



U.S. DEPARTMENT OF
ENERGY



Fiscal Year 2011 Year-End Workforce Diversity

Associate Administrator for Emergency Operations

NA-40

Prepared November 2011
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OCR Functions:

- ▶ Technical advisory services for managers, supervisors, and employees
- ▶ Discrimination complaints program management
- ▶ Alternative Dispute Resolution Program (Mediation)
- ▶ EEO Counselor Program
- ▶ Affirmative Employment Program
- ▶ Workforce diversity statistics and reports
 - Semi-annual diversity reports
 - Year-End diversity reports
 - MD-715 Report to the Equal Employment Opportunity Commission
 - Disabled Veterans Affirmative Action Program
 - Federal Equal Opportunity Recruitment Program
 - Nine-Point Plan
 - Special report requests from NNSA
- ▶ EEO training, education, and briefings
- ▶ EEO administrative support to NNSA, DOE, & EEOC

Welcome from the Equal Employment Opportunity Manager

Twice each year it is the responsibility of the Office of Civil Rights (OCR) to inform our management, employees, and interested communities of the workforce diversity within NNSA.

The mid-year report is a two-page snap shot of our Agency. This Year-End Report is much more comprehensive, as you will see in the report. Should you need different information, or a display of workforce diversity information in a different format, please give our office a call. As a customer service, we respond to special request report formats throughout the year.

In addition to the workforce diversity reports, the OCR has many responsibilities, and our contact information and program functions is included on this page. Finally, suggestions for the improvement of this report are welcome; please give our office a call.

Yolanda Girón
EEO Manager
Office of Civil Rights

Equal Employment Opportunity: Collaborating for Mission Success

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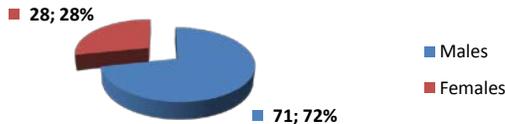
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Workforce Diversity
Associate Administrator for Emergency Operations (NA-40)
As of September 24, 2011

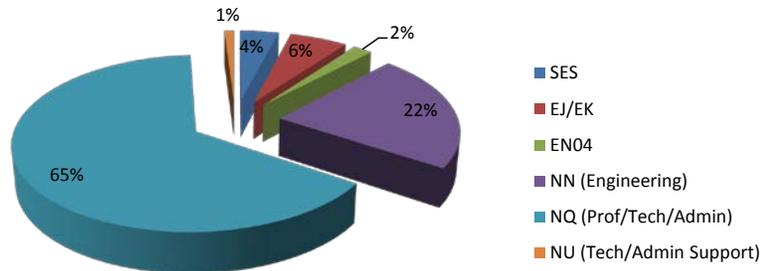
TOTAL WORKFORCE			
YEAR	2010	2011	CHANGE
Total number of employees	99	99	0.00% /
GENDER			
YEAR	2010	2011	CHANGE
Males	70	71	1.43% ↑
Females	29	28	-3.45% ↓

PAY PLAN			
YEAR	2010	2011	CHANGE
SES	5	4	-20.00% ↓
EJ/EK	6	6	0.00% /
EN04	1	2	100.00% ↑
NN (Engineering)	23	22	-4.35% ↓
NQ (Prof/Tech/Admin)	62	64	3.22% ↑
NU (Tech/Admin Support)	2	1	-50.00% ↓

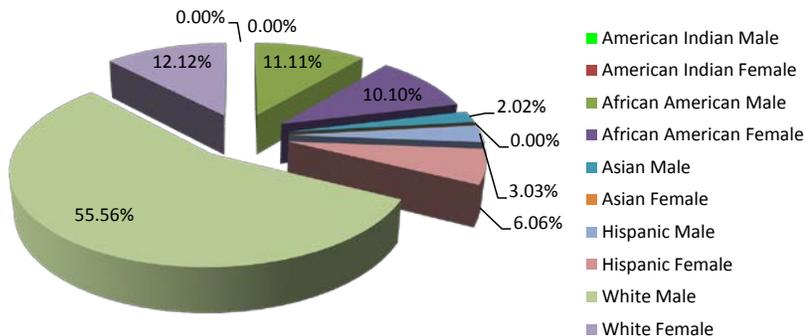
Gender



Pay Plan



DIVERSITY				%of 2011 Workforce	2000 Civilian Labor Force (2010 Census not available as of Oct. 2011)
YEAR	2010	2011	CHANGE		
American Indian Male	0	0	0.00% /	0.00%	0.34%
American Indian Female	0	0	0.00% /	0.00%	0.32%
African American Male	13	11	-15.38% ↓	11.11%	4.84%
African American Female	10	10	0.00% /	10.10%	5.66%
Asian Male	1	2	100.00% ↑	2.02%	1.92%
Asian Female	0	0	0.00% /	0.00%	1.71%
Hispanic Male	3	3	0.00% /	3.03%	6.17%
Hispanic Female	4	6	50.00% ↑	6.06%	4.52%
White Male	53	55	3.77% ↑	55.56%	39.03%
White Female	15	12	-20.00% ↓	12.12%	33.74%

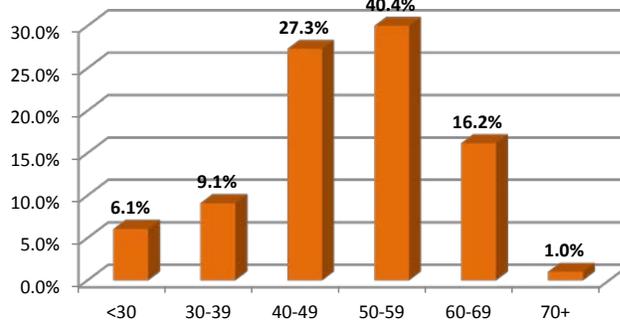


NNSA reorganization of Headquarters organizations was effective on January 30, 2011. Reorganization of former Albuquerque Complex, effective July 2011.
 Note: 9/25/2011 one (1) Asian female on-board, after this report run

Workforce Diversity
Associate Administrator for Emergency Operations (NA-40)
As of September 24, 2011

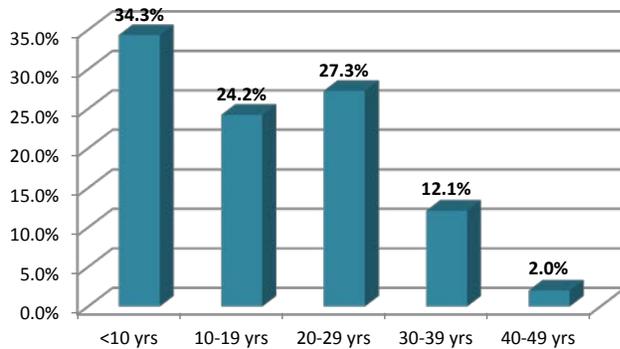
SPECIAL			
YEAR	2010	2011	CHANGE
DISABILITY	4	5	25.00% ↑
VETERANS	43	40	-7.00% ↓

Age Groups as a Percentage of the NNSA Workforce



AGE			
YEAR	2010	2011	CHANGE
AVERAGE AGE	50.2	50.5	0.60% ↑
UNDER 30	6	6	0.00% /
30-39	9	9	0.00% /
40-49	30	27	-10.00% ↓
50-59	38	40	5.30% ↑
60-69	15	16	6.67% ↑
70 AND UP	1	1	0.00% /

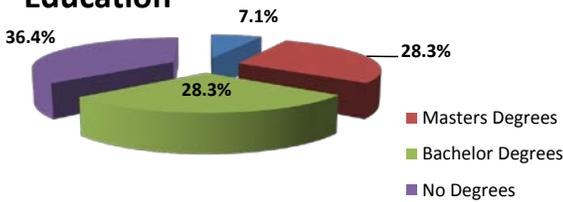
Years of Federal Service



YEARS OF FEDERAL SERVICE			
YEAR	2010	2011	CHANGE
AVERAGE LENGTH	16.6	16.9	1.81% ↑
LESS THAN 10 YEARS	38	34	-10.53% ↓
10-19 YEARS	22	24	9.09% ↑
20-29 YEARS	26	27	3.85% ↑
30-39 YEARS	12	12	0.00% /
40-49 YEARS	1	2	100.00% ↑

EDUCATION			
YEAR	2010	2011	CHANGE
J.D./Ph.D./Sc.D Degrees	7	7	0.00% /
Masters Degrees	25	28	12.00% ↑
Bachelors Degrees	31	28	-9.68% ↓
No Degrees	36	36	0.00% /

Education

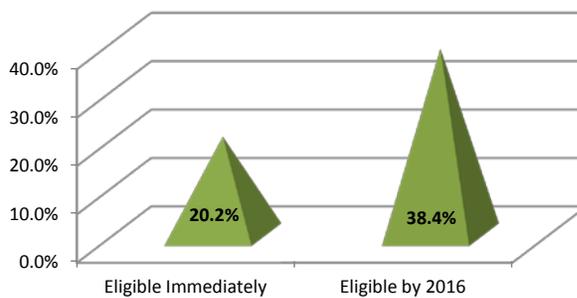


RETIREMENT			
YEAR	2010	2011	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	18	20	11.11% ↑
ELIGIBLE TO RETIRE BY 9/25/2016	37	38	2.70% ↑

FY 2010 Eligible to retire immediately = as of 9/25/2010; and five years: by 9/25/2015

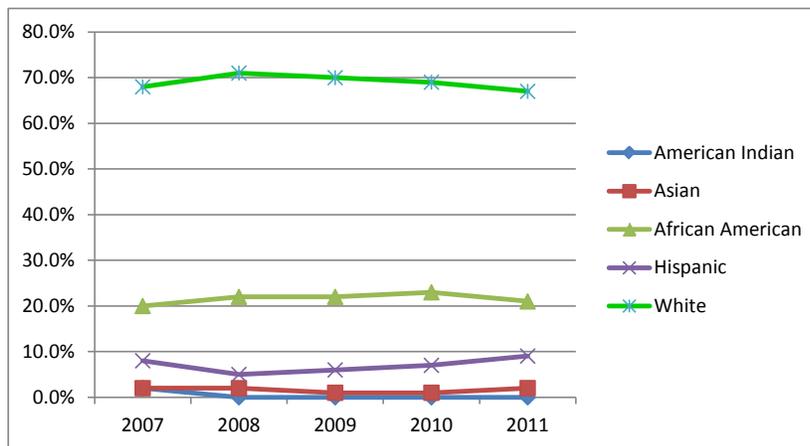
SUPERVISOR RATIO			
YEAR	2010	2011	CHANGE
SUPERVISORS	17	19	11.76% ↑
SUPERVISORS RATIO	4.8 to 1	4.2 to 1	-12.50% ↓

Retirement Eligibility



PERSONNEL BY PERCENTAGE - 5 YEAR DATA
Associate Administrator for Emergency Operations (NA-40)

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
American Indian	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0%	2.0%	0.0%	2.0%	0.0%	1.0%	0.0%	1.0%	0.0%	2.0%
African American	9.0%	11.0%	10.0%	12.0%	9.0%	13.0%	10.0%	13.0%	10.0%	11.0%
Hispanic	4.0%	4.0%	3.0%	2.0%	3.0%	3.0%	4.0%	3.0%	6.0%	3.0%
Total Minorities	13.0%	19.0%	13.0%	16.0%	12.0%	17.0%	14.0%	17.0%	16.0%	16.1%
Non-Minorities	18.0%	50.0%	20.0%	51.0%	17.0%	53.0%	15.0%	54.0%	12.0%	55.0%



Participation in the NA-40 workforce in the five-year period: "Low Percentage" indicates the year or years of lowest participation as a percentage of the total workforce. "High Percentage" indicates the year or years of highest participation as a percentage of the total NA-40 workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
American Indian female*	N/A	N/A	0.32%
American Indian male	2008 - 2011 -- 0.0%	2007 - 2.0%	0.34%
Asian female*	N/A	N/A	1.71%
Asian male	2009 & 2010 - 1.0%	2007, '08, & '11 - 2.0%	1.92%
African American female	2007 & 2009 - 9.0%	2011 - 10.0%	5.66%
African American male	2007 - 11.0%	2009 & 2010 - 13.0%	4.84%
Hispanic female	2008 & 2009 - 3.0%	2011 - 6.0%	4.52%
Hispanic male	2008 - 2.0%	2007 - 4.0%	6.17%
White female	2011 - 12.0%	2008 - 20.0%	33.74%
White male	2007 - 50.0%	2011 - 55.0%	39.03%

The importance of the above is to look at the NA-40 workforce as reflective of the Civilian Labor Force (CLF). As of this report, November 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

Managing diversity seeks progress toward the CLF for those groups that would be under-represented when compared to the CLF. Example: NA-40 no American Indian females or Asian females on board in the five-year period; and Hispanic males and White females numbers through all five years' of analysis, below the 2000 CLF.

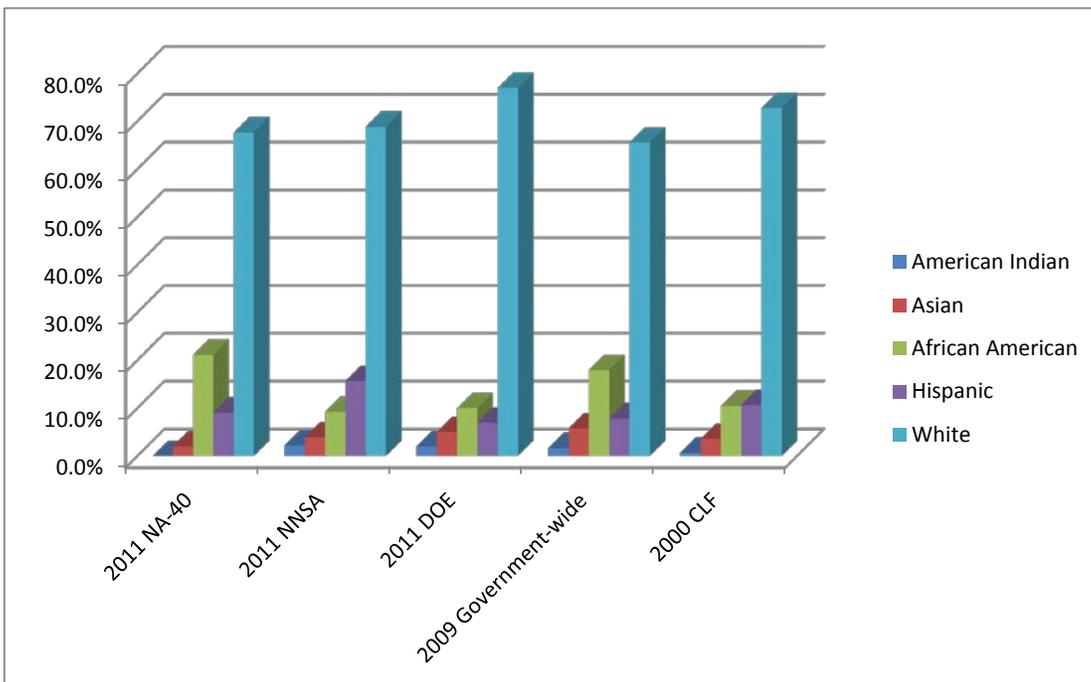
*No on-board in the five-year period, 2007 - 2011.

Comparisons to Other Workforces and the Civilian Labor Force

Associate Administrator for Emergency Operations (NA-40)

The Charts on this page depict the workforce diversity of NA-40 compared to NNSA-wide; the Department of Energy (DOE) 2011; the 2009 Executive Branch of government (from www.EEOC.gov -- 2010 and 2011 figures not available at the time of this report, November 2011); and the 2000 Department of Labor's Civilian Labor Force (CLF) (2010 Census data not available at the time of this report, November 2011).

	American Indian	Asian	African American	Hispanic	White
2011 NA-40	0.0%	2.0%	21.2%	9.1%	67.7%
2011 NNSA	2.2%	3.9%	9.3%	15.7%	68.9%
2011 DOE	2.0%	5.0%	10.0%	7.0%	77.0%
2009 Government-wide	1.7%	5.8%	18.0%	7.9%	65.6%
2000 CLF	0.7%	3.6%	10.5%	10.7%	72.8%



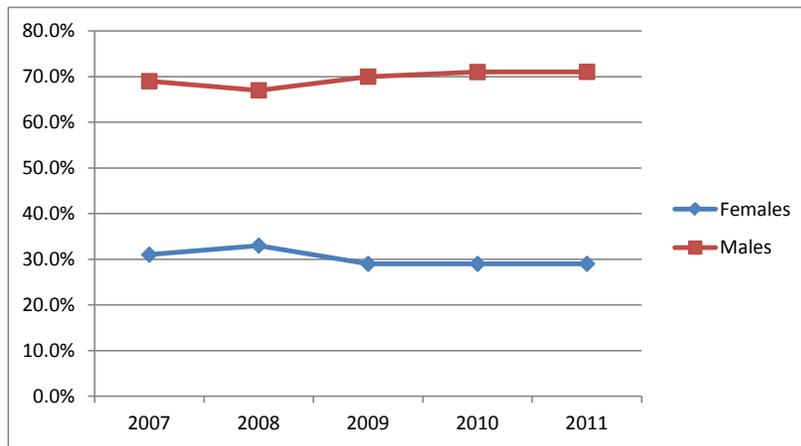
NA-40 employee population participation as compared to other workforces (above, below, or equal to):

- American Indian participation is **below** all comparators, with no on-board American Indian employees in FY 2011.
- Asian participation is **below** all comparators, with 2 males on-board, and no females on-board in FY 2011.
- African American participation is **above** all comparators.
- Hispanic participation is **below** NNSA-wide and 2000 CLF; and **above** 2011 DOE-wide; and 2009 - federal government wide.
- White participation is **below** NNSA-wide; DOE-wide; and the 2000 CLF; and **above** 2009 federal government wide.

The **above/below** comparison is intended to give managers and supervisors participation rates by various groups, so that when a vacancy is anticipated, the managers and supervisors can work with the Office of Human Capital Management; or the Diversity and Outreach Manager, to increase recruitment, and broaden the applicant pool, for the vacancy.

PERSONNEL BY PERCENTAGE - 5 YEAR DATA
Associate Administrator for Emergency Operations (NA-40)
By Gender

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
American Indian	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0%	2.0%	0.0%	2.0%	0.0%	1.0%	0.0%	1.0%	1.0%	2.0%
African American	9.0%	11.0%	10.0%	12.0%	9.0%	13.0%	10.0%	13.0%	10.0%	11.0%
Hispanic	4.0%	4.0%	3.0%	2.0%	3.0%	3.0%	4.0%	3.0%	6.0%	3.0%
Total Minorities	13.0%	19.0%	13.0%	16.0%	12.0%	17.0%	14.0%	17.0%	17.0%	16.1%
Non-Minorities	18.0%	50.0%	20.0%	51.0%	17.0%	53.0%	15.0%	54.0%	12.0%	55.0%



Participation in the NA-40 workforce in the five-year period: "Low Percentage" indicates the year or years of lowest participation as a percentage of the total workforce. "High Percentage" indicates the year or years of highest participation as a percentage of the total NA-40 workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
NA-40 females	2009 - 29.0%	2007 - 31.0%	46.77%
NA-40 males	2008 - 67.0%	2011 - 71.1%	53.23%

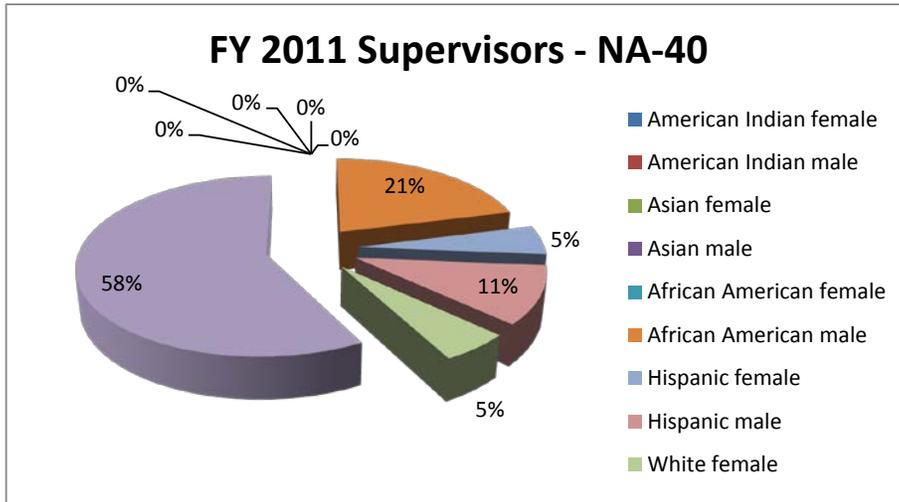
The importance of the above is to look at the NA-40 workforce as reflective of the Civilian Labor Force (CLF). As of this report, November 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

	Females	Males
2007	31.0%	69.0%
2008	33.0%	67.0%
2009	29.0%	70.0%
2010	29.0%	71.0%
2011	29.0%	71.1%

In the five-year period, 2007-2011, the percentage of the total population for both females and males has reversed at NA-40, with female participants decreasing as a percentage of NA-40 and male participants increasing as a percentage of NA-40. Female participation remains well below the 2000 CLF in all five years. Male participation remains well above the 2000 CLF in all five years.

**NA-40 Associate Administrator for Emergency Operations
Supervisory Workforce**

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
FY 2010	0	0	0	0	0	3	1	1	1	11
FY 2011	0	0	0	0	0	4	1	2	1	11



Total supervisory workforce increased from FY 2010, 17, to 19 in FY 2011

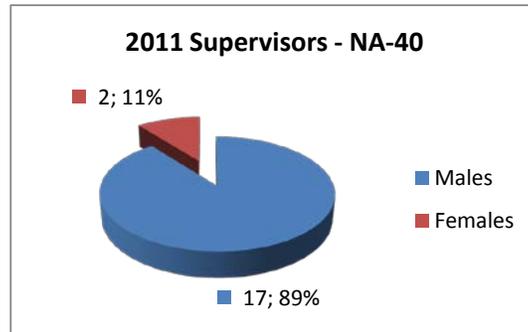
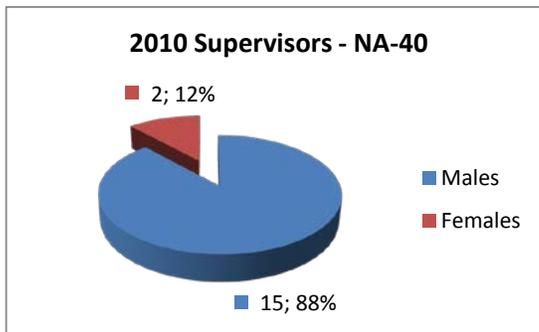
No decreases in supervisory participation of any of the groups from the prior year

Increases in supervisory participation of:

- African American male - plus 1 to a total of 4
- Hispanic male - plus 1 to a total of 2

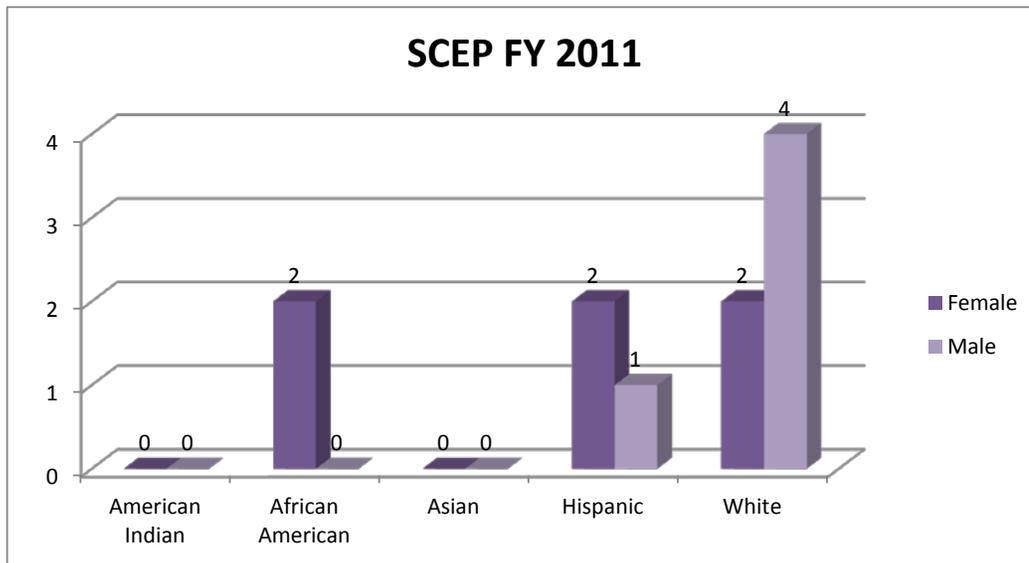
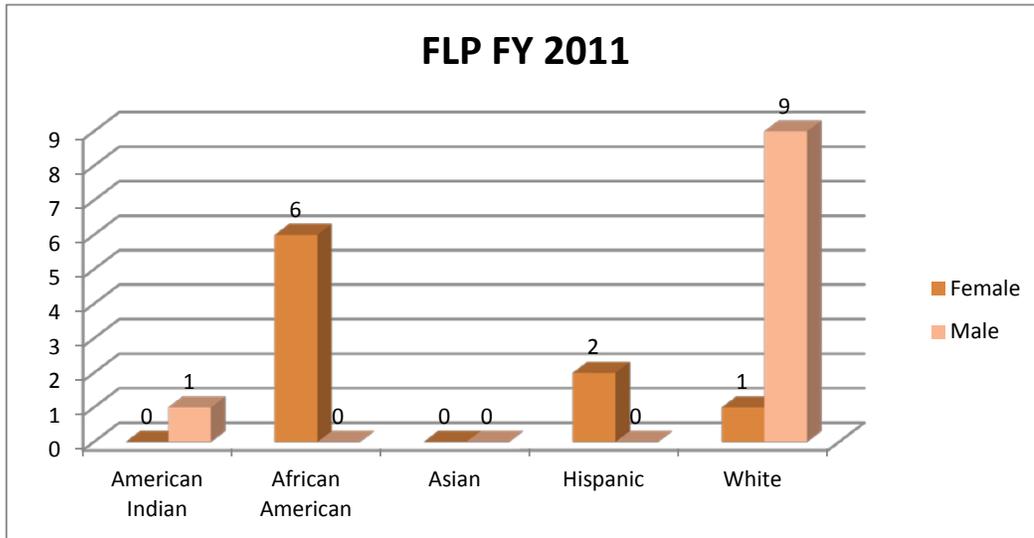
No change in Supervisory participation of Hispanic female (1); White female (1); and White male (11).

No on-board American Indian male or female and Asian female and male.



**Future Leader's Program (FLP)
Student Career Experience Program (SCEP)
Minority Serving Institutions Program (MSI)**

NNSA-wide, planning for the future of our workforce, the organization is utilizing the NNSA Future Leader's Program (FLP), implemented in 2005; and the Student Career Experience Program (SCEP), implemented in 2007, to recruit, hire, train and develop these employees for career positions with NNSA.



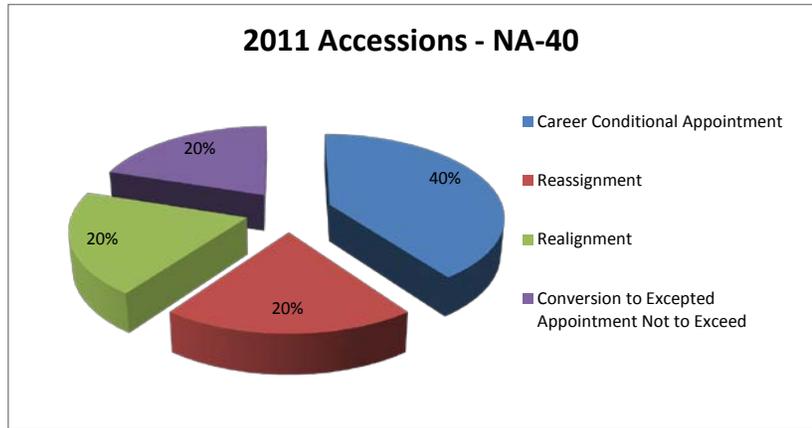
Minority Serving Institutions Program

The MSI Internship Program allows participants a way to explore a future career. In FY 2011 NNSA had 43 MSI Interns. The program combines participant studies with on-the-job training and experience directly related to their academic program, enabling the participant to make more informed career choices in the future. For 10 weeks during the summer, participants have the opportunity to work on exciting projects at NNSA's laboratories, Federal field offices or with our small business partners. Many of our MSI interns with science, technology, engineering or mathematics backgrounds work in research environments with the nation's top scientists and engineers. See the Appendix for a listing of the current participating MSI's. More information on the NNSA MSI Internship Program is available at <http://nnsa.energy.gov/federalemloyment/applyforourjobs/howtoapply/studentvacancies/msivacancies>

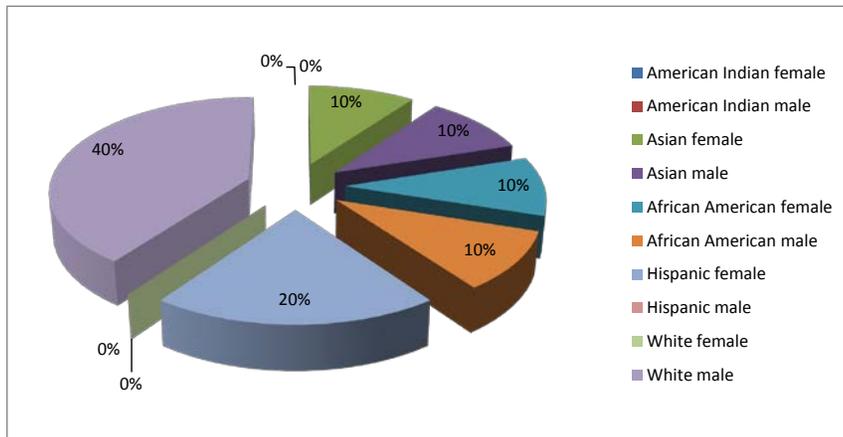
**NA-40 Associate Administrator for Emergency Operations - FY 2011
Accessions**

Accessions includes temporary and permanent appointments. In FY 2011 there were 10 Accessions and transfer in at NA-40. Transfer includes transfer from other federal agency as well as other among NNSA organizations.

Career Conditional Appointment	4
Reassignment	2
Realignment	2
Conversion to Excepted Appointment	2
Total	10



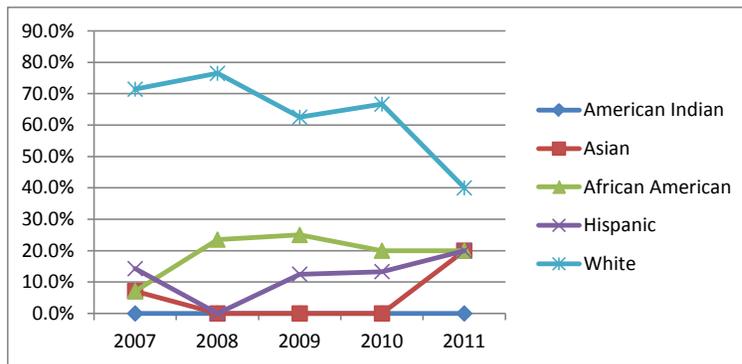
American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
0	0	1	1	1	1	2	0	0	4



**NA-40 Associate Administrator for Emergency Operations - FY 2011
Historical Accessions**

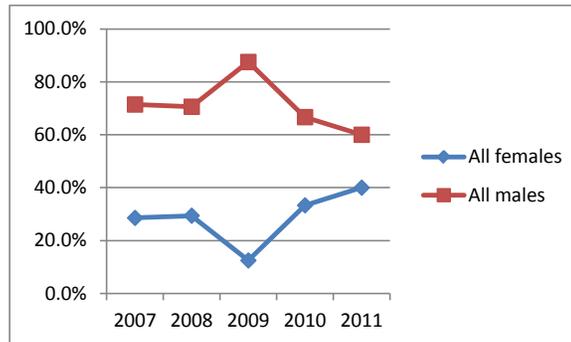
	American Indian	Asian	African American	Hispanic	White
2007	0.0%	7.1%	7.1%	14.3%	71.4%
2008	0.0%	0.0%	23.5%	0.0%	76.5%
2009	0.0%	0.0%	25.0%	12.5%	62.5%
2010	0.0%	0.0%	20.0%	13.3%	66.7%
2011	0.0%	20.0%	20.0%	20.0%	40.0%

	American Indian Female	American Indian Male	Asian Female	Asian Male	African American Female	African American Male	Hispanic Female	Hispanic Male	White Female	White Male	Total
2007	0	0	0	1	1	0	1	1	2	8	14
2008	0	0	0	0	2	2	0	0	3	10	17
2009	0	0	0	0	0	2	0	1	1	4	8
2010	0	0	0	0	2	1	2	0	1	9	15
2011	0	0	1	1	1	1	2	0	0	4	10
Total	0	0	1	2	6	6	5	2	7	35	64
	0.0%	0.0%	1.6%	3.1%	9.4%	9.4%	7.8%	3.1%	10.9%	54.7%	



There have been no American Indian Accessions into NA-40 in the five-year period, 2007 - 2011. All other groups had representation in Accessions in at least one of the years analyzed.

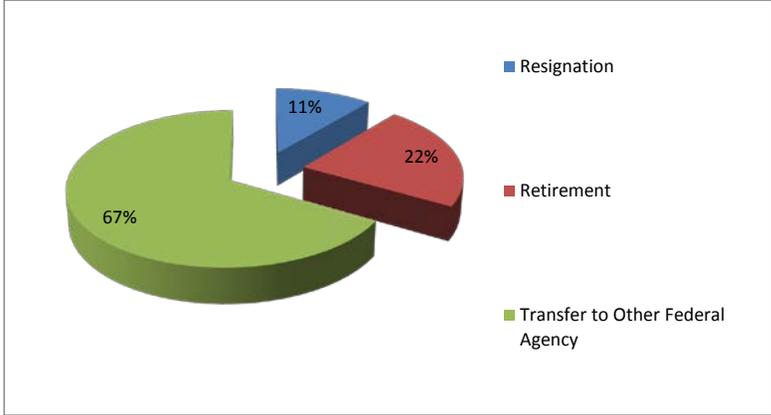
	All females	All males
2007	28.6%	71.4%
2008	29.4%	70.6%
2009	12.5%	87.5%
2010	33.3%	66.7%
2011	40.0%	60.0%



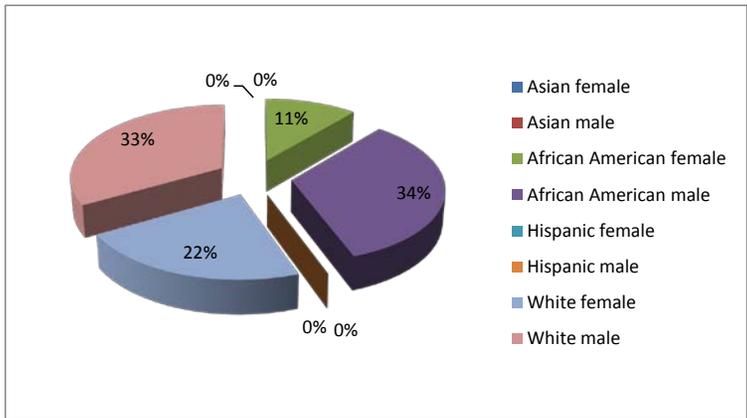
**NA-40 Associate Administrator for Emergency Operations - FY 2011
Separations**

In FY 2011 there were a total of 9 Separations from NA-40. Separation data includes all Personnel Nature of Action Codes, "3".

Resignation	Retirement	Transfer to Other Federal Agency	Total
1	2	6	9



American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
0	0	0	0	1	3	0	0	2	3	9



FY 2011 NA-40 Separations:

- White male separations, 3 total: 2 transfer to other federal agency; 1 retirement
- White female separations, 2 total: transfer to other NNSA organization; retirement
- African American male separations, 3 total: transfers to other federal agency
- African American female separation, 1 total: resignation

**NA-40 Associate Administrator for Emergency Operations
Separations - FY 2011
Gender**

In FY 2011 there were a total of 9 Separations from NA-40. Separation data includes all Personnel Nature of Action Codes, "3".

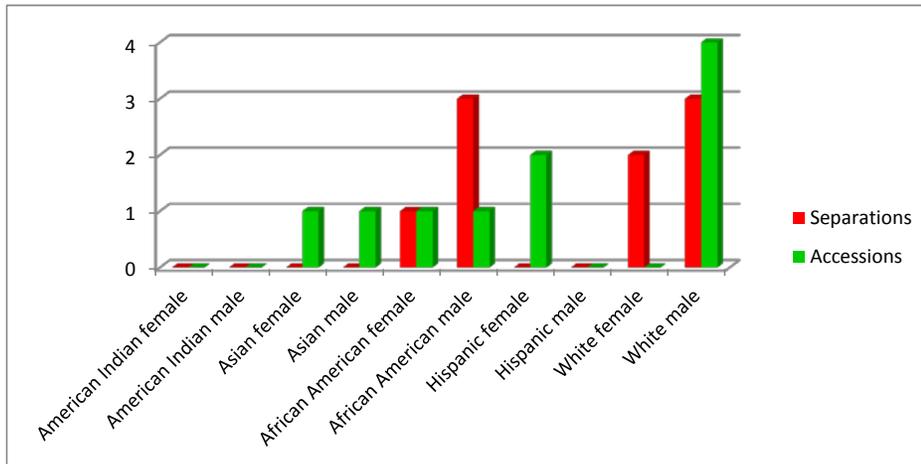
	Resignation	Retirement	Transfer to Other Federal Agency	Total
Females	1	1	1	3
Males	0	1	5	6
				<u>9</u>

Female separations totaled 3, or 33.3% of the 9.
Male separations totaled 6, or 66.7% of the 9.

Female separations: 1 resignation (33.3% of all female separations); 1 transfers (33.3%); and 1 retirement (33.3%).

Males separations: 5 transfers to other federal agency (83.3% of all male separations); and 1 retirement (16.7%).

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2011 Separations	0	0	0	0	1	3	0	0	2	3	9
Accessions	0	0	1	1	1	1	2	0	0	4	10

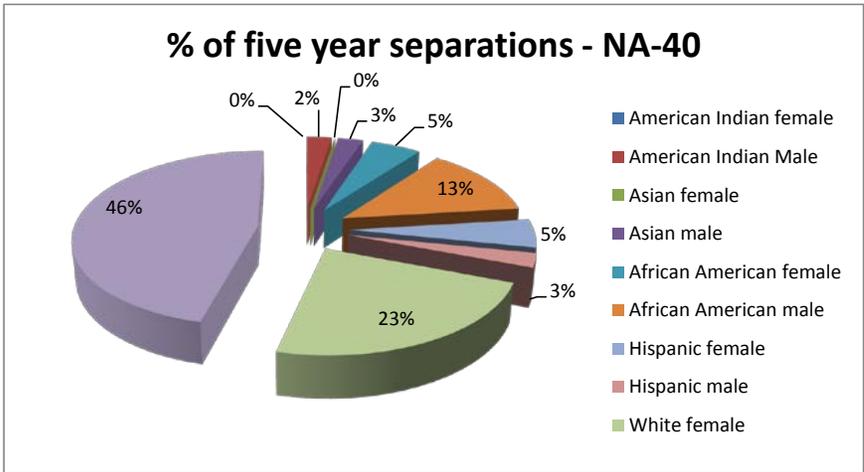


Comparing accessions to separations, and to the Civilian Labor Force provides the opportunity to address the full participation in the workforce of the various groups. See pages 4 and 7 of this report for comparison percentages, most notably the CLF for a particular group. Work force diversity management seeks to ensure that current underrepresented groups do not have separations exceeding accessions.

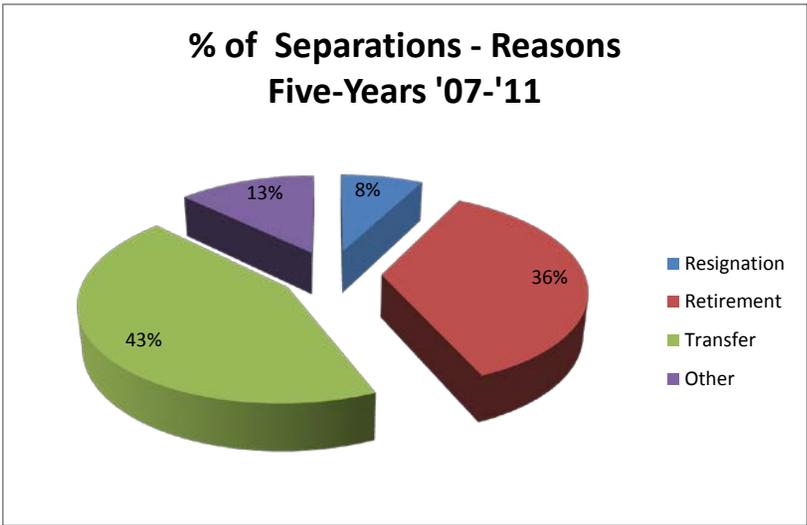
**NA-40 Associate Administrator for Emergency Operations
Separations - Historical - FY 2007 - 2011**

In the five year period, 2007 through 2011, there have been a total of 39 separations from NA-40, compared to 64 accessions in the same five-year period.

	American Indian female	American Indian Male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Totals
2007	0	0	0	0	0	0	0	0	0	3	3
2008	0	1	0	0	0	0	0	1	0	7	9
2009	0	0	0	1	1	1	1	0	3	2	9
2010	0	0	0	0	0	1	1	0	4	3	9
2011	0	0	0	0	1	3	0	0	2	3	9
	0	1	0	1	2	5	2	1	9	18	39



	Resignation	Retirement	Transfer	Other	Total
2007	0	1	1	1	3
2008	2	2	4	1	9
2009	0	3	3	3	9
2010	0	6	3	0	9
2011	1	2	6	0	9
	3	14	17	5	39



**NA-40 Associate Administrator for Emergency Operations
Separations - Historical - FY 2007 - FY 2011**

	Resignation					Retirement					Transfer*					Other Reason					Total
	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	
Minorities	1	0	0	1	0	0	1	2	0	0	3	1	0	1	0	0	0	2	0	0	12
White females	0	0	0	0	0	1	2	0	0	0	1	2	2	0	0	0	0	1	0	0	9
White males	0	0	0	1	0	1	3	1	2	1	2	0	1	3	1	0	0	0	1	1	18
																					<u>39</u>

NA-40 had 39 separations in the five-year period, 2007 to 2011. Minorities represented 12 total (30.8% of the 65); White females, 9 total (23.1%); and White males 18 of the total (46.2%).

Minority separations, 12 total: 5 transfer to other NNSA organization or federal agency (41.7% of all minority separations); 3 retirements (25.0%); 2 resignations (16.7%); and 2 separations, other reason (16.7%)

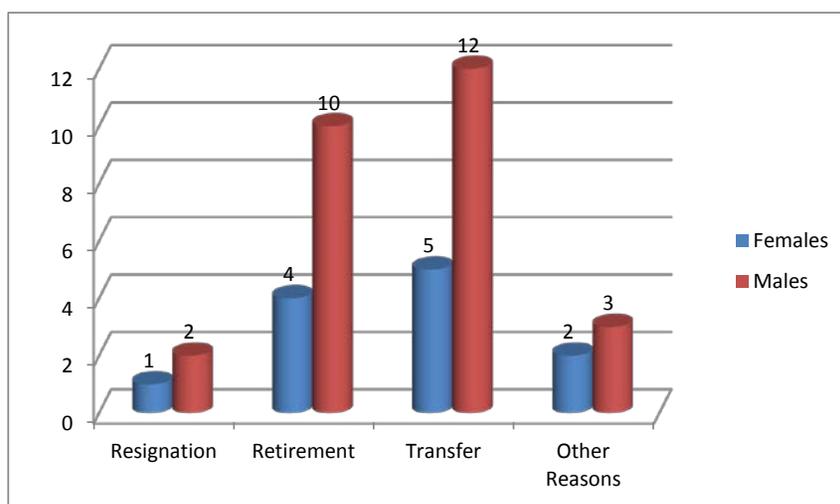
White female separations, 9 total: 5 transfers to other NNSA organization or federal agency (55.6% of all White female separations); 3 retirements (33.3%); and 1 separation, other reason, 11.1%.

White male separations, 18 total: 8 retirements (44.4% of all White male separations); 7 transfers to other NNSA organization or federal agency (38.9%); 2 separations, other reason (11.1%); and 1 resignation (5.6%).

*Separation other reason can include nature of action codes: termination; termination during probation, expiration of appointment, expiration of appointment not to exceed.

All female separations totaled 12 of 39 in the five-year period, 30.8% of all separations.
All male separations totaled 27 of the 39 in the five-year period, 69.2% of all separations.

	Resignation					Retirement					Transfer*					Other Reason					Total
	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	
Females	1	0	0	0	0	1	3	0	0	0	1	2	2	0	0	0	0	2	0	0	12
Males	0	0	0	2	0	1	3	3	2	1	5	1	1	4	1	0	0	1	1	1	27
																					<u>39</u>



Female separations, 12 total in the five-year period: 5 transfers to other NNSA organization (41.7% of the female separation total); followed by 4 retirements (33.3%); 2 separations, other reason (16.7%); and 1 resignation (8.3%).

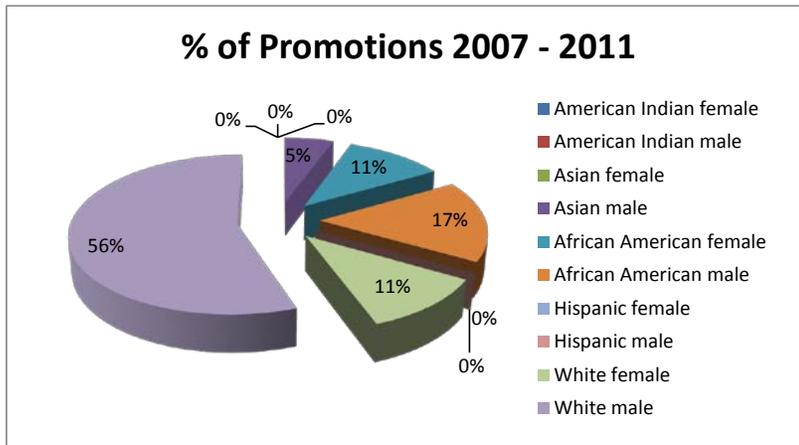
Male separations, 27 total: 12 transfer to other NNSA organization or other federal agency (44.4% of the male separation total); followed by 10 retirements (37.0%); 3 separations, other reasons (11.1%); and 2 resignations (7.4%).

**NA-40 Associate Administrator for Emergency Operations
Promotions**

In FY 2011 there was 1 promotion at NA-40. Promotions includes all Nature of Action Codes "702" and "703" [Promotion and Promotion Not to Exceed].

Historical, five-year, data, promotions - NA-40

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Row Total
2007	0	0	0	1	1	1	0	0	1	4	8
2008	0	0	0	0	0	0	0	0	0	2	2
2009	0	0	0	0	0	1	0	0	0	3	4
2010	0	0	0	0	0	1	0	0	1	1	3
2011	0	0	0	0	1	0	0	0	0	0	1
Total	0	0	0	1	2	3	0	0	2	10	18
	0.0%	0.0%	0.0%	5.6%	11.1%	16.7%	0.0%	0.0%	11.1%	55.6%	



White males received 10 of the 18 promotions in the five-year period (55.6% of the total), 2007-2011; followed by African American males, 3 (16.7%); African American females and White females, 2 each (11.1% each); and 1 Asian male promotion (5.6%).

No promotions for Hispanic females or males in the five-year period.

No promotions for American Indian male, on-board in 2007 only.

No promotions for Asian females in the five-year period, no on-board 2007 - 2010.

No on-board American Indian females in the five-year period.



APPENDIX

Year-End Workforce Diversity



The Secretary of Energy
Washington, DC 20585

March 3, 2011

MEMORANDUM FOR HEADS OF DEPARTMENTAL ELEMENTS

FROM: STEVEN CHU 

SUBJECT: Equal Employment Opportunity and Diversity
Policy Statement

The Department of Energy's mission is critical to our Nation's success. We are charged with advancing our country's national and energy security, and harnessing science to solve our energy and climate change problems. Maximizing our impact, a key to our continued success – and to America's prosperity in the 21st century – lies in our ability to attract, retain, and nurture the best and the brightest from all walks of life. The DOE management principle, "We will treat our people as our greatest asset," is a principle all DOE employees should carry out every day.

To this end, I expect all Department and contractor employees to fully embrace the concepts of equal employment opportunity (EEO) and diversity in the workplace. Equal employment opportunity means that applicants and employees are not subject to prohibited discrimination in any aspect of employment. Prohibited discrimination includes discrimination or reprisal on the basis of race, color, sex, religion, national origin, age, disability (physical or mental), sexual orientation, parental status, or protected genetic information. EEO mandates that all employment-related decisions be based on merit and not on prohibited discriminatory factors. Prohibited discrimination is not tolerated at the Department of Energy and appropriate corrective and/or disciplinary action will be taken where it is found to have occurred.

At DOE, diversity is more than just an abstract concept and goes beyond compliance with EEO requirements. Rather, diversity is a core value and strategic business imperative. It is an important consideration in every aspect of what we do.

Together, we foster a culture of inclusion, mutual trust, and respect. This allows all employees equal opportunities to achieve their full potential. As long as we continue to embrace the concepts of EEO and diversity, I believe that the Department will continue to maintain its world-class status and position itself more effectively to accomplish the important mission entrusted to us by the American people.



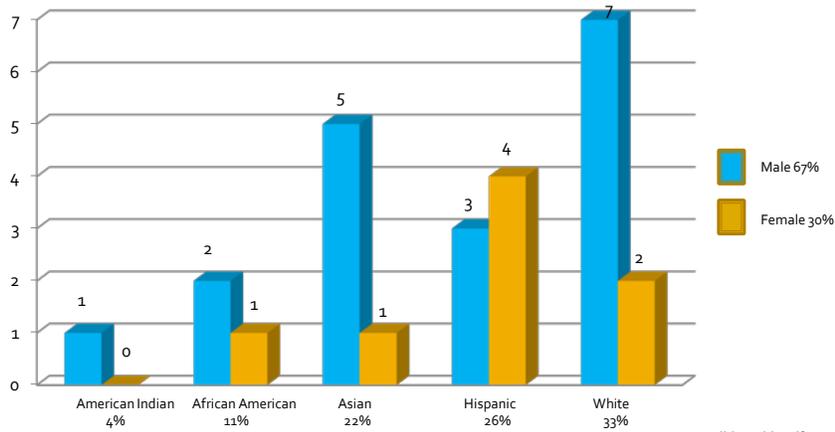
Future Leaders, SCEP & STEP Program



FY 2005-2011

by: Tyquan Parker
HBCU Intern, Summer 2010

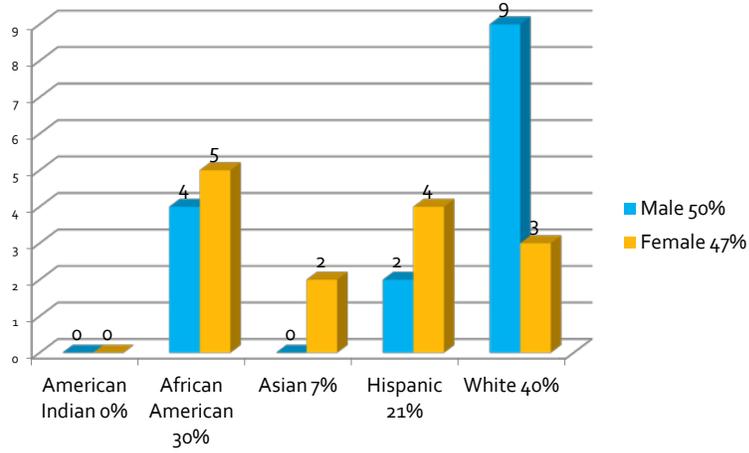
Future Leaders Program FY 2005



1 did not identify
* TOTAL = 27

2

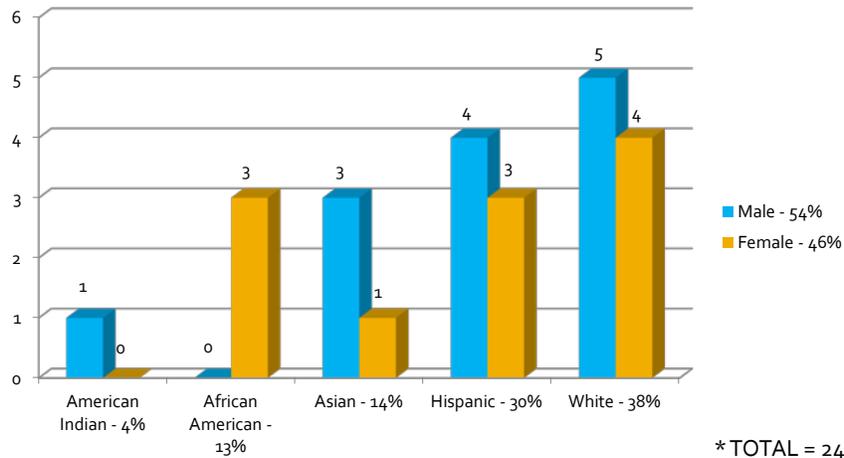
Future Leaders Program FY 2006



* TOTAL = 30
1 did not identify

3

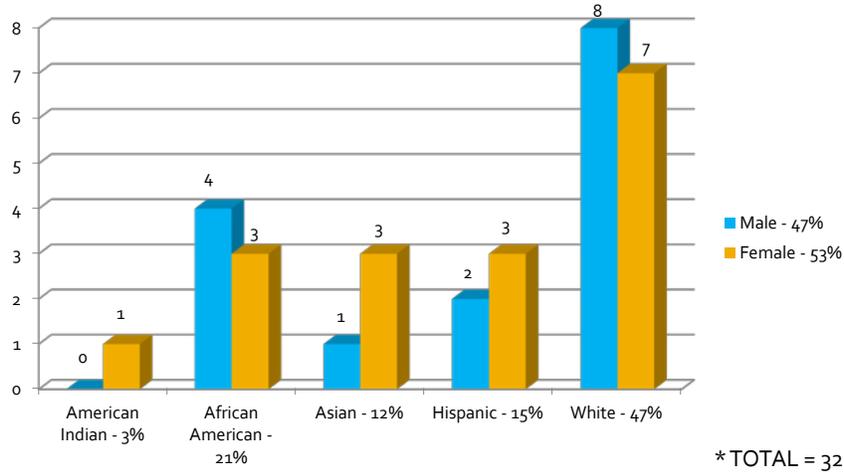
Future Leaders Program FY2007



* TOTAL = 24

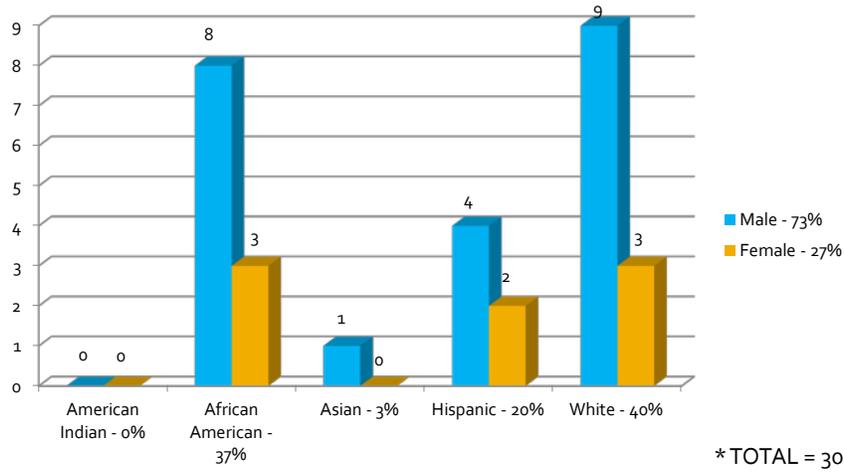
4

Future Leaders Program FY 2008



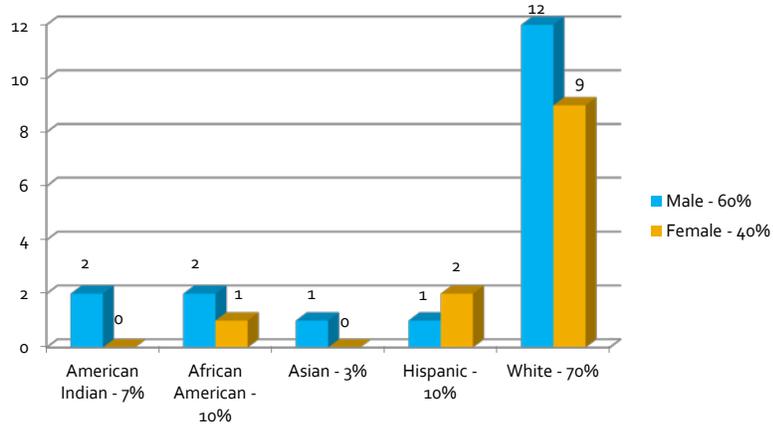
5

Future Leaders Program FY 2009



6

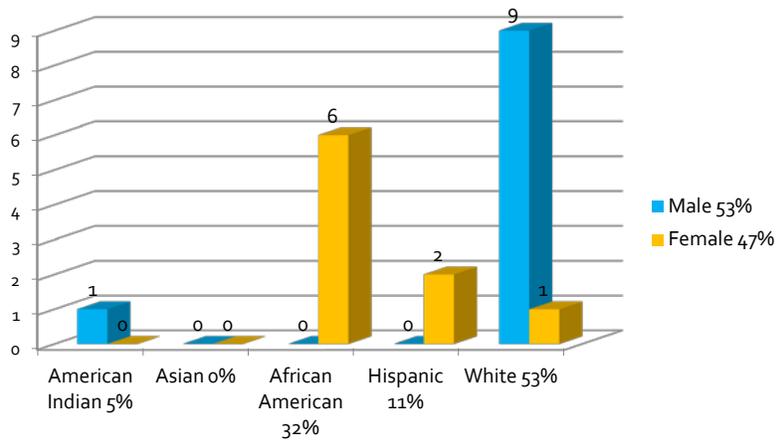
Future Leaders Program FY 2010



* TOTAL = 30

7

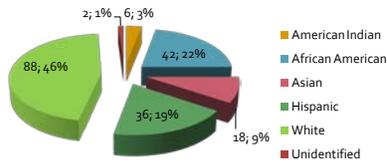
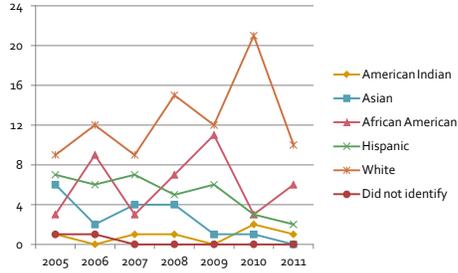
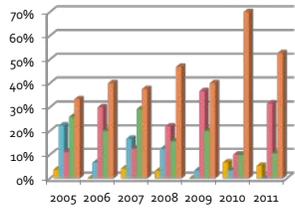
Future Leaders Program FY 2011



* TOTAL = 19

8

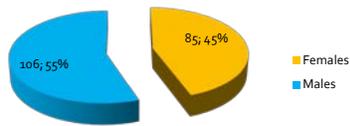
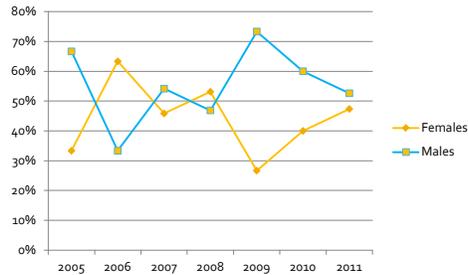
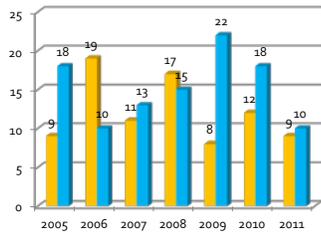
FLP Trend (2005 through 2011)



There have been a total of 192 FLP hires from 2005 through 2011. White participants are the majority followed by African American, Hispanic, Asian and American Indian. Note: two (2) unidentified by race/ethnicity.

White males, 53 (28%) -- White females, 35 (18%)
 African American females, 22 (11%) -- African American males, 20 (10%)
 Hispanic males, 18 (9%) -- females, 18 (9%)
 Asian males, 11 (6%) -- Asian females, 7 (4%)
 American Indian males 5 (3%) -- American Indian females 1 (1%)
 Unidentified, 1% (2)

FLP Trend (2005 through 2011)



192 FLP participants from 2005-2011.
 Note: one unidentified by gender.

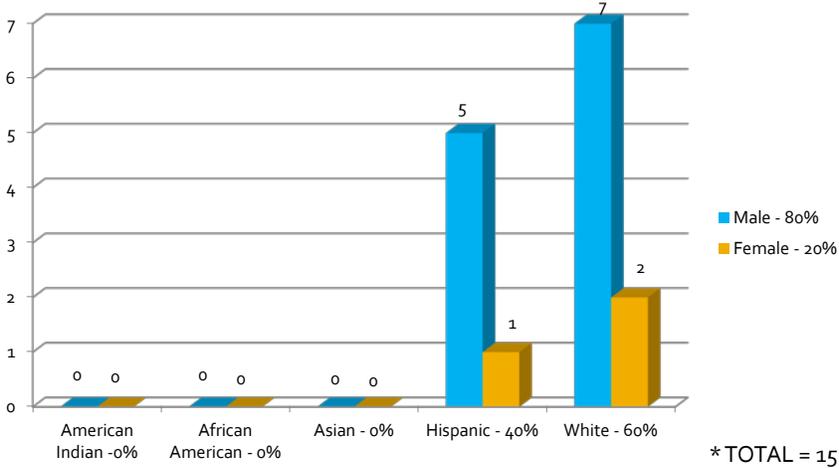
Future Leaders Program Retention

Year 6						77% of 27
Year 5					70% of 30	77% of 27
Year 4				96% of 24	93% of 30	88% of 27
Year 3			84% of 32	96% of 24	93% of 30	92% of 27
Year 2		90% of 30	100% of 32	100% of 24	97% of 30	92% of 27
Year 1	100% of 30	100% of 30	100% of 32	100% of 24	100% of 30	100% of 27
	FLP 2010	FLP 2009	FLP 2008	FLP 2007	FLP 2006	FLP 2005

Retention is validated each September, fiscal year-end, to see which FLP participants in each class are still on-board with NNSA.
 Example: Class of 2005, one year after hire, 100% still on board; six years later, September 2011 there are 21 of the 27 still with NNSA.

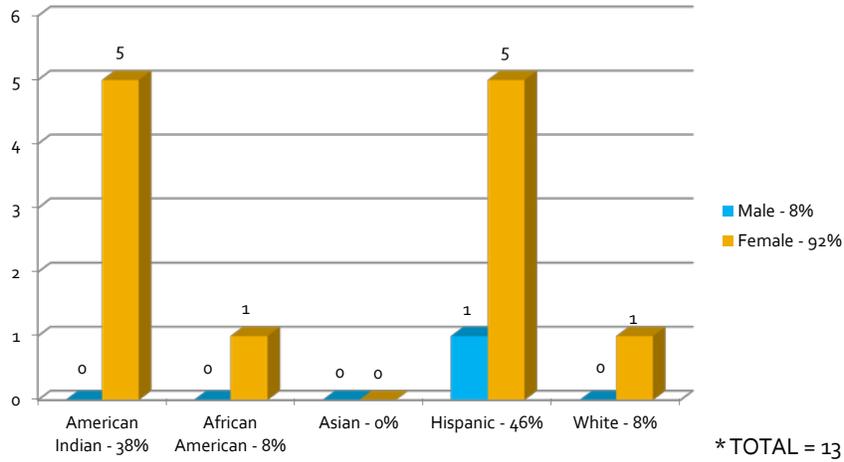
11

SCEP FY2007



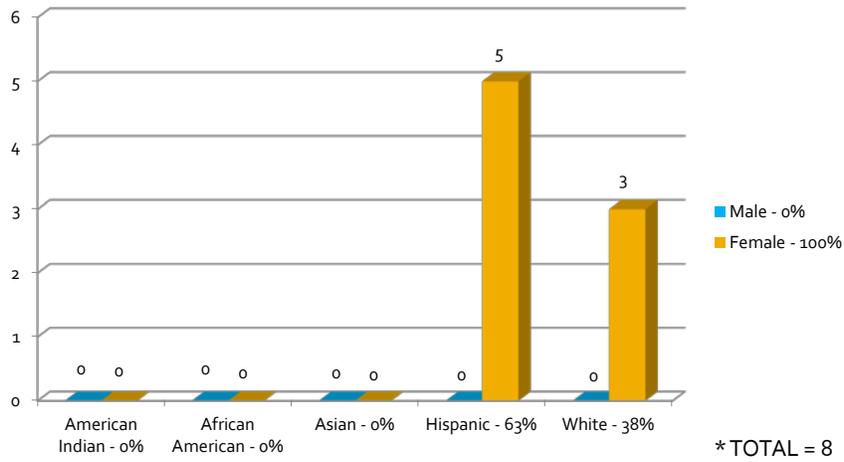
12

SCEP FY 2008



13

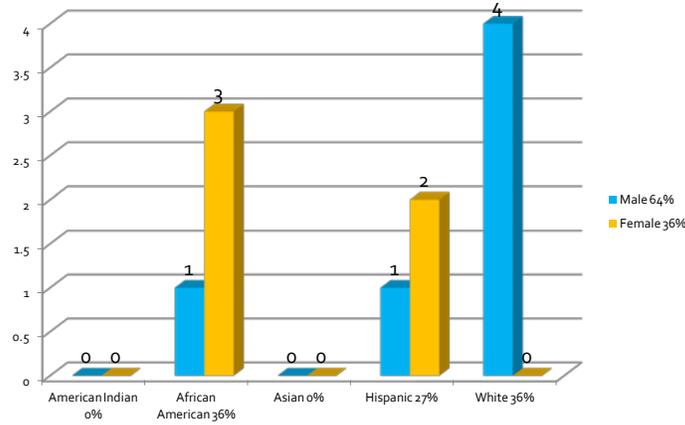
SCEP FY 2009



14

No FY 2010 SCEP class

SCEP FY2011



TOTAL = 11
 Note: no FY 2010 SCEP

15

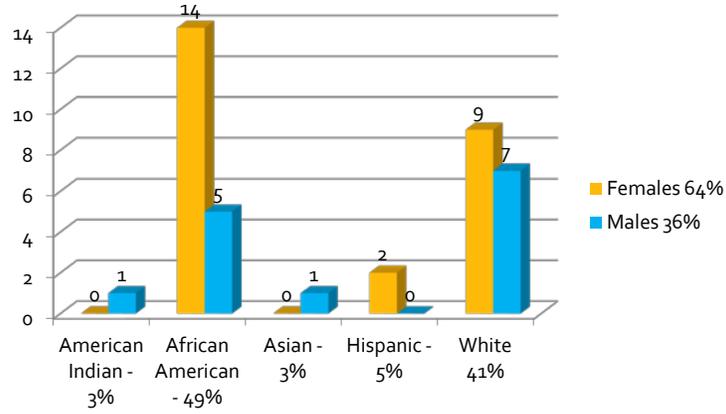
SCEP Retention

4 Year				87% of 15
3 Year			38% of 13	87% of 15
2 Year		50% of 8	85% of 13	87% of 15
1 Year		63% of 8	92% of 13	87% of 15
	SCEP FY 2011* (11 on board)	SCEP FY 2009	SCEP FY 2008	SCEP FY 2007

*No SCEP class of FY 2010

16

STEP FY 2011



TOTAL = 39

17

NNSA

NA-1.2 Office of Civil Rights, Albuquerque Complex

Equal Employment Opportunity: Collaborating for Mission Success

