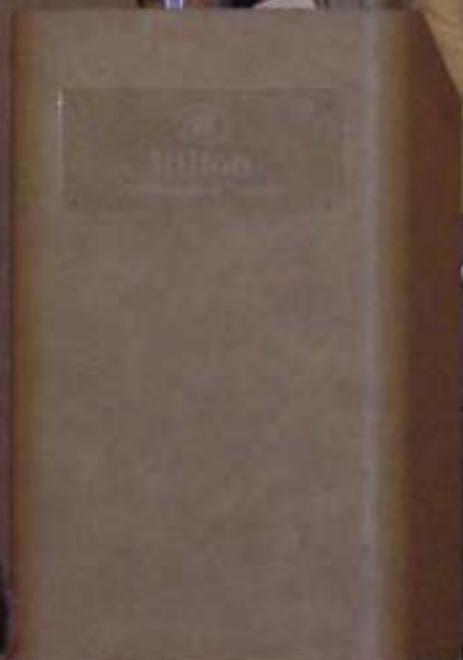


# HR and EEO/ DIVERSITY SYMPOSIUM

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## JUNE 28 - JULY 2, 2004







# HR and EEO/ DIVERSITY SYMPOSIUM

JUNE 28 - JULY 2, 2004





**Thank you for  
attending!**

**We hope you  
enjoyed your week  
in Pittsburgh!**