The Secretary of Energy
Washington, DC 20585

March 28, 2011

MEMORANDUM FOR HEADS OF ALL DEPARTMENTAL ELEMENTS

FROM: STEVEN CHU Steven Chu

SUBJECT: Announcement of the Office of Diversity Programs

The Department recognizes that embracing diversity in all aspects of our operations is crucial to achieving DOE's critical mission. With this in mind, the Office of Economic Impact and Diversity has reorganized and established the Office of Diversity Programs. This office will work to foster a diverse and inclusive work environment that serves the Department's employees, applicants, and the public. The Office of Diversity Programs will help ensure equal opportunity through national policy development, workforce analysis, outreach, retention, and education.

Diversity is at the heart of our mission as a Department. More than simply numbers and statistics, diversity is a cross-cutting imperative of our people, programs, businesses, research, and innovation at the Department and our National Laboratories. DOE's mission of energy security, nuclear security, environmental responsibility, scientific innovation and managerial excellence mandates that we fully engage in the evolving global community. This requires that the Department adopt diversity as a core function in conducting business and have a diverse and engaged workforce that is fully leveraged to meet its mission.

The new Office of Diversity Programs seeks to serve as a resource across the Department complex. Through the use of qualitative and quantitative data, the office will provide analytical assessments of diversity trends in the Department. The office will work closely with program elements to provide guidance on how all communities can fully access the opportunities offered by DOE programs.

Each program office within the Department is expected to set an example to its employees that diversity is a departmental priority and work collaboratively to develop effective diversity programs. To this end, during the coming months you will be receiving additional information from the Office of Diversity Programs on initiatives aimed to encourage your participation in diversity-related programs.

Questions or comments can be directed to either Bill Valdez, Acting Director for Economic Impact and Diversity, at Bill.Valdez@hq.doe.gov, or Regina Cano, Acting Associate Director of the Office of Diversity Programs, at Regina.Cano@hq.doe.gov.

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