



Fiscal Year 2011
Year-End Workforce Diversity

Site Office Manager

Nevada Site Office

Prepared February 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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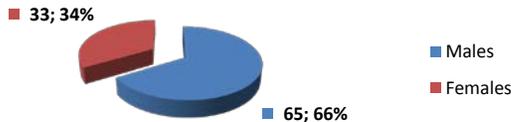
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**Workforce Diversity
Nevada Site Office
As of September 24, 2011**

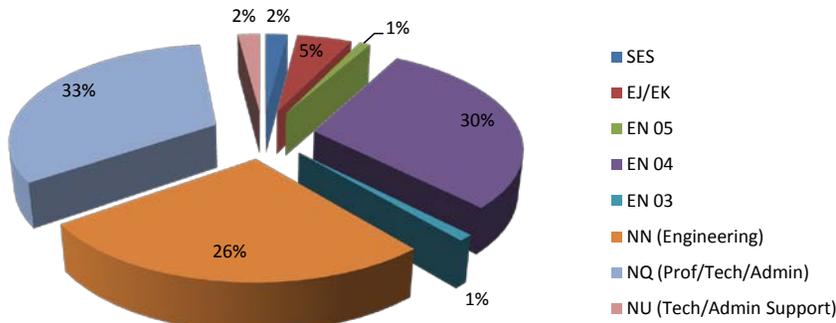
TOTAL WORKFORCE			
YEAR	2010	2011	CHANGE
Total number of employees	96	98	2.08% ↑
GENDER			
YEAR	2010	2011	CHANGE
Males	63	65	3.17% ↑
Females	33	33	0.00% /

PAY PLAN			
YEAR	2010	2011	CHANGE
SES	2	2	0.00% /
EJ/EK	6	5	-16.70% ↓
EN 05	1	1	0.00% /
EN 04	28	29	3.57% ↑
EN 03	1	1	0.00% /
NN (Engineering)	25	26	4.00% ↑
NQ (Prof/Tech/Admin)	31	32	3.22% ↑
NU (Tech/Admin Support)	2	2	0.00% /

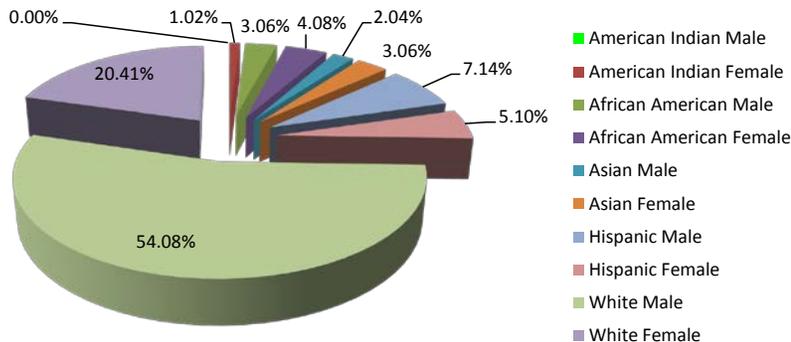
Gender



Pay Plan



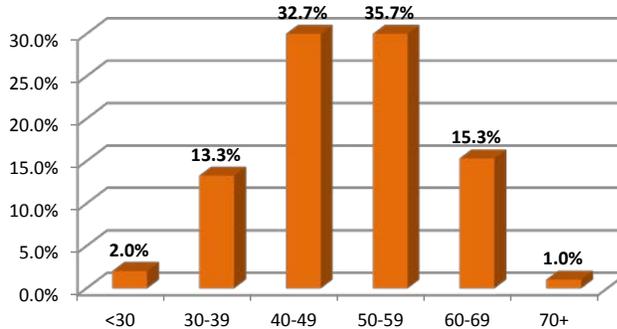
DIVERSITY				%of 2011 Workforce	2000 Civilian Labor Force (2010 Census not available as of Oct. 2011)
YEAR	2010	2011	CHANGE		
American Indian Male	0	0	0.00% /	0.00%	0.34%
American Indian Female	1	1	50.00% ↑	1.02%	0.32%
African American Male	1	3	0.00% /	3.06%	4.84%
African American Female	4	4	100.00% ↑	4.08%	5.66%
Asian Male	2	2	0.00% /	2.04%	1.92%
Asian Female	4	3	0.00% /	3.06%	1.71%
Hispanic Male	7	7	27.27% ↑	7.14%	6.17%
Hispanic Female	5	5	5.55% ↑	5.10%	4.52%
White Male	53	53	17.65% ↑	54.08%	39.03%
White Female	19	20	26.67% ↑	20.41%	33.74%



**Workforce Diversity
Nevada Site Office (NSO)
As of September 24, 2011**

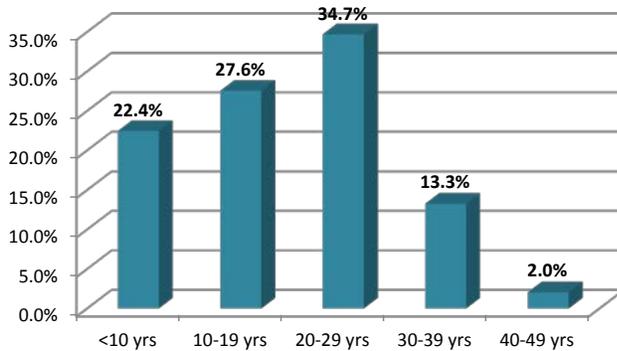
SPECIAL			
YEAR	2010	2011	CHANGE
DISABILITY	4	6	50.00% ↑
VETERANS	25	24	-4.00% ↓

Age Groups as a Percentage of the NSO Workforce



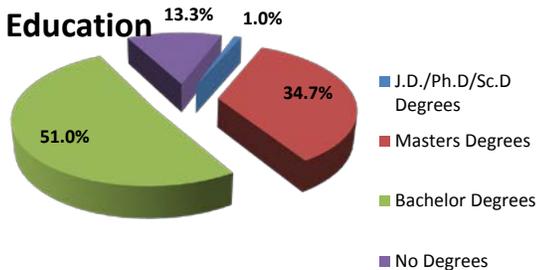
AGE			
YEAR	2010	2011	CHANGE
AVERAGE AGE	50.1	50.9	1.60% ↑
UNDER 30	2	2	0.00% /
30-39	12	13	8.33% ↑
40-49	35	32	-8.57% ↓
50-59	34	35	2.94% ↑
60-69	12	15	25.00% ↑
70 AND UP	1	1	0.00% /

Years of Federal Service



YEARS OF FEDERAL SERVICE			
YEAR	2010	2011	CHANGE
AVERAGE LENGTH	18.6	19.3	3.76% ↑
LESS THAN 10 YEARS	25	22	-12.00% ↓
10-19 YEARS	25	27	8.00% ↑
20-29 YEARS	32	34	6.25% ↑
30-39 YEARS	12	13	8.33% ↑
40-49 YEARS	2	2	0.00% /

EDUCATION			
YEAR	2010	2011	CHANGE
J.D./Ph.D/Sc.D Degrees	1	1	0.00% /
Masters Degrees	31	34	9.68% ↑
Bachelors Degrees	50	50	0.00% /
No Degrees	14	13	-7.14% ↓

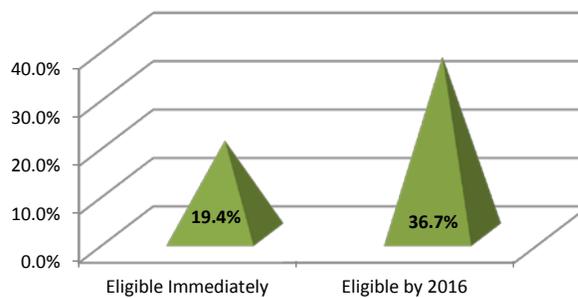


RETIREMENT			
YEAR	2010	2011	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	15	19	26.67% ↑
ELIGIBLE TO RETIRE BY 9/25/2016	35	36	2.86% ↑

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

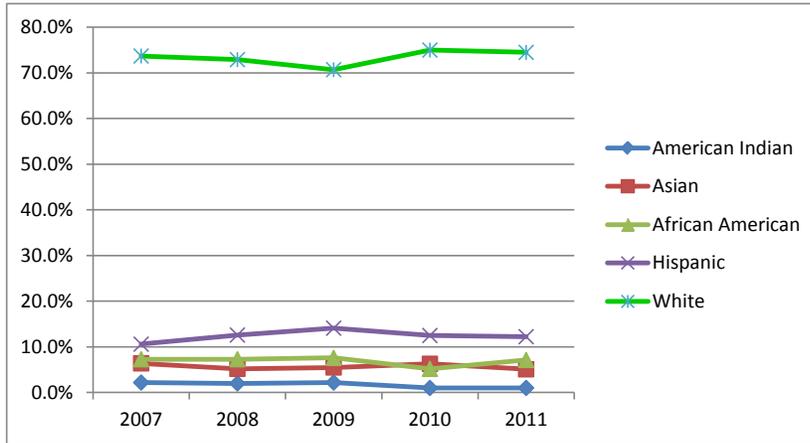
SUPERVISOR RATIO			
YEAR	2010	2011	CHANGE
SUPERVISORS	10	12	40.00% ↑
SUPERVISORS RATIO	8.6 to 1	7.2 to 1	-16.30% ↓

Retirement Eligibility



PERSONNEL BY PERCENTAGE - 5 YEAR DATA

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
American Indian	1.1%	1.1%	1.0%	1.0%	1.1%	1.1%	1.0%	0.0%	1.0%	0.0%
Asian	3.2%	3.2%	3.1%	2.1%	3.3%	2.2%	4.2%	2.1%	3.1%	2.0%
African American	6.3%	1.0%	6.3%	1.0%	6.5%	1.1%	4.2%	1.0%	4.1%	3.1%
Hispanic	3.2%	7.4%	6.3%	6.3%	6.5%	7.6%	5.2%	7.3%	5.1%	7.1%
Total Minorities	13.8%	12.7%	16.7%	10.4%	17.4%	12.0%	14.6%	10.4%	13.3%	12.2%
Non-Minorities	21.1%	52.6%	19.8%	53.1%	19.6%	51.1%	19.8%	55.2%	20.4%	54.1%



Participation in the NSO 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 NSO workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
American Indian female*	2008; '10; '11 --- 1.0%	2007 & 2009 - 1.1%	0.32%
American Indian male	2010 & 2011 -- 0.0%	2008 - 1.0%	0.34%
Asian female	2008 & 2011 -- 3.1%	2010 -- 4.2%	1.71%
Asian male**	2011 -- 2.0%	2007 -- 3.2%	1.92%
African American female**	2011 -- 4.1%	2009 -- 6.5%	5.66%
African American male	2007 - 2008 -- 1.0%	2011 -- 3.1%	4.84%
Hispanic female**	2007 -- 3.2%	2009 -- 6.5%	4.52%
Hispanic male**	2008 -- 6.3%	2009 -- 7.6%	6.17%
White female	2009 -- 19.6%	2007 -- 21.1%	33.74%
White male	2009 -- 51.1%	2011 -- 54.1%	39.03%

The importance of the above is to look at the NSO 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 American Indian males, below CLF; and declining White female participation at NSO, well below the CLF.

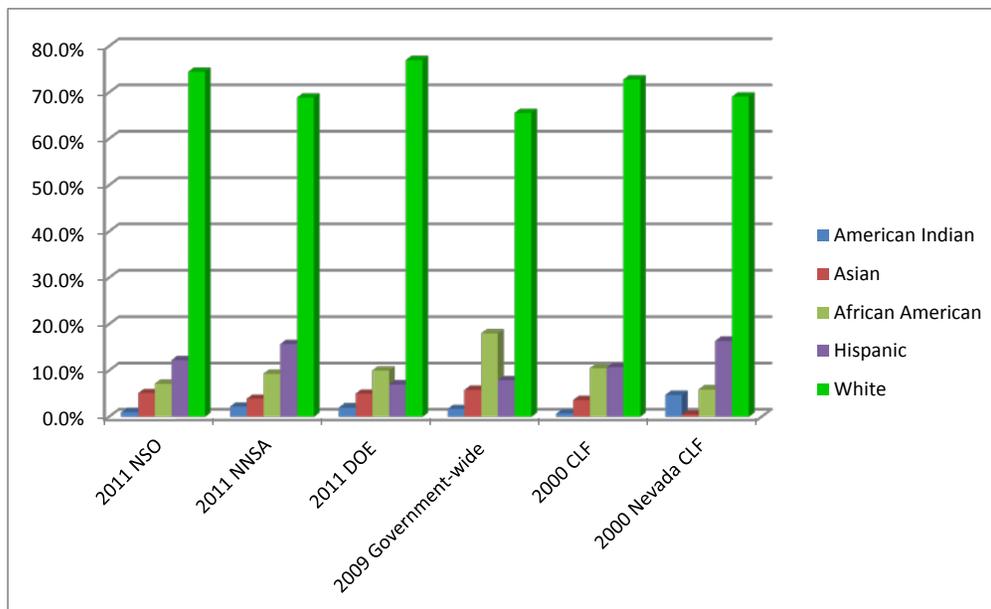
* No change in the on-board number in the five-year period, 2007 through 2011.

** No change in on-board employee number from 2010 to 2011.

Comparisons to Other Workforces and the Civilian Labor Force

The Charts on this page depict the workforce diversity of NSO 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 Nevada CLF (2010 Census data not available at the time of this report, December 2011).

	American Indian	Asian	African American	Hispanic	White
2011 NSO	1.0%	5.1%	7.1%	12.2%	74.5%
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%
2000 Nevada CLF	4.7%	0.5%	5.9%	16.4%	69.1%



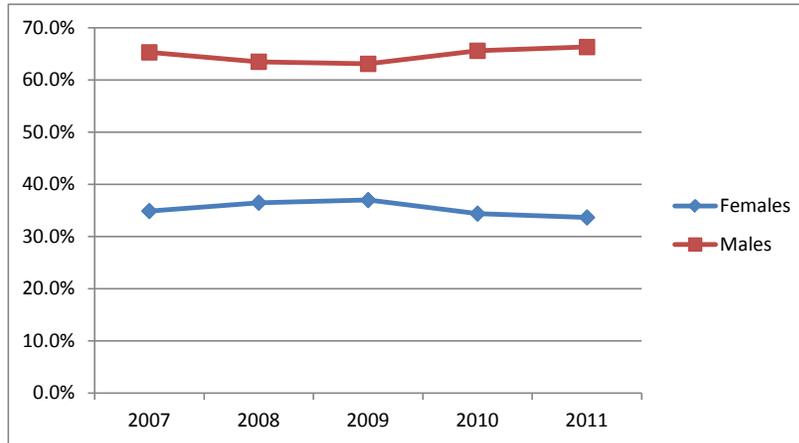
NSO employee population participation as compared to other workforces (above, below, or equal to):

- American Indian participation is **below** NNSA-wide; DOE-wide; federal government-wide; and the 2000 State of Nevada CLF; and **above** the 2000 national CLF.
- Asian participation is **above** NNSA-wide; DOE-wide; 2000 national CLF; and the 2000 Nevada CLF; and **below** the 2009 federal government-wide participation rate.
- African American participation is **below** NNSA-wide; DOE-wide; federal government-wide; and the 2000 national CLF; and **above** the 2000 Nevada CLF.
- Hispanic participation is **below** NNSA-wide; and the 2000 Nevada CLF; and **above** DOE-wide; 2009 federal government; and the 2000 CLF.
- White participation is **above** NNSA-wide; 2009 federal government; the 2000 national CLF; and the 2000 Nevada CLF; and **below** DOE-wide.

PERSONNEL BY PERCENTAGE - 5 YEAR DATA

By Gender

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
American Indian	1.1%	1.1%	1.0%	1.0%	1.1%	1.1%	1.0%	0.0%	1.0%	0.0%
Asian	3.2%	3.2%	3.1%	2.1%	3.3%	2.2%	4.2%	2.1%	3.1%	2.0%
African American	6.3%	1.0%	6.3%	1.0%	6.5%	1.1%	4.2%	1.0%	4.1%	3.1%
Hispanic	3.2%	7.4%	6.3%	6.3%	6.5%	7.6%	5.2%	7.3%	5.1%	7.1%
Total Minorities	13.8%	12.7%	16.7%	10.4%	17.4%	12.0%	14.6%	10.4%	13.3%	12.2%
Non-Minorities	21.1%	52.6%	19.8%	53.1%	19.6%	51.1%	19.8%	55.2%	20.4%	54.1%



Participation in the NSO 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 NSO workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
NSO females	2011 -- 33.7%	2009 -- 37.0%	46.77%
NSO males	2009 -- 63.1%	2011 -- 66.3%	53.23%

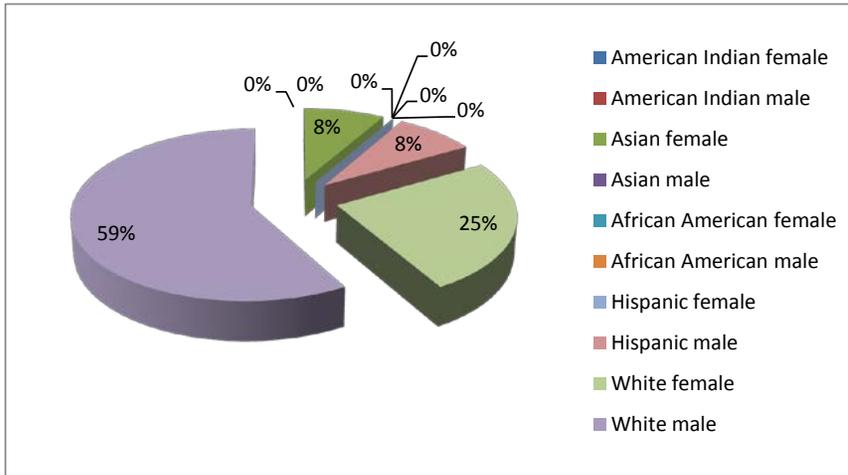
The importance of the above is to look at the NSO workforce as reflective of the Civilian Labor Force (CLF). As of this report, December 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

	Females	Males
2007	34.9%	65.3%
2008	36.5%	63.5%
2009	37.0%	63.1%
2010	34.4%	65.6%
2011	33.7%	66.3%

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.

NSO 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	1	0	0	0	0	1	3	5	10
FY 2011	0	0	1	0	0	0	0	1	3	7	12



Total supervisory workforce increased from FY 2010, 10, to 12 in FY 2011.

No decreases in supervisory participation of any groups.

Increases in supervisory participation of:

- White males, from 5 to 7.

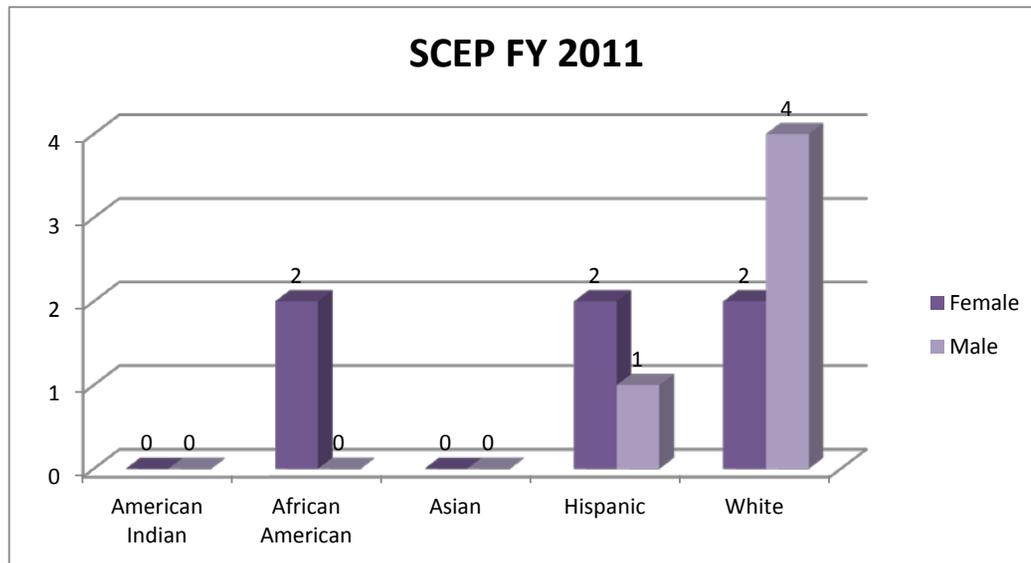
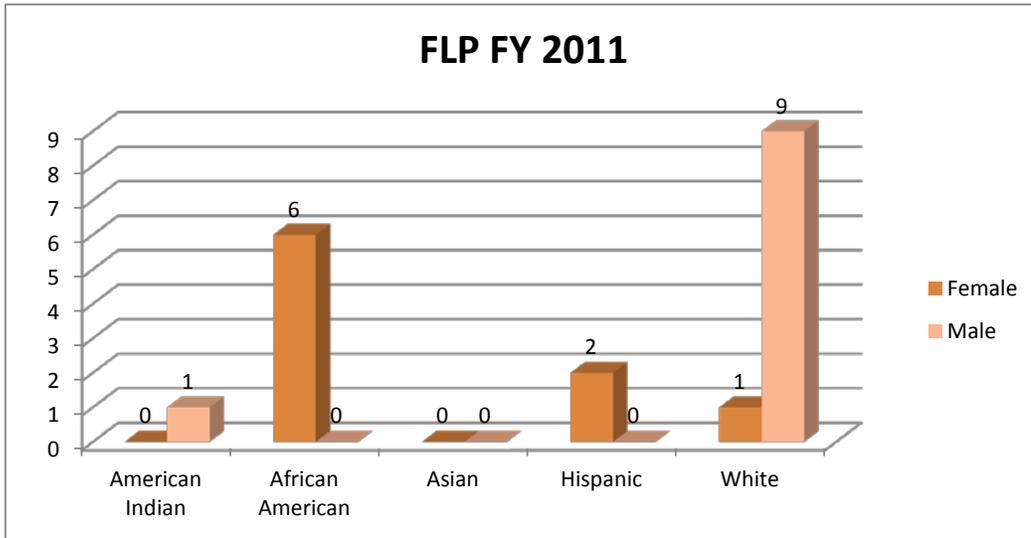
No change in supervisory participation of Asian female, 1.

No change in supervisory participation of Hispanic male, 1.

No change in supervisory participation of White females, 4.

**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.



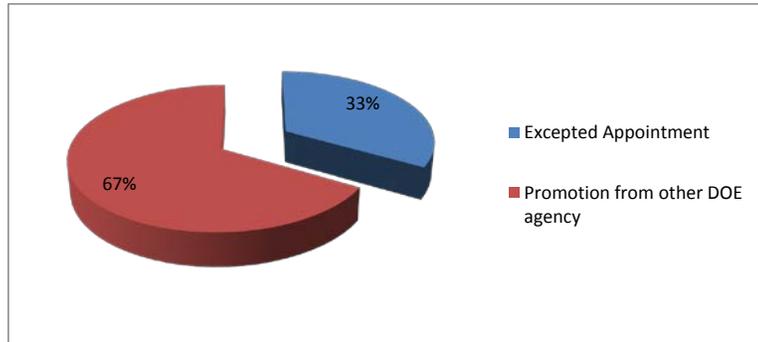
Minority Service Institutions Program

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>

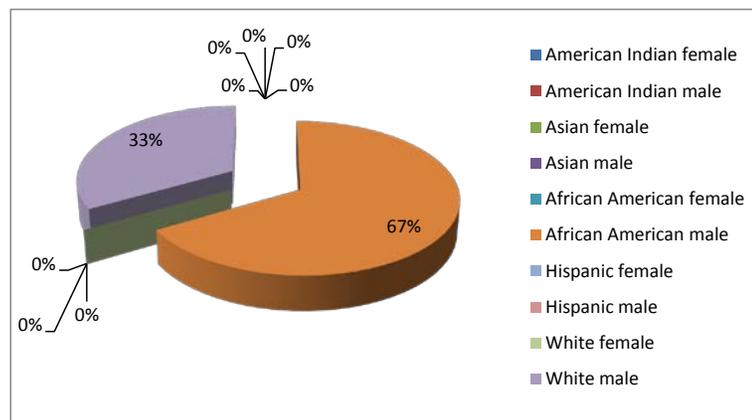
**NSO FY 2011
Accessions**

Accessions includes temporary and permanent appointments. In FY 2011, there were 3 Accessions at NSO. Transfer includes transfer from other Federal agency as well as other among NNSA organizations.

Excepted Appointment	1
Promotion from other DOE agency	<u>2</u>
Total	<u><u>3</u></u>

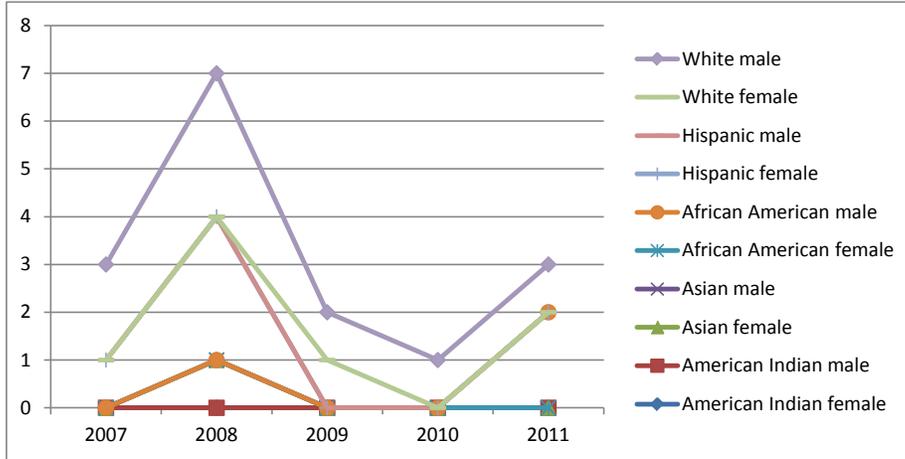


American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
0	0	0	0	0	2	0	0	0	1



NSO Historical Accessions

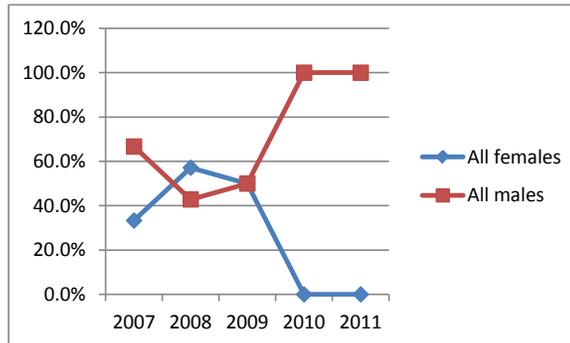
	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	0	0	0	0	0	1	0	0	2	3
2008	0	0	1	0	0	0	3	0	0	3	7
2009	0	0	0	0	0	0	0	0	1	1	2
2010	0	0	0	0	0	0	0	0	0	1	1
2011	0	0	0	0	0	2	0	0	0	1	3
Total	0	0	1	0	0	2	4	0	1	8	<u>16</u>
	0.00%	0.00%	6.25%	0.00%	0.00%	12.50%	25.00%	0.00%	6.25%	50.00%	



NSO no accessions in the five-year period for: American Indian female or male; Asian males; African American females; or Hispanic males. White males were the majority of accessions in the five-year period with 8 of the 16 total accessions (50.0%); followed by Hispanic females, 4 (25.00%); African American males, 2 (12.50%); and 1 each, Asian female and White female (6.25% of the total, each).

	All females	All males
2007	33.3%	66.7%
2008	57.1%	42.9%
2009	50.0%	50.0%
2010	0.0%	100.0%
2011	0.0%	100.0%

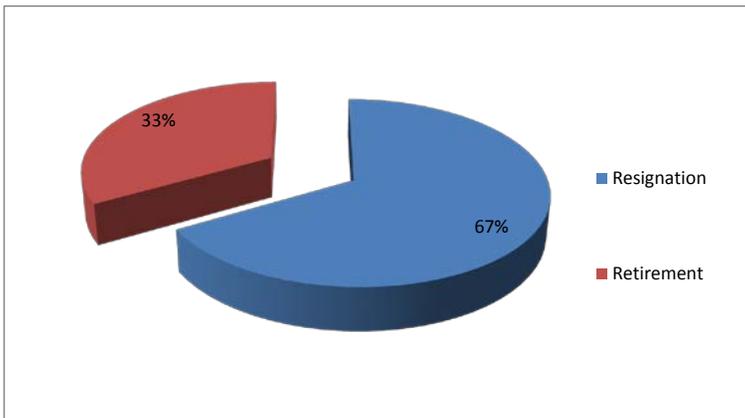
Females received a total of 6 of the 16 accessions (37.5%); and males received 10 (62.5%).



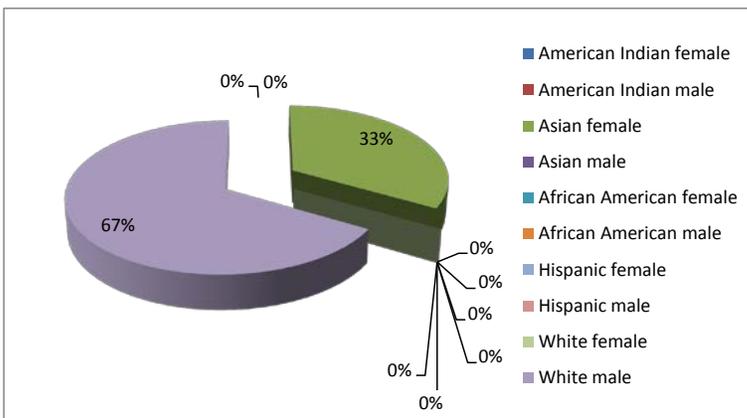
NSO Separations

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

Resignation	Retirement	Total
2	1	3



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	1	0	0	0	0	0	0	2	3



- Asian female separation, 1 resignation.
- White male separations, total 2: 1 retirement; 1 resignation.

NSO Separations

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

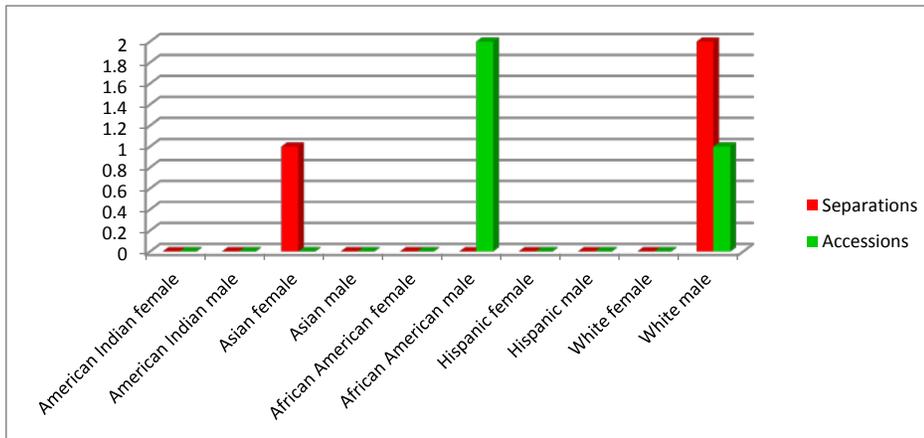
	Retirement	Resignation	Transfer	Termination Expiration of Appointment	Removal	Termination During Probation	Termination or Unknown Reason	Total
Females	1	0	0	0	0	0	0	1
Males	1	1	0	0	0	0	0	2
								<u>3</u>

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

Female separations totaled 1, or 33.3% of the 3.

Male separations totaled 2, or 66.7% of the 3.

	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	1	0	0	0	0	0	0	2	3
Accessions	0	0	0	0	0	2	0	0	0	1	3

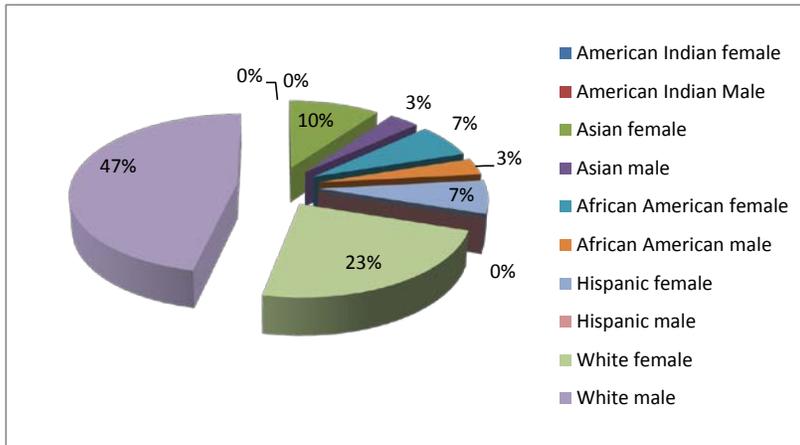


- No accession or separation activity for American Indian females in FY 2011, currently above the CLF.
- No accession or separation activity for American Indian males in FY 2011, currently below the CLF, no on-board.
- Separations exceed accessions for Asian females, currently above the CLF.
- No accession or separation activity for Asian males in FY 2011, currently above the CLF.
- No accession or separation activity for African American females in FY 2011, currently below the CLF.
- Accessions exceed separations for African American males in FY 2011, currently below the CLF.
- No accession or separation activity for Hispanic females in FY 2011, currently above the CLF.
- No accession or separation activity for Hispanic males in FY 2011, currently above the CLF.
- No accession or separation activity for White females in FY 2011, currently below the CLF.
- Separations exceed accessions for White males, currently above the CLF.

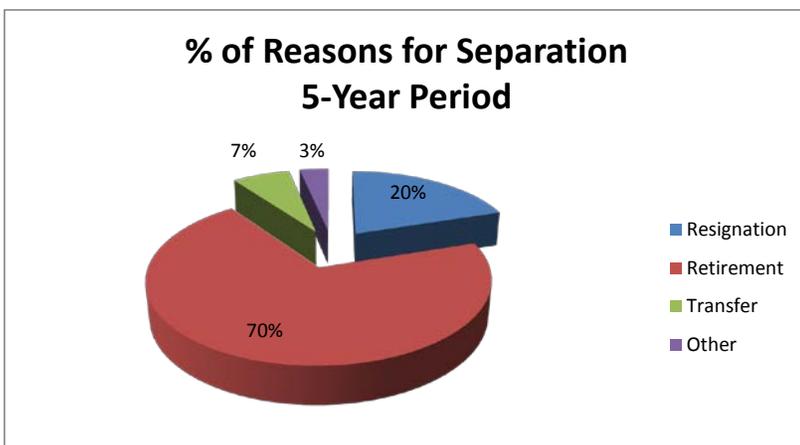
**NSO
Separations - Historical - FY 2007 - 2011**

In the five year period, 2007 through 2011, there have been a total of 30 separations from NSO, compared to 16 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	1	0	0	2	3	6
2008	0	0	2	1	0	0	0	0	1	3	7
2009	0	0	0	0	0	0	1	0	2	4	7
2010	0	0	0	0	2	0	1	0	2	2	7
2011	0	0	1	0	0	0	0	0	0	2	3
	0	0	3	1	2	1	2	0	7	14	30



	Resignation	Retirement	Transfer	Other	Total
2007	1	5	0	0	6
2008	0	7	0	0	7
2009	1	5	1	0	7
2010	2	3	1	1	7
2011	2	1	0	0	3
	6	21	2	1	30



**NSO
Separations - Historical - FY 2007 - FY 2011**

	Resignation					Retirement					Transfer*					Other Reason					Total
	FY 2011	FY 2010	FY 2009	FY 2008	FY 2007	FY 2011	FY 2010	FY 2009	FY 2008	FY 2007	FY 2011	FY 2010	FY 2009	FY 2008	FY 2007	FY 2011	FY 2010	FY 2009	FY 2008	FY 2007	
Minorities	1	1	0	0	0	0	1	1	3	1	0	0	0	0	0	0	1	0	0	0	9
White females	0	1	1	0	0	0	0	1	1	2	0	1	0	0	0	0	0	0	0	0	7
White males	1	0	0	0	1	1	2	3	3	2	0	0	1	0	0	0	0	0	0	0	14
	<u>30</u>																				

NSO had 30 separations in the five-year period, 2007 to 2011. Minorities represented 9 total (30.0% of the 30); White females, 7 total (23.3%); and White males 14 of the total (46.7%).

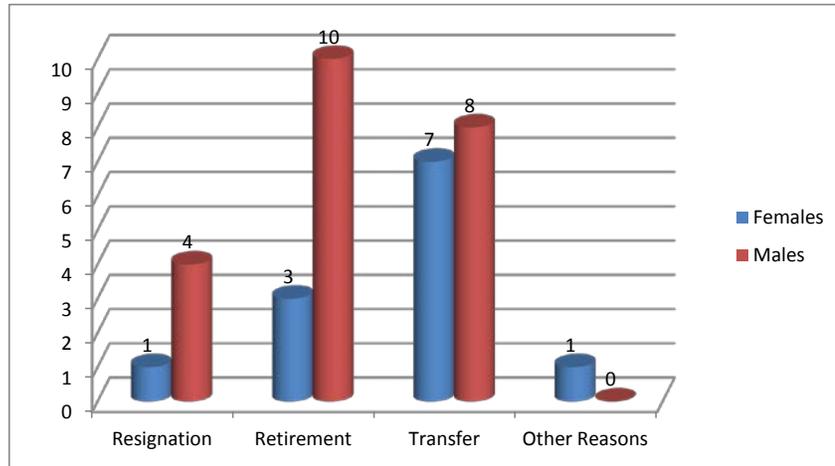
Minority separations, 9 total: 6 retirements (66.7% of the total minority separations in the five-year period); 2 resignations (22.2%); and 1 separation, other reason (11.1%).

White female separations, 7 total: 4 retirements (57.1% of the total White female separations in the five-year period); 2 resignations (28.6%); and 1 transfer (14.3%).

White male separations, 14 total: 11 retirements (78.6% of the total White male separations); 2 resignations (14.3%); and 1 transfer (7.1%).

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

	Resignation					Retirement					Transfer*					Other Reason					Total
	FY 2011	FY 2010	FY 2009	FY 2008	FY 2007	FY 2011	FY 2010	FY 2009	FY 2008	FY 2007	FY 2011	FY 2010	FY 2009	FY 2008	FY 2007	FY 2011	FY 2010	FY 2009	FY 2008	FY 2007	
Females	1	2	1	0	0	0	1	2	3	2	0	1	0	0	0	0	1	0	0	0	14
Males	1	0	0	0	1	1	2	3	4	3	0	0	1	0	0	0	0	0	0	0	16
	<u>30</u>																				



Female separations, 14 total (46.67% of the 30) in the five-year period: 8 retirement (57.14% of the total female separations in the five-year period); 4 resignations (28.57%); and 1 each, transfer to other NNSA organization, DOE agency, or other federal agency; and separation, other reason (7.14% each).

Male separations, 16 total (53.33% of the 30): 13 retirements (81.25% of the total male separations); 2 resignations (12.50%); and 1 transfer (6.25%).

**NSO Separations
Historical**

Separations											
	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	1	0	0	2	3	6
2008	0	0	2	1	0	0	0	0	1	3	7
2009	0	0	0	0	0	0	1	0	2	4	7
2010	0	0	0	0	2	0	1	0	2	2	7
2011	0	0	1	0	0	0	0	0	0	2	3
Total	0	0	3	1	2	1	2	0	7	14	30
	0.0%	0.0%	10.0%	3.3%	6.7%	3.3%	6.7%	0.0%	23.3%	46.7%	

In the five-year period, 2007 - 2011, there have been 30 separations compared to 16 accessions at NSO.

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	Row total
2007	0	0	0	0	0	0	1	0	0	2	3
2008	0	0	1	0	0	0	3	0	0	3	7
2009	0	0	0	0	0	0	0	0	1	1	2
2010	0	0	0	0	0	0	0	0	0	1	1
2011	0	0	0	0	0	2	0	0	0	1	3
Total	0	0	1	0	0	2	4	0	1	8	16

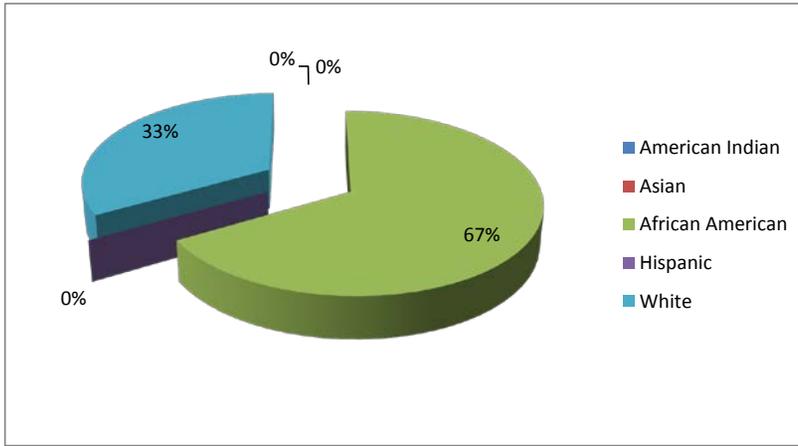
Five year Separations compared to Accessions by race and gender, total separations, 30, exceed accessions, 16:

- No American Indian female accessions or separation activity in the five-year period, currently above the CLF.
- No American Indian males no on-board, currently below the CLF.
- Asian female separations exceed accessions in the five-year period, currently below the CLF.
- Asian male separations exceed accessions, by 1, currently above the CLF.
- African American female separations exceed accessions, currently below the CLF.
- African American male accessions exceed separations by 1, currently below the CLF.
- Hispanic female accessions exceed separations, by 2, currently above the CLF.
- No Hispanic male separations or accessions activity in the five-year period, currently above the CLF.
- White female separations exceed accessions by 6, currently below the CLF.
- White male separations exceed accessions by 6, currently above the CLF.

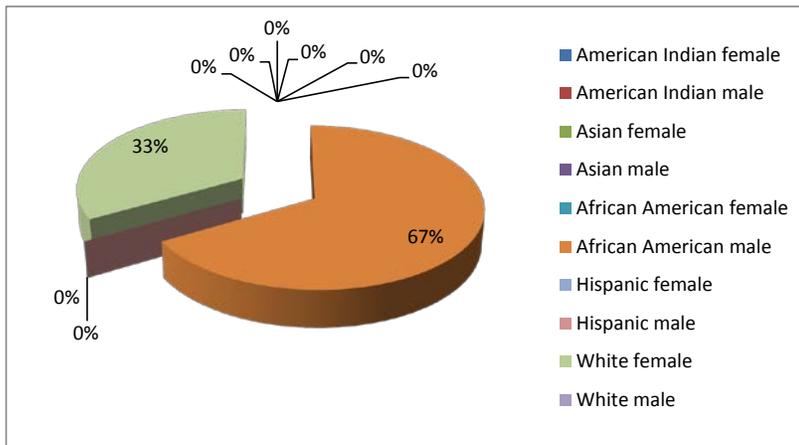
Promotions

In FY 2011, there 3 promotions at NSO. 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	2	0	1	3



	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 2011	0	0	0	0	0	2	0	0	1	0	3



Historical Promotions: NSO

	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	2	1	5
2008	0	0	1	0	0	0	0	0	1	2	4
2009	0	0	0	0	0	0	0	0	1	0	1
2010	0	0	1	0	0	0	1	1	3	5	11
2011	0	0	0	0	0	2	0	0	1	0	3
Total	0	0	2	1	0	2	1	2	8	8	24
	0.0%	0.0%	8.3%	4.2%	0.0%	8.3%	4.2%	8.3%	33.3%	33.3%	

No on-board American Indian males.
No promotions to American Indian female or African American female.



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.



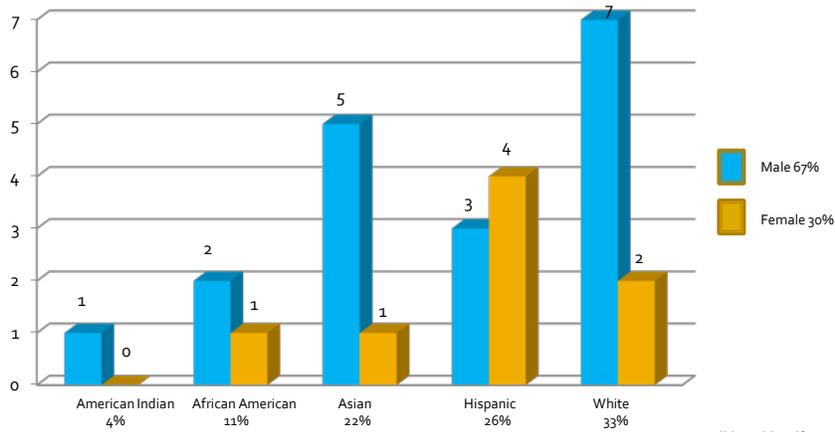
Future Leaders, SCEP & STEP Program



FY 2005-2011

by: Tyquan Parker
HBCU Intern, Summer 2010

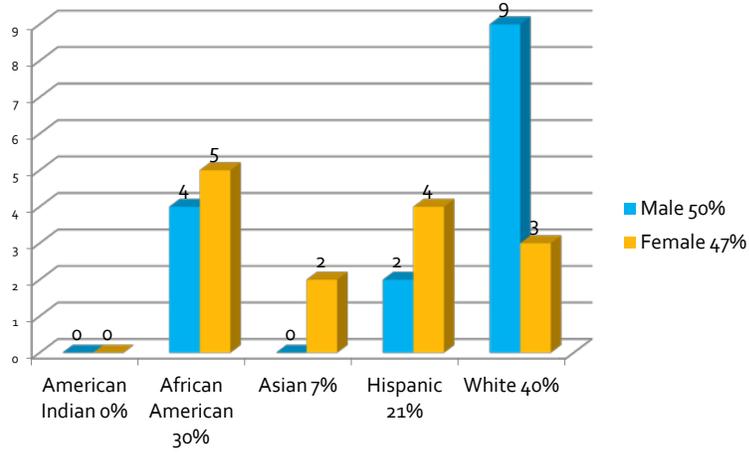
Future Leaders Program FY 2005



1 did not identify
* TOTAL = 27

2

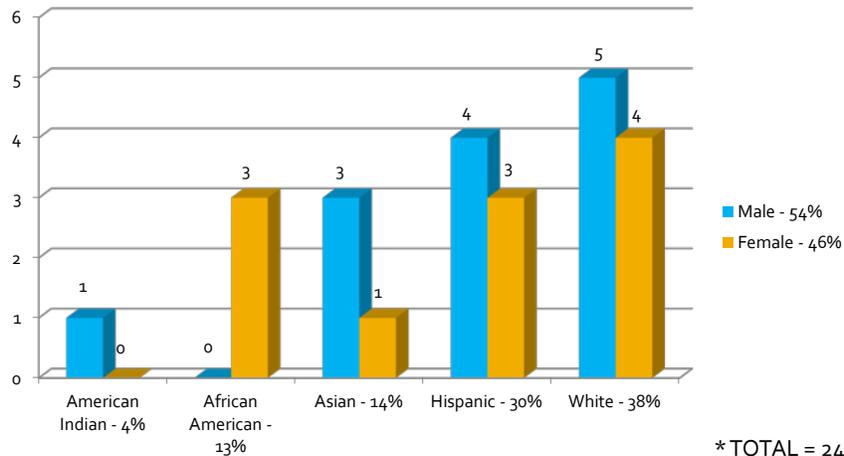
Future Leaders Program FY 2006



* TOTAL = 30
1 did not identify

3

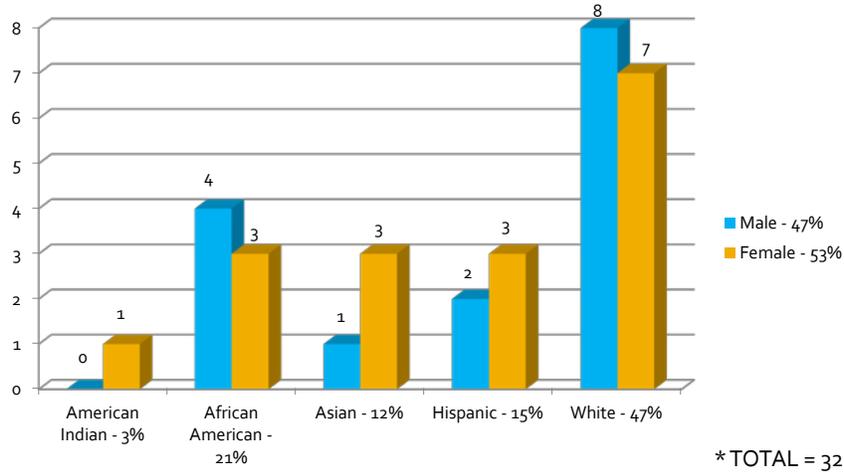
Future Leaders Program FY2007



* TOTAL = 24

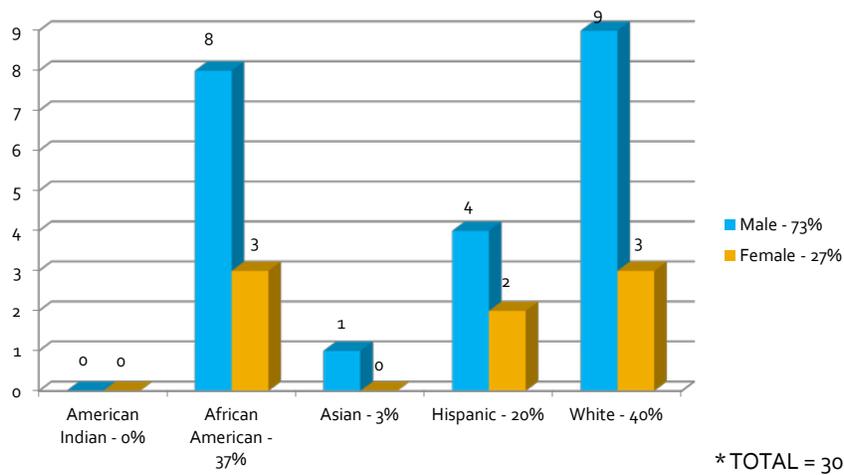
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Future Leaders Program FY 2008



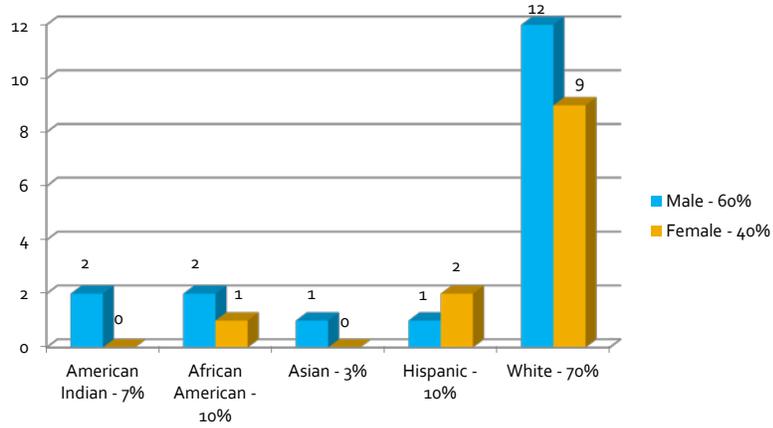
5

Future Leaders Program FY 2009



6

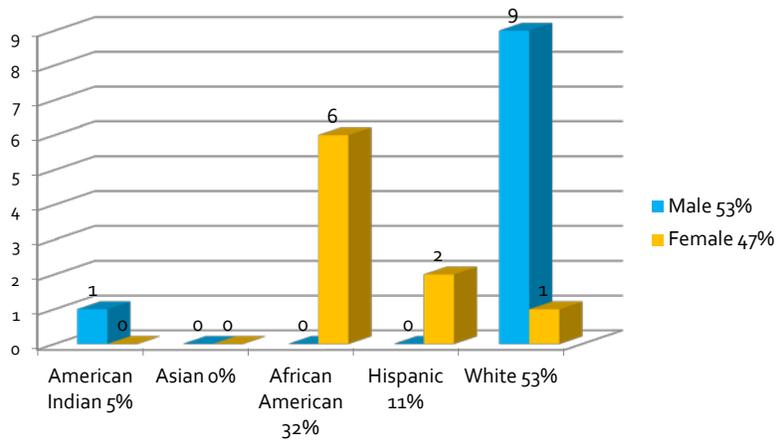
Future Leaders Program FY 2010



* TOTAL = 30

7

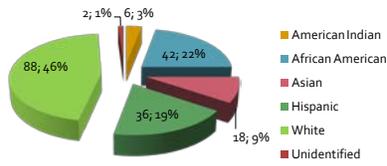
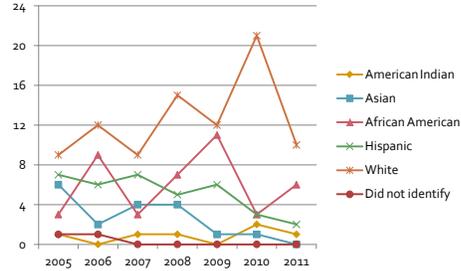
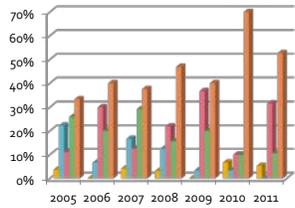
Future Leaders Program FY 2011



* TOTAL = 19

8

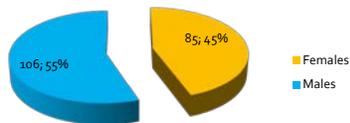
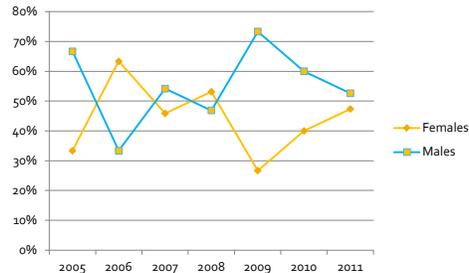
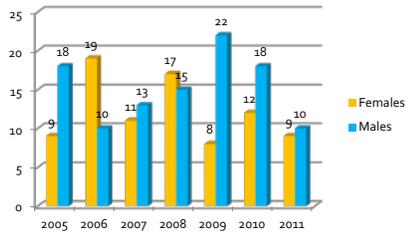
FLP Trend (2005 through 2011)



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)



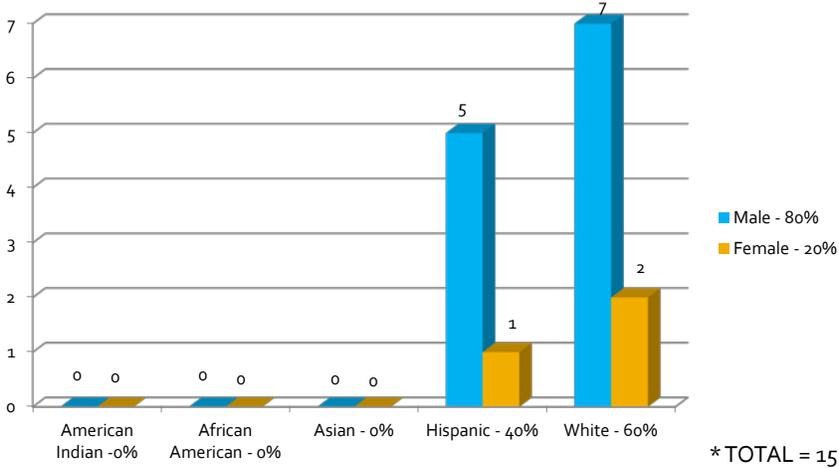
192 FLP participants from 2005-2011.
 Note: one unidentified by gender.

Future Leaders Program Retention

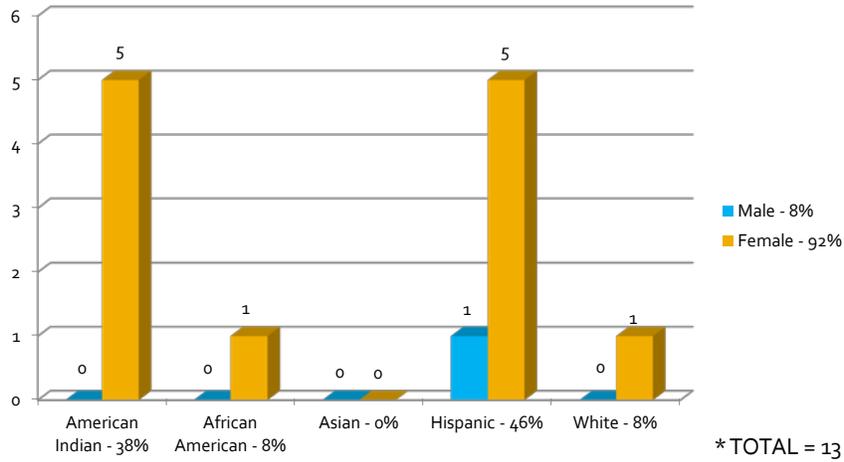
Year 6						77% of 27
Year 5					70% of 30	77% of 27
Year 4				96% of 24	93% of 30	88% of 27
Year 3			84% of 32	96% of 24	93% of 30	92% of 27
Year 2		90% of 30	100% of 32	100% of 24	97% of 30	92% of 27
Year 1	100% of 30	100% of 30	100% of 32	100% of 24	100% of 30	100% of 27
	FLP 2010	FLP 2009	FLP 2008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

SCEP FY2007

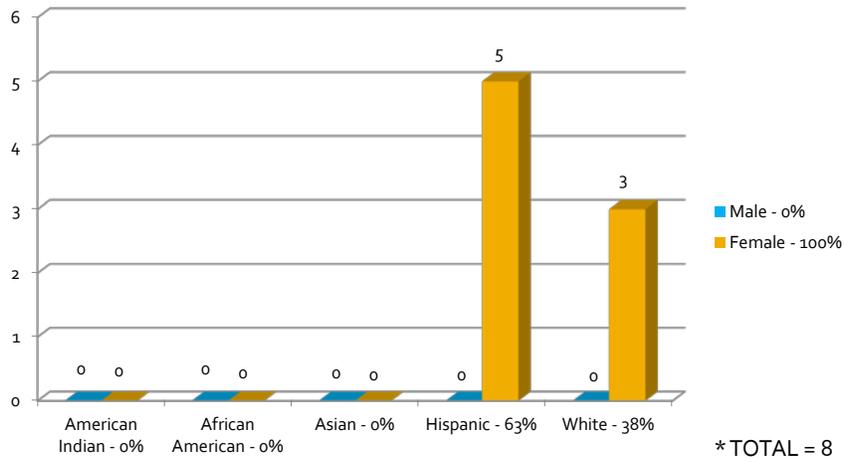


SCEP FY 2008



13

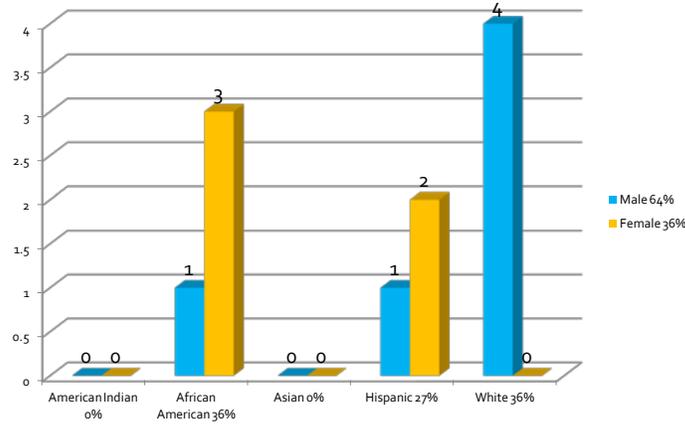
SCEP FY 2009



14

No FY 2010 SCEP class

SCEP FY2011



TOTAL = 11
 Note: no FY 2010 SCEP

15

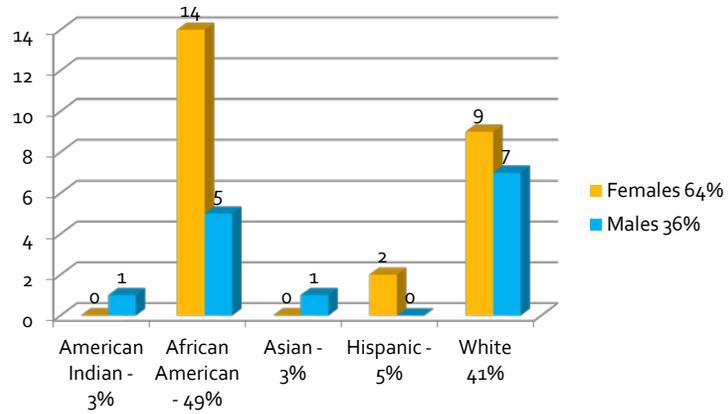
SCEP Retention

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

