



Fiscal Year 2011  
Year-End Workforce Diversity

Site Office Manager  
Los Alamos Site Office

Prepared March 2012  
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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.

*Debra Parrish*  
**EEO Manager**  
**Office of Civil Rights**

***Equal Employment Opportunity: Collaborating for Mission Success***

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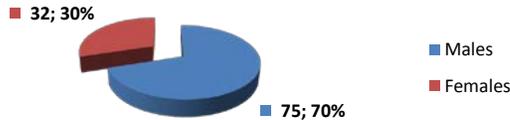
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**Workforce Diversity  
Los Alamos Site Office  
As of September 24, 2011**

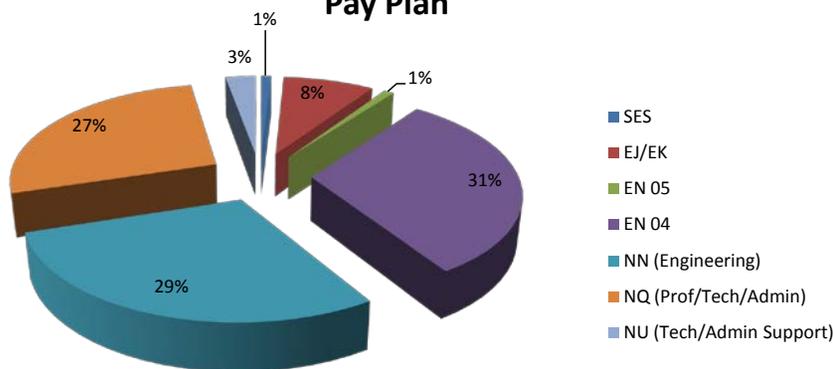
TOTAL WORKFORCE			
YEAR	2010	2011	CHANGE
Total number of employees	105	107	1.90% ↑
GENDER			
YEAR	2010	2011	CHANGE
Males	73	75	2.74% ↑
Females	32	32	0.00% /

PAY PLAN			
YEAR	2010	2011	CHANGE
SES	2	1	-50.00% ↓
EJ/EK	13	9	-30.77% ↓
EN 05	1	1	0.00% /
EN 04	32	33	3.13% ↑
NN (Engineering)	26	31	19.23% ↑
NQ (Prof/Tech/Admin)	27	29	7.41% ↑
NU (Tech/Admin Support)	4	3	-25.00% ↓

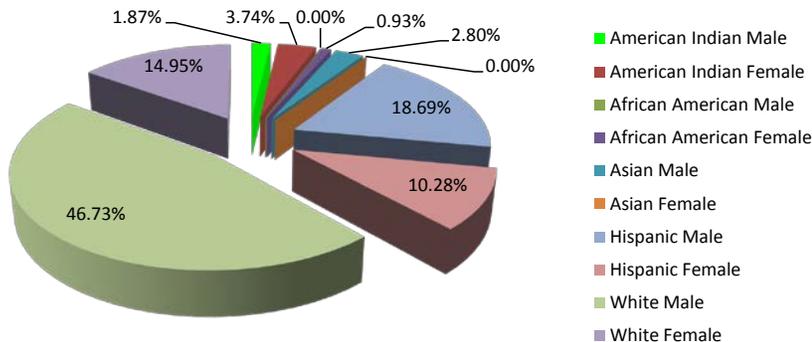
**Gender**



**Pay Plan**



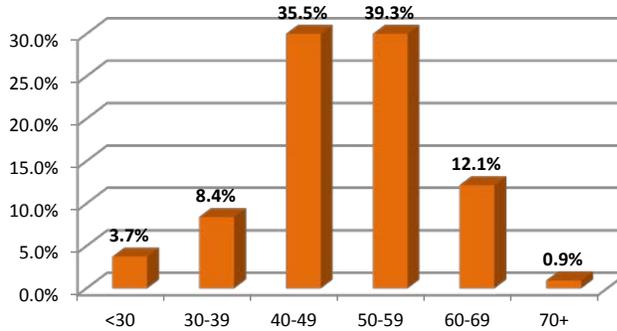
DIVERSITY					
YEAR	2010	2011	CHANGE	% of 2011 Workforce	2000 Civilian Labor Force (2010 Census not available as of Oct. 2011)
American Indian Male	2	2	0.00% /	1.87%	0.34%
American Indian Female	4	4	0.00% /	3.74%	0.32%
African American Male	0	0	0.00% /	0.00%	4.84%
African American Female	0	1	Infinity ↑	0.93%	5.66%
Asian Male	3	3	0.00% /	2.80%	1.92%
Asian Female	0	0	0.00% /	0.00%	1.71%
Hispanic Male	19	20	5.26% ↑	18.69%	6.17%
Hispanic Female	12	11	-8.33% ↓	10.28%	4.52%
White Male	49	50	2.04% ↑	46.73%	39.03%
White Female	16	16	0.00% /	14.95%	33.74%



**Workforce Diversity  
Los Alamos Site Office (LASO)  
As of September 24, 2011**

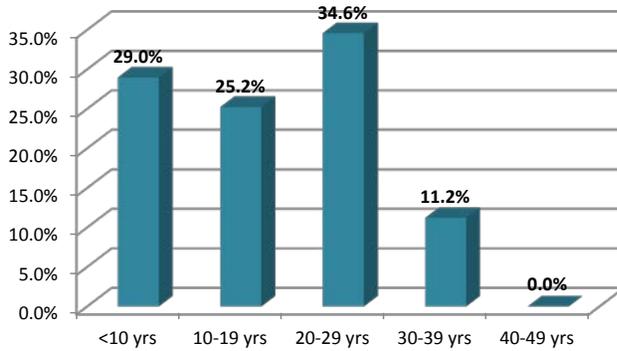
SPECIAL			
YEAR	2010	2011	CHANGE
DISABILITY	6	6	0.00% /
VETERANS	24	21	-12.50% ↓

**Age Groups as a Percentage of the LASO Workforce**



AGE			
YEAR	2010	2011	CHANGE
AVERAGE AGE	49.8	49.8	0.00% /
UNDER 30	1	4	300.00% ↑
30-39	13	9	-30.77% ↓
40-49	40	38	-5.00% ↓
50-59	37	42	13.51% ↑
60-69	13	13	0.00% /
70 AND UP	1	1	0.00% /

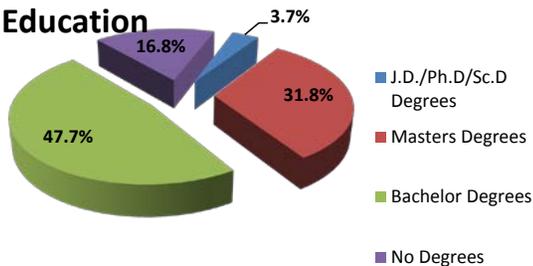
**Years of Federal Service**



YEARS OF FEDERAL SERVICE			
YEAR	2010	2011	CHANGE
AVERAGE LENGTH	17.2	17.2	0.00% /
LESS THAN 10 YEARS	28	31	10.71% ↑
10-19 YEARS	30	27	-10.00% ↓
20-29 YEARS	35	37	5.71% ↑
30-39 YEARS	12	12	0.00% /
40-49 YEARS	0	0	0.00% /

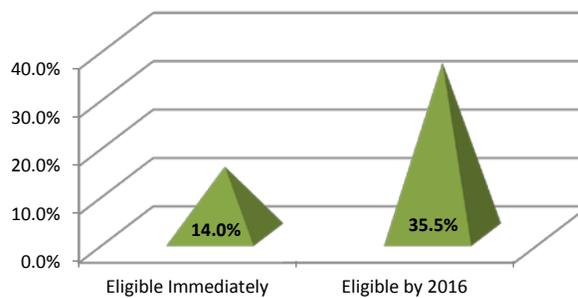
EDUCATION			
YEAR	2010	2011	CHANGE
J.D./Ph.D/Sc.D Degrees	3	4	33.33% ↑
Masters Degrees	35	34	2.86% ↑
Bachelors Degrees	48	51	6.25% ↑
No Degrees	19	18	-5.26% ↓

**Education**



RETIREMENT			
YEAR	2010	2011	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	13	15	15.38% ↑
ELIGIBLE TO RETIRE BY 9/25/2016	41	38	-7.32% ↓

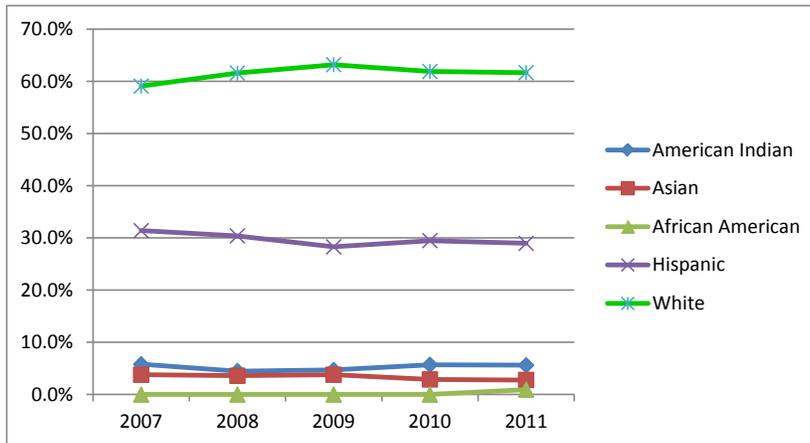
**Retirement Eligibility**



SUPERVISOR RATIO			
YEAR	2010	2011	CHANGE
SUPERVISORS	15	17	13.33% ↑
SUPERVISORS RATIO	6 to 1	5.3 to 1	-11.67% ↓

**PERSONNEL BY PERCENTAGE - 5 YEAR DATA**

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
<b>American Indian</b>	2.9%	2.9%	1.8%	2.7%	2.8%	1.9%	3.8%	1.9%	3.7%	1.9%
<b>Asian</b>	0.0%	3.8%	0.0%	3.6%	0.0%	3.8%	0.0%	2.9%	0.0%	2.8%
<b>African American</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%
<b>Hispanic</b>	13.3%	18.1%	12.5%	17.9%	10.4%	17.9%	11.4%	18.1%	10.3%	18.7%
<b>Total Minorities</b>	16.2%	24.8%	14.3%	24.2%	13.2%	23.6%	15.2%	22.9%	15.0%	23.4%
<b>Non-Minorities</b>	14.3%	44.8%	15.2%	46.4%	13.2%	50.0%	15.2%	46.7%	15.0%	46.7%



Participation in the LASO 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 LASO workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
American Indian female*	2008 -- 1.8%	2010 -- 3.8%	0.32%
American Indian male*	2009; '10; '11 -- 1.9%	2007 -- 2.9%	0.34%
Asian female**	N/A	N/A	1.71%
Asian male*	2011 -- 2.8%	2007 & 2009 -- 3.8%	1.92%
African American female	2007 - 2010 -- 0.0%	2011 -- 0.9%	5.66%
African American male**	N/A	N/A	4.84%
Hispanic female	2011 -- 10.3%	2007 -- 13.3%	4.52%
Hispanic male	2008 & 2009 -- 17.9%	2011 -- 18.7%	6.17%
White female*	2009 -- 13.2%	2008 & 2010 -- 15.2%	33.74%
White male	2007 -- 44.8%	2009 -- 50.0%	39.03%

The importance of the above is to look at the LASO workforce as reflective of the Civilian Labor Force (CLF). As of this report, December 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 underrepresented when compared to the CLF. Example: No on-board Asian females or African American males in the five-year period, 2007 through 2011, both below the CLF. African American female and White female both below the CLF.

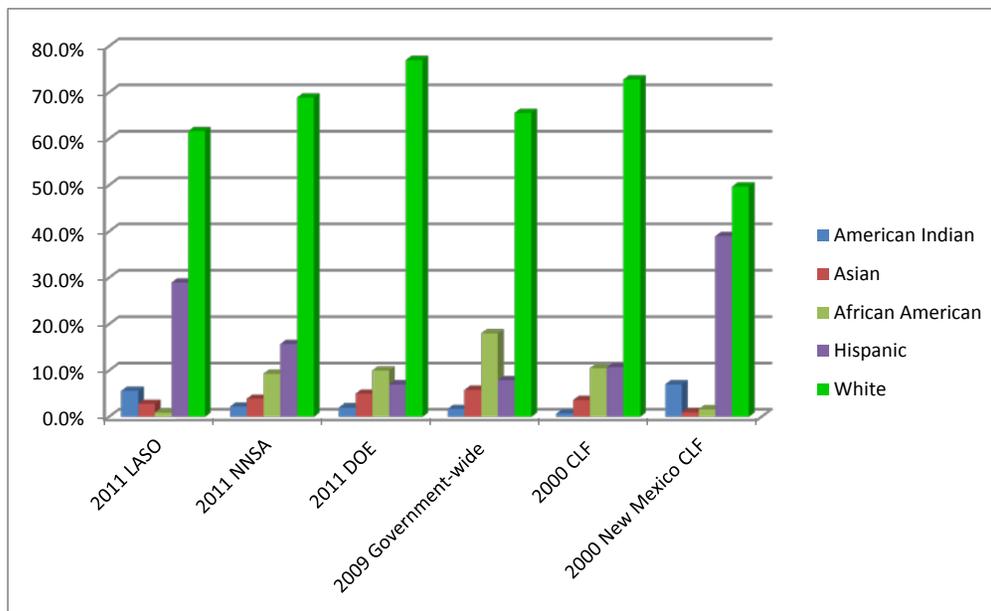
\* No change in the on-board number 2010 to 2011.

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

### Comparisons to Other Workforces and the Civilian Labor Force

The Charts on this page depict the workforce diversity of LASO compared to 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, December 2011); and the 2000 Department of Labor's Civilian Labor Force (CLF); and the New Mexico CLF (2010 Census data not available at the time of this report, December 2011).

	American Indian	Asian	African American	Hispanic	White
<b>2011 LASO</b>	5.6%	2.8%	0.9%	29.0%	61.7%
<b>2011 NNSA</b>	2.2%	3.9%	9.3%	15.7%	68.9%
<b>2011 DOE</b>	2.0%	5.0%	10.0%	7.0%	77.0%
<b>2009 Government-wide</b>	1.7%	5.8%	18.0%	7.9%	65.6%
<b>2000 CLF</b>	0.7%	3.6%	10.5%	10.7%	72.8%
<b>2000 New Mexico CLF</b>	7.0%	1.0%	1.6%	39.0%	49.7%



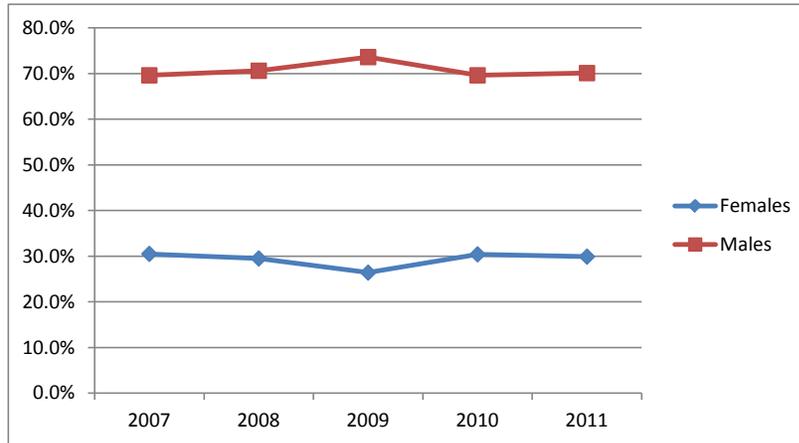
LASO employee population participation as compared to other workforces (above, below, or equal to):

- American Indian participation is **above** NNSA-wide; DOE; federal government; and the 2000 national CLF; and **below** the 2000 New Mexico CLF.
- Asian participation is **below** NNSA; DOE; federal government; and the 2000 national CLF; and **above** the 2000 New Mexico CLF.
- African American participation is **below** all comparators, with the first African American employee on-board in 2011.
- Hispanic participation is **above** NNSA-wide; DOE; federal government; and the 2000 national CLF; and **below** the 2000 New Mexico CLF.
- White participation is **below** NNSA; DOE; federal government; and the 2000 national CLF; and **above** the 2000 New Mexico CLF.

**PERSONNEL BY PERCENTAGE - 5 YEAR DATA**

**By Gender**

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
<b>American Indian</b>	2.9%	2.9%	1.8%	2.7%	2.8%	1.9%	3.8%	1.9%	3.7%	1.9%
<b>Asian</b>	0.0%	3.8%	0.0%	3.6%	0.0%	3.8%	0.0%	2.9%	0.0%	2.8%
<b>African American</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%
<b>Hispanic</b>	13.3%	18.1%	12.5%	17.9%	10.4%	17.9%	11.4%	18.1%	10.3%	18.7%
<b>Total Minorities</b>	16.2%	24.8%	14.3%	24.2%	13.2%	23.6%	15.2%	22.9%	15.0%	23.4%
<b>Non-Minorities</b>	14.3%	44.8%	15.2%	46.4%	13.2%	50.0%	15.2%	46.7%	15.0%	46.7%



Participation in the LASO 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 LASO workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
LASO females	2009 -- 26.4%	2007 -- 30.5%	46.77%
LASO males	2007 & 2010 -- 69.6%	2009 -- 73.6%	53.23%

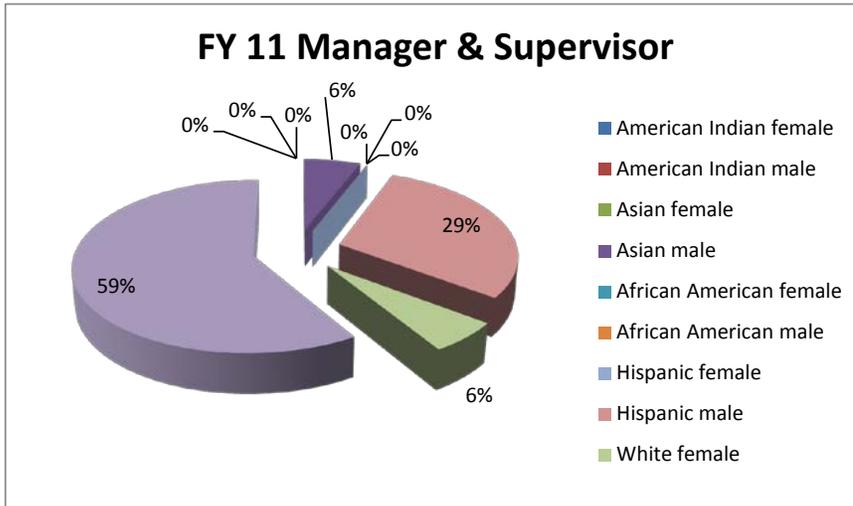
The importance of the above is to look at the LASO workforce as reflective of the Civilian Labor Force (CLF). As of this report, December 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

	Females	Males
2007	30.5%	69.6%
2008	29.5%	70.6%
2009	26.4%	73.6%
2010	30.4%	69.6%
2011	29.9%	70.1%

In the five-year period, 2007 -2011, the percentage of the total population for both females and males has remained consistent + or - 1 to 3 for both males and females. Females under the CLF in all five-years, and males above the CLF in all five-years.

### LASO Manager and Supervisor 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	Total
FY 2010	0	0	0	1	0	0	0	4	1	9	15
FY 2011	0	0	0	1	0	0	0	5	1	10	17



Total supervisory workforce increased from FY 2010, 15, to 17 in FY 2011.

No decreases in supervisory participation of any groups.

**Increases in supervisory participation of:**

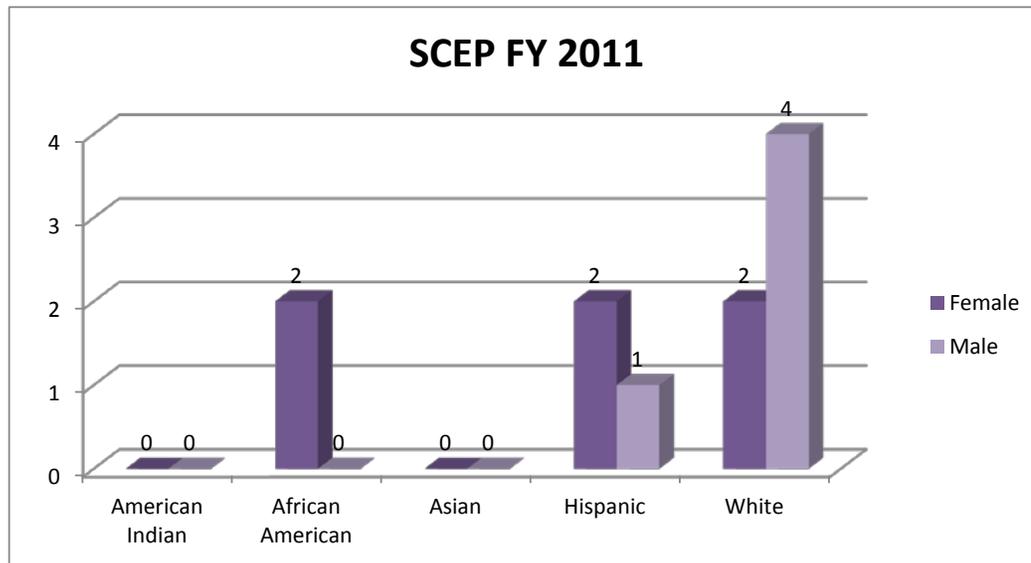
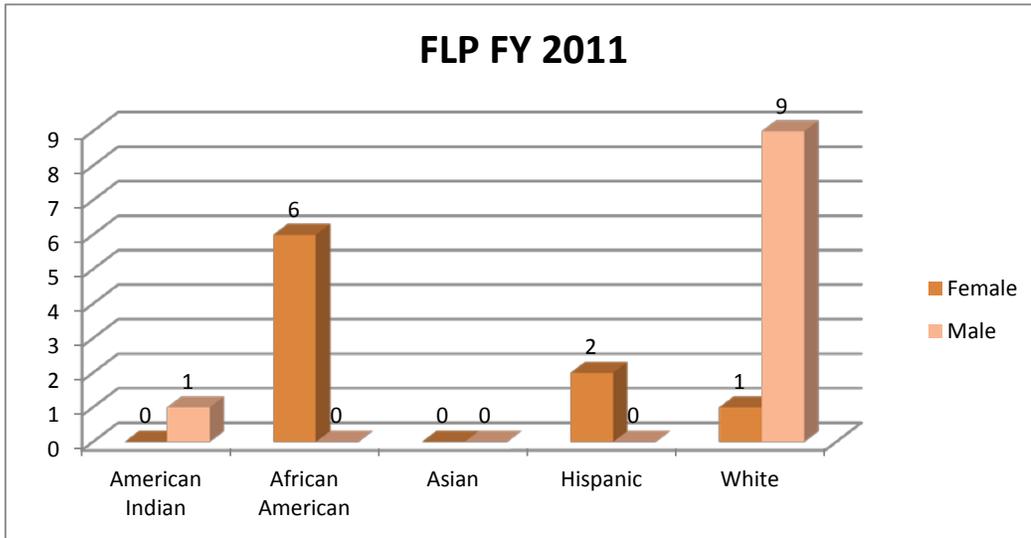
- Hispanic males, from 4 to 5.
- White males, from 9 to 10.

No change in supervisory participation of Asian male, 1.

No change in supervisory participation of White female, 1.

**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.



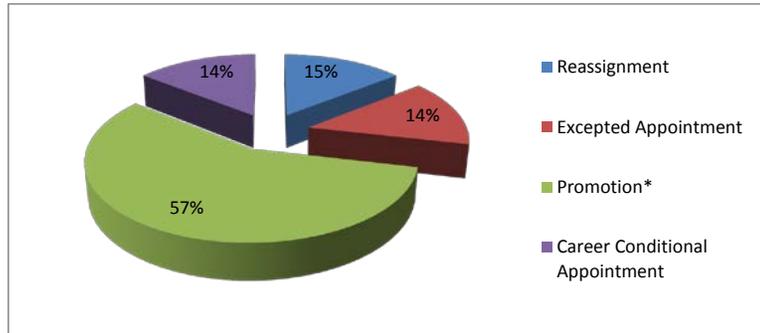
**Minority Service Institutions Program**

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>

**LASO FY 2011  
Accessions**

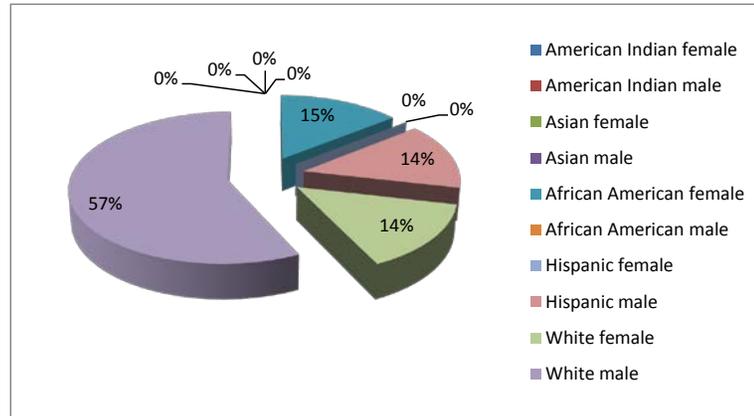
Accessions includes temporary and permanent appointments. In FY 2011, there were 7 Accessions at LASO. Transfer includes transfer from other Federal agency as well as other among NNSA organizations.

Reassignment	1
Excepted Appointment	1
Promotion*	4
Career Conditional Appointment	1
<b>Total</b>	<b>7</b>



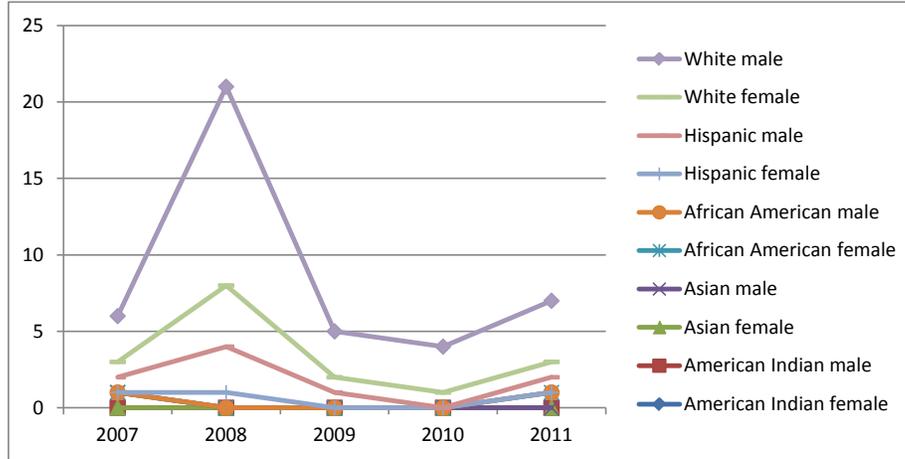
\*Promotion: from another DOE, NNSA, or other federal agency

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	0	0	1	0	0	1	1	4



### LASO Historical Accessions

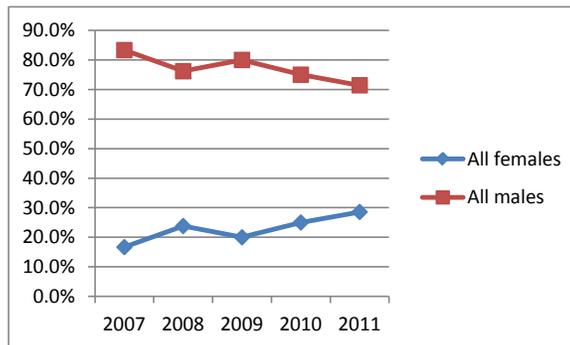
	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	0	0	1	0	0	0	1	1	3	6
2008	0	0	0	0	0	0	1	3	4	13	21
2009	0	0	0	0	0	0	0	1	1	3	5
2010	0	0	0	0	0	0	0	0	1	3	4
2011	0	0	0	0	1	0	0	1	1	4	7
<b>Total</b>	0	0	0	1	1	0	1	6	8	26	<u>43</u>
	0.00%	0.00%	0.00%	2.33%	2.33%	0.00%	2.33%	13.95%	18.60%	60.47%	



LASO no accessions in the five-year period for: American Indian females or males; Asian females; or African American males. White males were the majority of accessions in the five-year period with 26 of the 43 total accessions (60.47%); followed by White females, 8 (18.60%); Hispanic males, 6 (13.95%); and 1 each (2.33% each): Asian male; African American female; and Hispanic female.

	All females	All males
2007	16.7%	83.3%
2008	23.8%	76.2%
2009	20.0%	80.0%
2010	25.0%	75.0%
2011	28.6%	71.4%

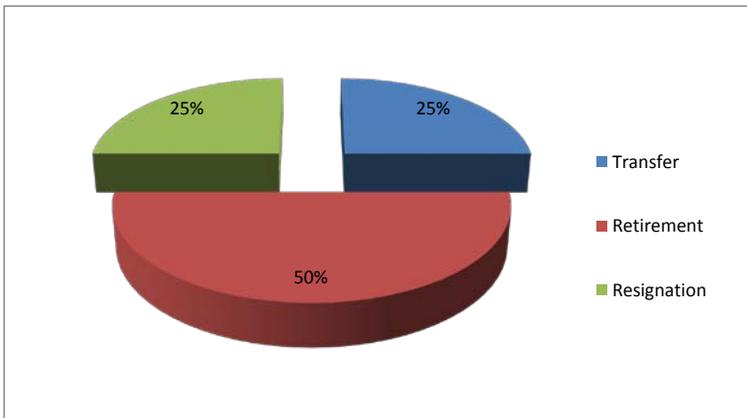
Females received a total of 10 (23.26%) of the 43 total accessions in the five year-period; and males received 33 (76.74%) of the total.



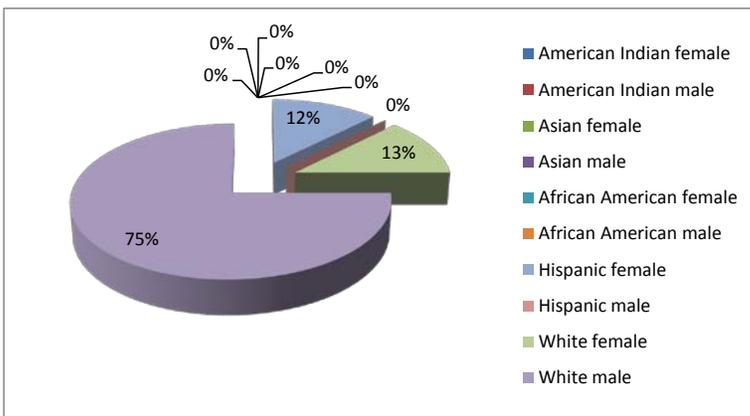
### LASO Separations

In FY 2011, there were a total of 8 Separations. Separation data includes all Personnel Nature of Action Codes, "3".

Transfer	Retirement	Resignation	Total
2	4	2	8



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	0	0	1	0	1	6	8



- Hispanic female, retirement.
- White female, resignation.
- White male separations, 6: 3 retirements; 2 transfers; and 1 resignation.

### LASO Separations

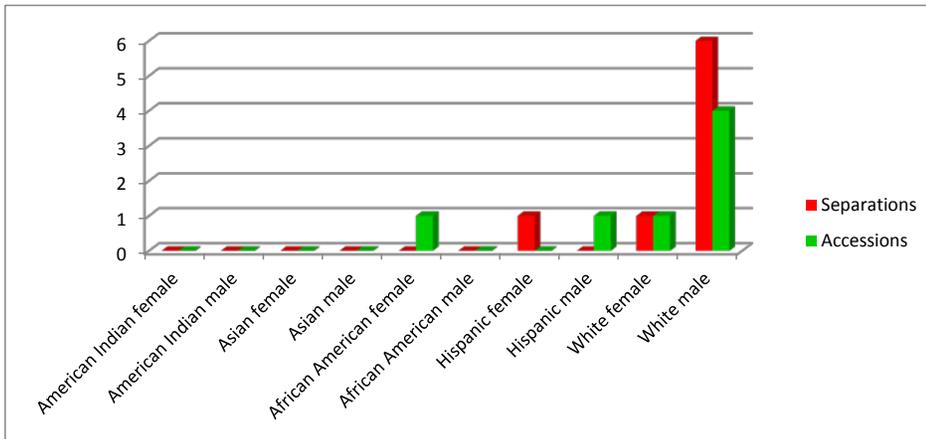
In FY 2011, there were a total of 8 Separations. Separation data includes all Personnel Nature of Action Codes, "3".

	Retirement	Resignation	Transfer	Total
Females	1	1	0	2
Males	3	1	2	6
				8

"Separation other reasons" includes expiration of appointment, termination during probation, termination, and removal.

Female separations totaled 2, 25.0% of the 8.  
Male separations totaled 6, or 75.0% of the 8.

	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	0	0	1	0	1	6	8
Accessions	0	0	0	0	1	0	0	1	1	4	7

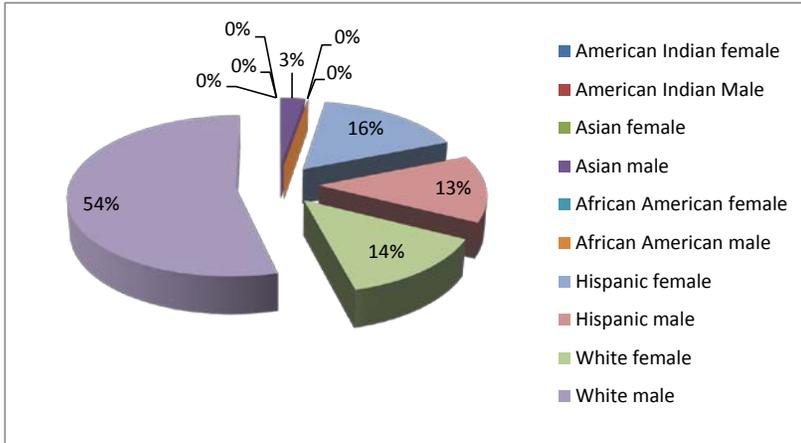


- No accession or separation activity for American Indian females in FY 2011, currently above the CLF.
- No accession or separation activity for American Indian males in FY 2011, currently above the CLF.
- No accession or separation activity for Asian females in FY 2011, currently below the CLF (no on-board in the five-year period).
- No accession or separation activity for Asian males in FY 2011, currently above the CLF.
- African American females: accessions exceed separations by 1. Currently below the CLF (no on-board in the previous four years).
- No accession or separation activity for African American males in FY 2011, currently below the CLF (no on-board in the five-year period).
- Hispanic females: separations exceed accessions by 1. Currently above the CLF.
- Hispanic males: accessions exceed separations by 1. Currently above the CLF.
- White females: separations equaled accessions (1 each). Currently below the CLF.
- White males: separations exceeded accessions by 2. Currently above the CLF.

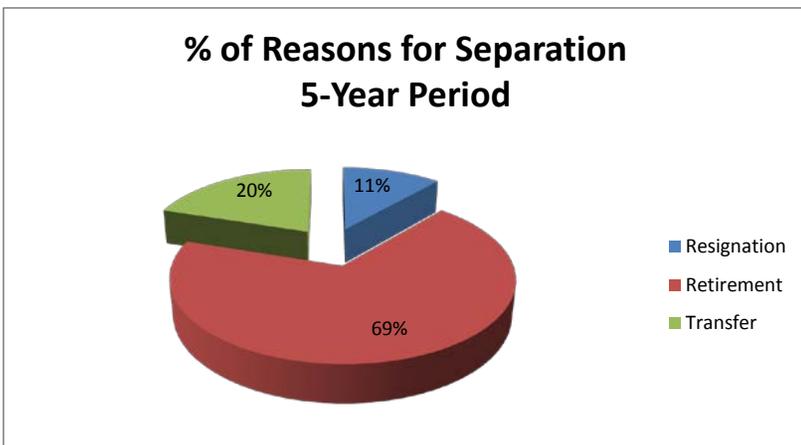
**LASO  
Separations - Historical - FY 2007 - 2011**

In the five year period, 2007 through 2011, there have been a total of 37 separations from LASO, compared to 43 accessions in the same 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	Total
2007	0	0	0	0	0	0	2	3	1	2	8
2008	0	0	0	0	0	0	2	1	1	6	10
2009	0	0	0	0	0	0	1	1	2	2	6
2010	0	0	0	1	0	0	0	0	0	4	5
2011	0	0	0	0	0	0	1	0	1	6	8
	0	0	0	1	0	0	6	5	5	20	37



	Resignation	Retirement	Transfer	Other	Total
2007	0	6	1	1	8
2008	2	5	3	0	10
2009	0	6	0	0	6
2010	0	3	1	1	5
2011	2	4	2	0	8
	4	24	7	2	37



**LASO**  
**Separations - Historical - FY 2007 - FY 2011**

	Resignation					Retirement					Transfer*					Other Reason					Total
	FY2011	FY2010	FY2009	FY2008	FY2007	FY2011	FY2010	FY2009	FY2008	FY2007	FY2011	FY2010	FY2009	FY2008	FY2007	FY2011	FY2010	FY2009	FY2008	FY2007	
Minorities	0	0	0	0	0	1	1	2	2	4	0	0	0	1	0	0	0	0	0	1	12
White females	1	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	0	0	0	5
White males	1	0	0	2	0	3	2	2	2	1	2	1	0	2	1	0	1	0	0	0	20
																					37

LASO had 37 separations in the five-year period, 2007 to 2011. Minorities represented 12 total (32.43% of the 37); White females, 5 total (13.51%); and White males 20 of the total (54.05%).

Minority separations, 12 total: 10 retirements (83.3% of the total Minority separations in the five-year period, 2007 - 2011); and 1 each, transfer to other federal agency, and separation, other reason (8.3% each).

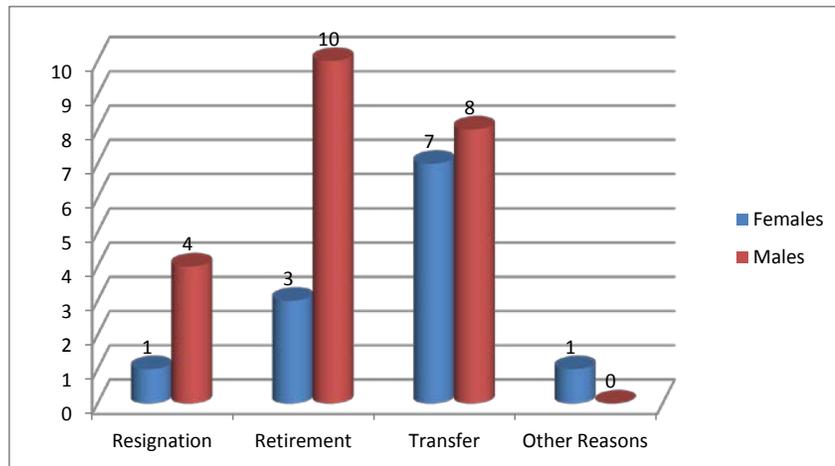
White female separations, 5 total: 4 retirements (80.0% of the total White female separations in the five-year period, 2007 - 2011); and 1 resignation (20.0%).

White male separations, 20 total: 10 retirements (50.0% of the total White male separations); 6 transfers (30.0%); 3 resignations (15.0%); and 1 separation, other reason (5.0%).

\*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 11 of 37 in the five-year period, 29.73% of all separations.  
All male separations totaled 26 of the 37 in the five-year period, 70.27% of all separations.

	Resignation					Retirement					Transfer*					Other Reason					Total
	FY2011	FY2010	FY2009	FY2008	FY2007	FY2011	FY2010	FY2009	FY2008	FY2007	FY2011	FY2010	FY2009	FY2008	FY2007	FY2011	FY2010	FY2009	FY2008	FY2007	
Females	1	0	0	0	0	1	0	3	3	2	0	0	0	0	0	0	0	0	0	1	11
Males	1	0	0	2	0	3	3	3	2	4	2	1	0	3	1	0	1	0	0	0	26
																					37



Female separations, 11 total in the five-year period: 9 retirements (81.8% of the total female separations in the five-year period); and 1 each, resignation, and separation, other reason (9.1% each of the total).

Male separations, 26 total: 15 retirements (57.7% of the total male separations); 7 transfers (26.9%); 3 resignations (11.5%); and 1 separation, other reason, (3.8%).

**LASO Separations  
Historical**

<b>Separations</b>											
	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	0	0	0	2	3	1	2	8
2008	0	0	0	0	0	0	2	1	1	6	10
2009	0	0	0	0	0	0	1	1	2	2	6
2010	0	0	0	1	0	0	0	0	0	4	5
2011	0	0	0	0	0	0	1	0	1	6	8
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>20</b>	<b>37</b>
	0.0%	0.0%	0.0%	2.7%	0.0%	0.0%	16.2%	13.5%	13.5%	54.1%	

In the five-year period, 2007 - 2011, there have been 37 separations compared to 43 accessions at LASO.

<b>Accessions</b>											
	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	0	0	0	1	1	3	6
2008	0	0	0	0	0	0	1	3	4	13	21
2009	0	0	0	0	0	0	0	1	1	3	5
2010	0	0	0	0	0	0	0	0	1	3	4
2011	0	0	0	0	1	0	0	1	1	4	7
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>8</b>	<b>26</b>	<b>43</b>

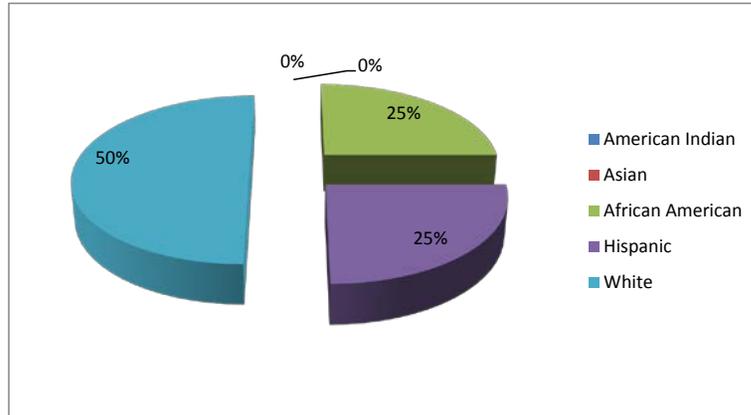
Five year Separations compared to Accessions by race and gender, total accessions, 43, exceeded separations, 37:

- No American Indian female accessions or separation activity in the five-year period, currently above the CLF.
- No American Indian male accessions or separation activity in the five-year period, currently above the CLF.
- No Asian female accessions or separation activity in the five-year period. No on-board in the five-year period, currently below the CLF.
- Asian male separations equal accessions, currently above the CLF.
- African American female accession, 1, exceeded separations, 0, in the five-year period. No on-board 2007 - 2010. Currently below the CLF.
- No African American male accessions or separation activity in the five-year period. No on-board in the five-year period, currently below the CLF.
- Hispanic female separations exceed accessions, by 5, currently above the CLF.
- Hispanic male accessions exceed separations by 1, currently above the CLF.
- White female accessions exceed separations by 3, currently below the CLF.
- White male accessions exceed separations by 6, currently above the CLF.

### Promotions

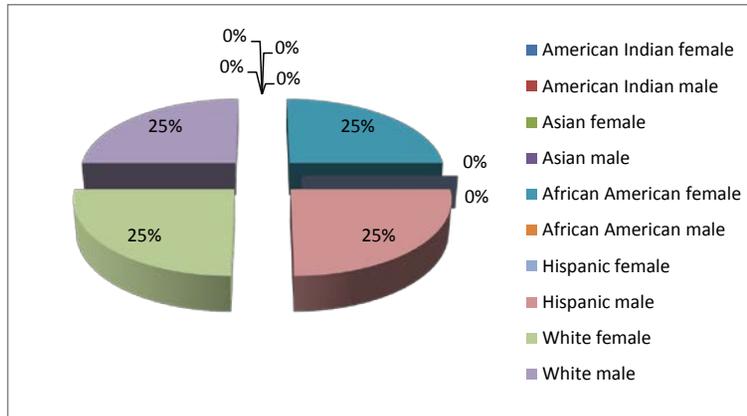
In FY 2011, there were 4 promotions at LASO. Promotions includes all Nature of Action Codes "702" and "703" [Promotion and Promotion Not to Exceed].

American Indian	Asian	African American	Hispanic	White	Total
0	0	1	1	2	4



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	0	0	1	1	1	4

FY 2011



### Historical Promotions: LASO

	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	1	0	0	0	0	0	4	2	0	4	11
2008	1	0	0	0	0	0	2	1	0	0	4
2009	0	0	0	0	0	0	1	1	0	1	3
2010	0	0	0	0	0	0	0	1	1	1	3
2011	0	0	0	0	1	0	0	1	1	1	4
<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>6</b>	<b>2</b>	<b>7</b>	<b>25</b>
	8.0%	0.0%	0.0%	0.0%	4.0%	0.0%	28.0%	24.0%	8.0%	28.0%	

No promotions to American Indian males in the five-year period.  
 No promotions to Asian females in the five-year period, none on-board.  
 No promotions to Asian males in the five-year period.  
 No promotions to African American males in the five-year period, none on-board.



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 21<sup>st</sup> 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.



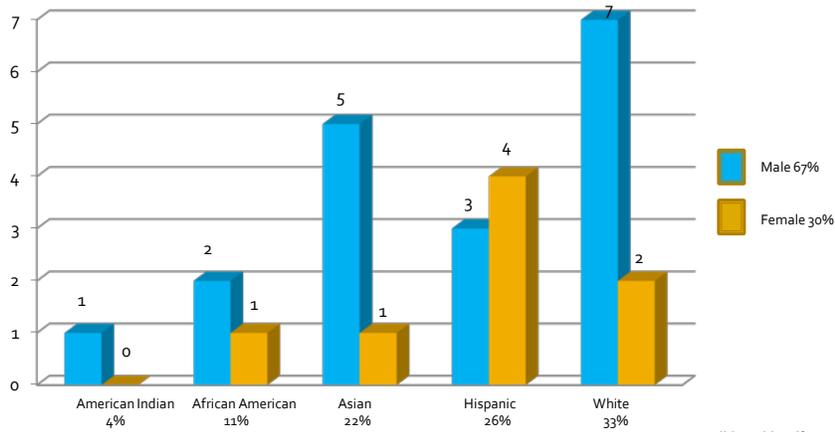
# Future Leaders, SCEP & STEP Program



FY 2005-2011

by: Tyquan Parker  
HBCU Intern, Summer 2010

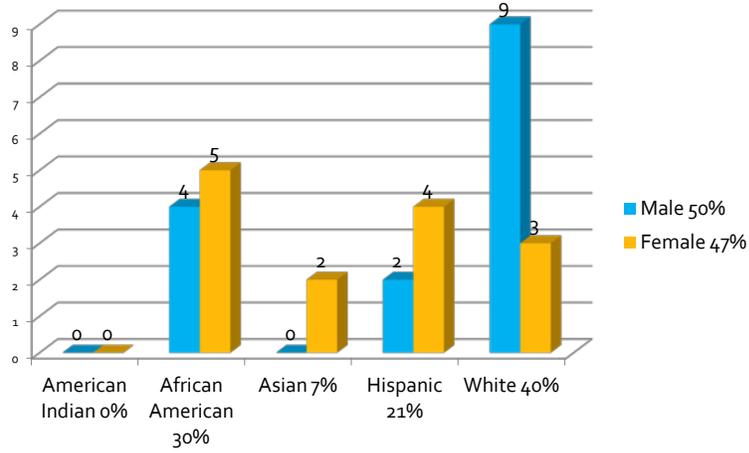
## Future Leaders Program FY 2005



1 did not identify  
\* TOTAL = 27

2

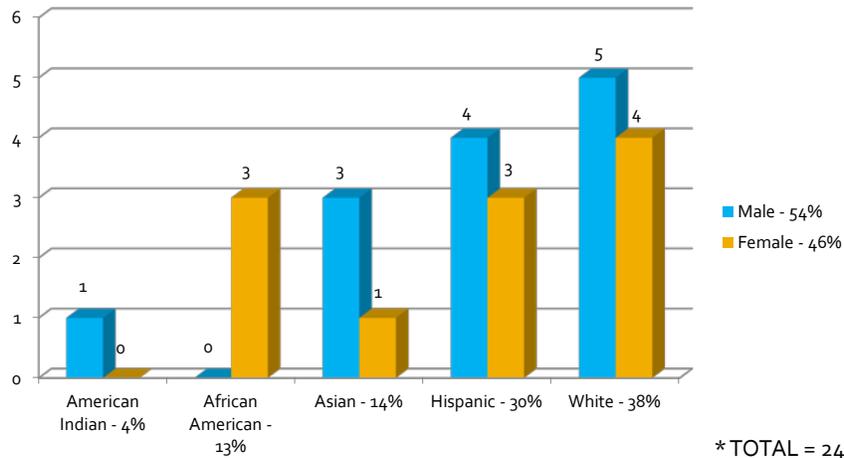
# Future Leaders Program FY 2006



\* TOTAL = 30  
1 did not identify

3

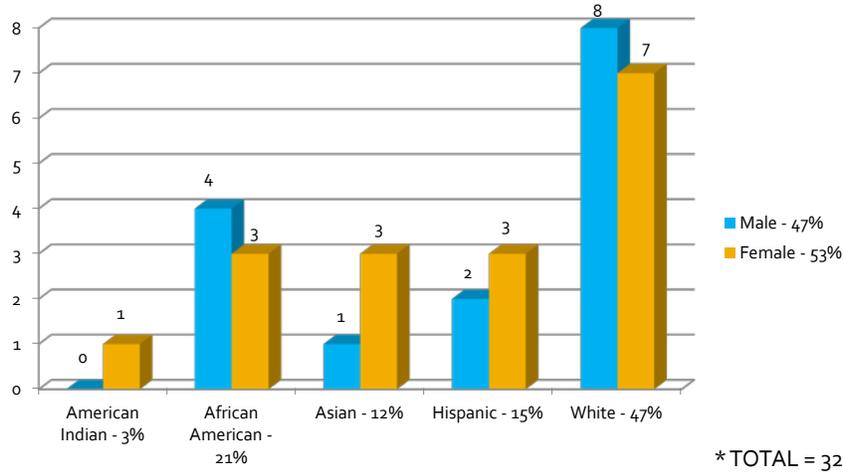
# Future Leaders Program FY2007



\* TOTAL = 24

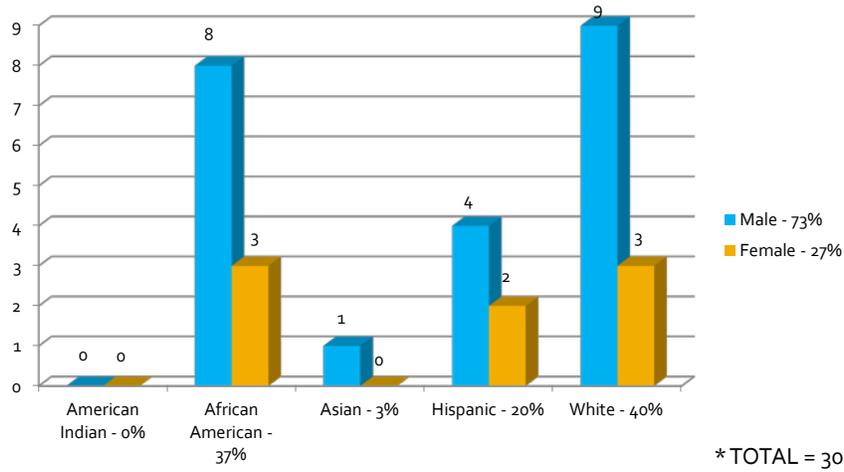
4

# Future Leaders Program FY 2008



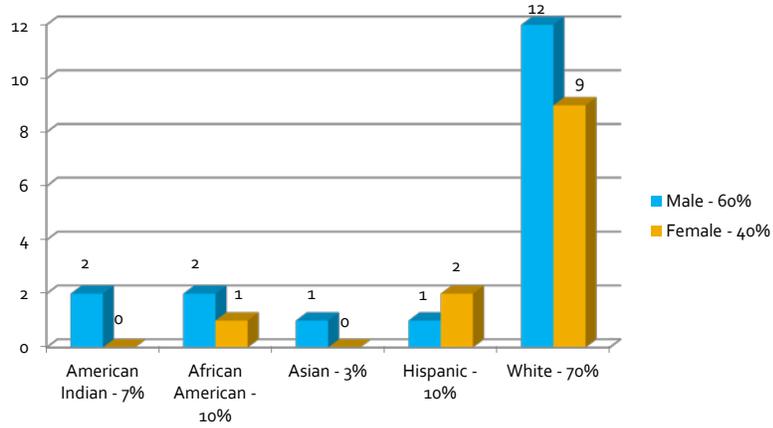
5

# Future Leaders Program FY 2009



6

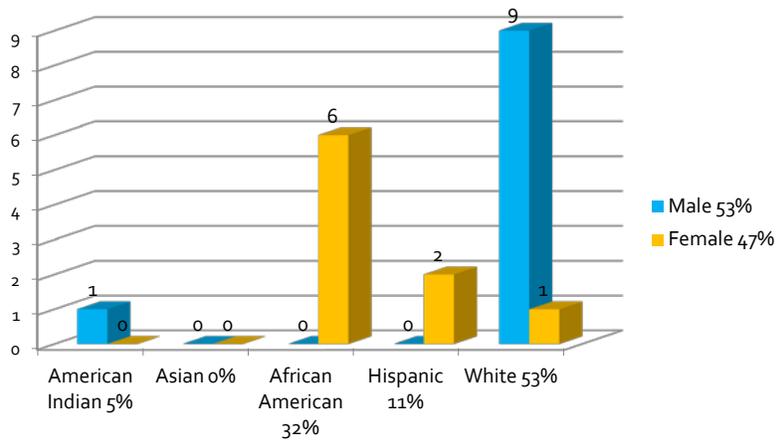
# Future Leaders Program FY 2010



\* TOTAL = 30

7

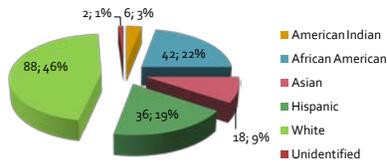
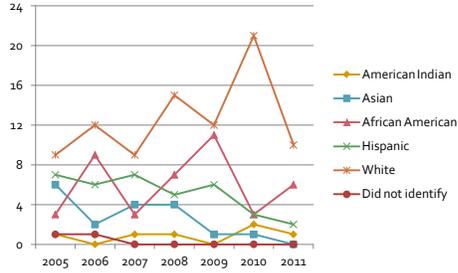
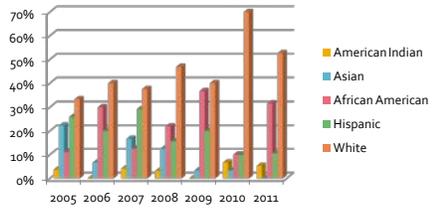
# Future Leaders Program FY 2011



\* TOTAL = 19

8

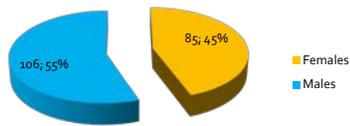
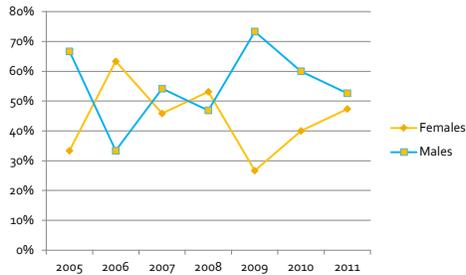
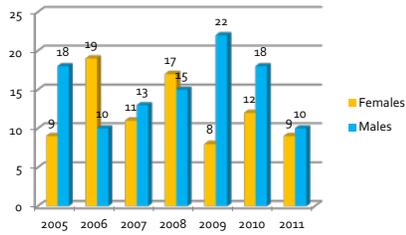
# FLP Trend (2005 through 2011)



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.

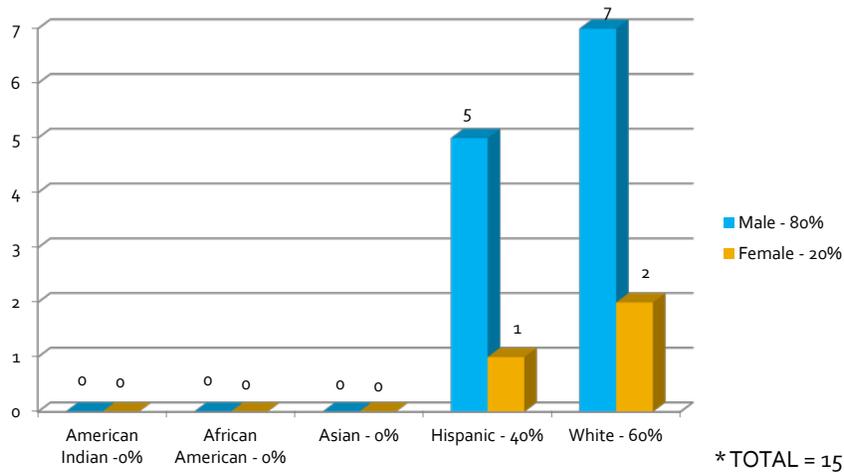
# Future Leaders Program Retention

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.

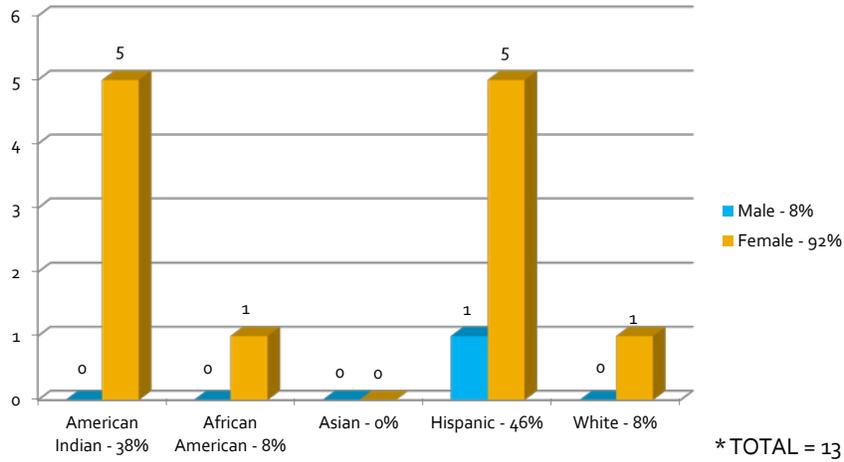
11

# SCEP FY2007



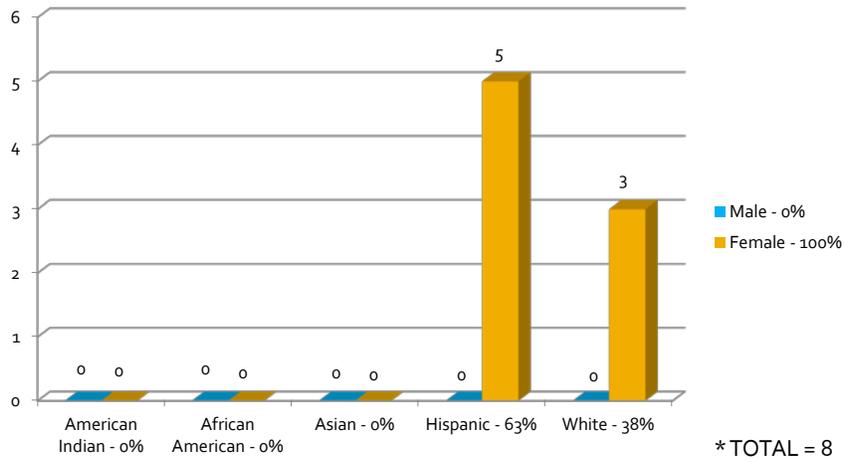
12

# SCEP FY 2008



13

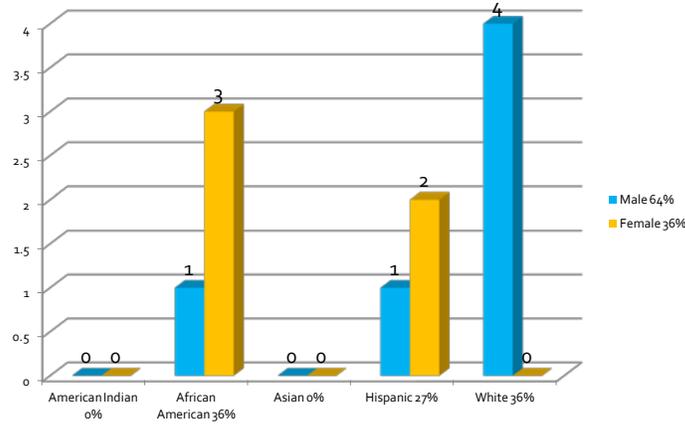
# SCEP FY 2009



14

No FY 2010 SCEP class

# SCEP FY2011



TOTAL = 11  
 Note: no FY 2010 SCEP

15

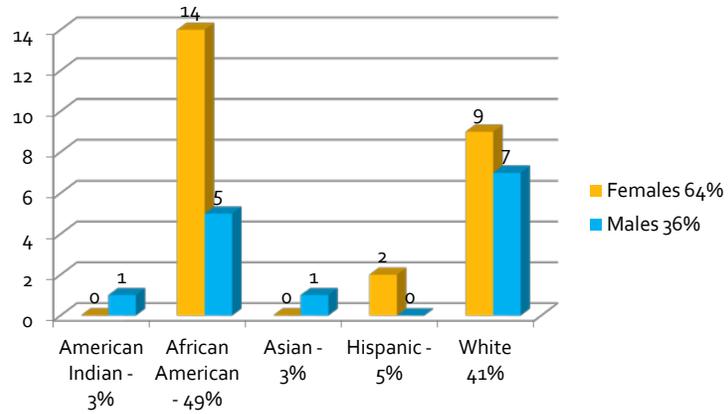
# SCEP Retention

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*

