

Black Leadership Committee

New Mexico African American Community
Leaders Day
February 9, 2016



*Exceptional
service
in the
national
interest*



Sandia National Laboratories is a multi-program laboratory managed and operated by Sandia Corporation, a wholly owned subsidiary of Lockheed Martin Corporation, for the U.S. Department of Energy's National Nuclear Security Administration under contract DE-AC04-94AL85000.

Ivory Alexander

Setting the Stage for the BLC 1

- Jan 1951:
 - The earliest record of a non-discrimination policy at Sandia Corp., then operated by Western Electric Co. for the US Atomic Energy Commission (AEC).
 - The management of Sandia Corporation has always made a sincere effort to select the best qualified candidate for each vacancy without regard to race, color, or creed.
- July 1954
 - Policy becomes a requirement of AEC contractors
 - The policy of the United States Government is to promote equal employment opportunity for all qualified persons seeking employment or employed in connection with government contracts. Contractors will not discriminate against any employee or applicant for employment because of race, creed, color, or national origin.

Setting the Stage for the BLC 2

- July 1961
 - President John F. Kennedy issued an executive order requiring that provisions of non-discrimination in employment be included in all new government contracts. This order included the first use of the term “affirmative action” to achieve non-discrimination.
- Oct 1964
 - Sandia moved from a policy of non-discrimination to one of affirmative action to address inequality. Sandia’s Plans for Progress was signed by Labs Director Sigmund Schwartz and President Lyndon Johnson.
- Present Equal Employment Opportunity and AA Policy:
 - Sandia is committed to meeting the letter and spirit of Title VII of the Civil Rights Act of 1964 as well as all other applicable Equal Employment Opportunity (EEO) laws and regulations prohibiting discrimination and retaliation in the workplace. Sandia prohibits discrimination on the basis of
 - race, color, religion, gender, national origin, pregnancy, age, serious medical condition, physical/mental disabilities, protected veteran status, sexual orientation, marital or family status , ancestry or ethnicity , gender identity, or genetic information

Setting the Stage for the BLC 3

- 1964 to Present
 - Sandia went on to launch a variety of equal employment and affirmative action activities including opening the Labs to tours by minority leaders, attending state and national conferences, organizing youth opportunity programs, participating in community-based vocational guidance and training...**Venues expanded & continues today**
 - Created an environment for the formation of the various minority leadership committee's
 - Early Executive and Senior Management Supporter of Equal Employment Opportunity and AA Policy (a personal perspective):
 - Oval Jones – EVP
 - Robert “Bob” Perifory- VP NW
 - Ward Hunnicutt- Director of Facilities
 - Lee Hollingsworth- Director of Computing
 - Ralph Barncord – Comptroller
 - Herb Pitts- Director- HR

Purpose of Black Leadership Committee

- To participate in identifying and recruiting qualified Black employment candidates for employment consideration at Sandia.
- To promote cultural awareness at the Laboratories.
- To establish and maintain a relationship between the local Black community and Sandia.
- To develop and execute in-reach programs to support and nurture Sandia's Black on-roll population.

BLC Chairpersons

- Patricia Salisbury – 1975 to 1980
 - SNL Summer Science Programs Established
- Bobbie Williams – 1980 to 1985
 - African American Outreach Program (AAOC) Established
- Ken Holley – 1985 to late 80's
 - Black Leadership Committee Established
- Karla Causey – late 80's to early 2000's
- Delvin Wood – early to mid – 2000's
- Eunice Young and Theresa A. Carson – mid 2000's to 2015
- Carl Rhinehart – Current

Sandia as an FFRDC and the OFCCP



- Federally Funded Research and Development Centers (FFRDCs)
 - Federally-funded, privately-operated facilities established to meet a special long-term R&D need of the federal government which cannot be met effectively by existing in-house or contractor resources. FFRDCs are managed, operated, and/or administered by a university, other nonprofit organization, or an industrial firm.
 - SNL is a DOE National Laboratory: Mission driven, Science-of-Scale, Multi-disciplinary teams, Distinctive, powerful research facilities, and Safe and secure operating environments

- DOL's: Office of Federal Contract Compliance Programs (OFCCP)
 - The purpose of the Office of Federal Contract Compliance Programs is to enforce, for the benefit of job seekers and wage earners, the contractual promise of affirmative action and equal employment opportunity required of those who do business with the Fed
 - Offers technical assistance to federal contractors understand the regulatory requirements
 - Conducts compliance evaluations and complaint investigations of personnel policies and procedures
 - Obtains Conciliation Agreements
 - Monitors contractors progress through periodic compliance reports.....

Sandia History

- View Sandia History at <http://www.sandia.gov/about/history/index.html>
- 1940s: Creating a NW Ordnance Engineering Lab
- 1950s: Building a Nuclear Weapons Stockpile
 - Sandia Corporation started managing Sandia Laboratory
- 1960s: Spinning off New Capabilities, New Directions
- 1970s: Multi-Program Laboratory (SL becomes SNL)
- 1980s: Tech Transfer and the Cold War's End
- 1990s: Post Cold War Transitions
- 2000s: National Security after 9/11
- 2010s: Multi-Mission Lab (Jill Hruby, President and Labs Director)
- 2020s: Yet to be created Our Future is Waiting

Introduction of Sandia's African American Leadership Team



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Introduction of Sandia's African American Leadership Team (Cont'd)

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Questions

