



Department of Energy
Washington, DC 20585

September 21, 2016

Dear Colleagues:

Over the past few months, a number of events have taken place around the country that have brought renewed focus to issues of diversity and inclusion. In the wake of these events, we held listening sessions with Department of Energy (DOE) employees in the Washington, DC area. The feedback and suggestions from those sessions have encouraged us to take further actions to strengthen initiatives across the DOE enterprise. Specifically, we are launching **OneDOE**, an enterprise-wide campaign led by the Office of Diversity and Inclusion within the Office of Economic Impact & Diversity.

OneDOE is a platform that creates intentional opportunities for learning and builds a community that is inclusive and values diverse perspectives. **OneDOE** will bolster diversity and inclusion initiatives across the complex through a series of activities to include listening sessions, training, focus groups, panel discussions, town halls, and additional workforce engagement events. We will use the Office of Personnel Management's New Inclusion Quotient (IQ) Index to measure our progress in the area of workplace inclusion. This Index is derived from 20 questions from the Federal Employee Viewpoint Survey that are related to inclusive environments. These 20 questions are grouped into "5 Habits of Inclusion" – Fair, Open, Cooperative, Supportive, and Empowering. More resources on the New IQ can be found at [www.energy.gov/diversity/inclusion].

We want to do everything we can to foster a respectful and inclusive work environment that maximizes each individual's potential to contribute to our vital missions. If you are in need of support, we encourage you to seek help from those in the Department who stand ready to assist. Contact information for site-specific employee resources can be found here [www.energy.gov/OneDOE/resources].

We encourage you to join the **OneDOE** campaign. Please reach out to diversity@hq.doe.gov to find out how you can help in our efforts. Your perspective and experiences will help us learn from each other and enable us to build **OneDOE** together.

Sincerely,

A handwritten signature in black ink, appearing to be "Moniz", is written over a horizontal line.

Secretary Moniz

A handwritten signature in black ink, appearing to be "Sherwood-Randall", is written over a horizontal line.

Deputy Secretary Sherwood-Randall

