

Diversity & Inclusion Outreach Committees Networking Groups



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service
in the
national
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Outreach Committees & Networking Groups (Employee Resource Groups)

The Affirmative Action (AA) Outreach Committees and Equal Employment Opportunity (EEO) Networking Groups at both the NM and CA sites provide strategic guidance and consultation on matters pertaining to their respective groups. They help align efforts to support implementation of Sandia's diversity and inclusion strategy.

Expertise &
advisement

Spokespersons &
liaisons

WIFM
WIFU

Recruitment

Collaboration

Diversity Awards

Outreach Committees & Networking Groups (Employee Resource Groups)

NM Outreach Committees:

- American Indian Outreach Committee (AIOC, Dream Catcher Science Program)
- Asian Leadership and Outreach Committee (ALOC)
- Black Leadership Committee (BLC, HMTech)
- Disability Awareness Committee (DAC)
- Hispanic Leadership and Outreach Committee (HLOC, Manos)
- Military Support Committee (MSC, Wounded Warrior Career Development Program)
- Sandia Women's Action Network (SWAN)



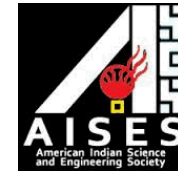
NM Networking Groups:

- Christians in the Workplace Networking Group (CWNG)
- Sandia Pride Alliance Network (SPAN)





National Diversity Awards Individual and Employer



Diversity & Inclusion Office – Sponsored Awards

- American Indian Science & Engineering Society (AISES)
- Asian American engineer of the Year (AAEOY)
- Black Engineer of the Year (BEYA)
- Hispanic Engineering National Achievement Award Conference (HENAAC)
- Society of Women Engineers (SWE)
- Careers & the disABLED Magazine “Employee of the Year” Award
- Freedom Award (recognizes employers of those in the guard and reserves)
- NM Distinguished Public Service Awards



**CAREERS
& the disABLED**



NM Distinguished Public Service Award - 2015
Nominated by American Indian Outreach Committee (AIOC)
Executive Champion – Rob Leland

Todd Dunivan, Business Operations Manager

- The award honors career civil servants for significant contributions to public agencies, state, & community



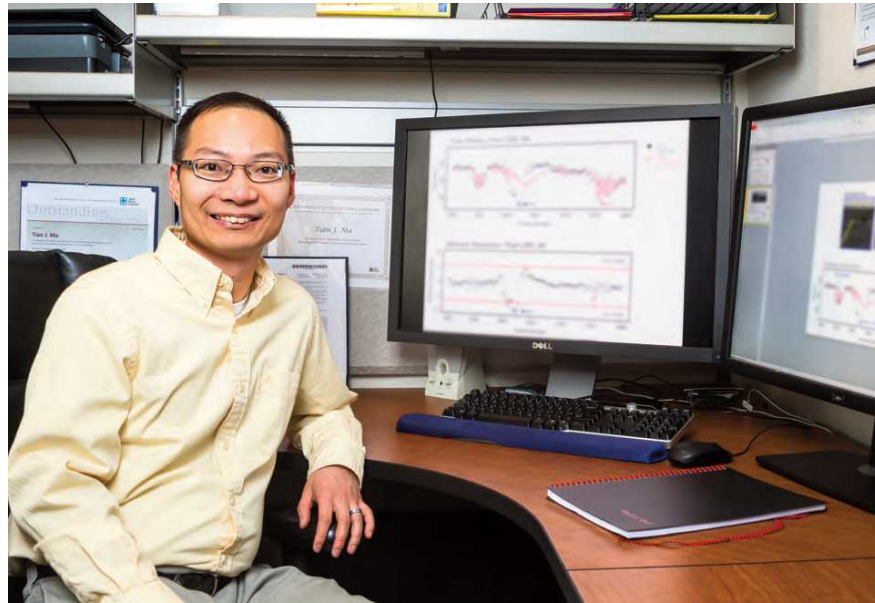
Diversity Award Winners – 2016

Asian American Engineer of the Year (AAEOY)

Executive Champion – Kim Sawyer

Tian Ma, Engineer, Innovator

- Most Promising Asian American Engineer of the Year



Diversity Award Winners – 2016

Black Engineer of the Year (BEYA)

Executive Champion – Steve Rottler

Ken Holley, Recruiter

- Community Service Award



Conrad James, Researcher

- Special Recognition Award



Diversity Award Nominees – 2015 Careers & the disABLED Magazine Executive Champion – Becky Krauss

 **DisABILITY** Awareness Committee

**Sebastian Rael,
IT Technologist**



**Jimmie Wolf,
Network Engineer**



Diversity Award Winners – 2015

Hispanic Engineering National Achievement Awards (HENAAC)

Executive Champion – Jim Chavez

Patrick Sena, Senior Engineer

- Lifetime Achievement



Abraham Ellis, Manager

- Outstanding Technical Achievement



Diversity Award Semi-Finalist – 2015
Department of Defense – Freedom Award
Military Support Committee (MSC)
Employer Support of the Guard and Reserve (ESGR)
Executive Champion – Mike Hazen

Freedom Award
Luncheon 2015

**WELCOME TO THE
MILITARY SUPPORT WEBSITE**



Women's History Month - 2016

Sandia Women's Action Network (SWAN)

Special Recognition

Executive Champion – Melonie Parker

Ann Campbell, Director

The importance of contributing to something bigger . . .



Miquelita Carrion, Proj Mgr

Inspiring hundreds of at-risk youth in the community . . .





Black Leadership / HMTech

Celebrate Diversity!



Navajo Code Talkers and Casey Church Dancers for Native American Heritage



Disability Awareness – Tim Harris



Dream Catchers



Hispanic Heritage / Manos



Executive Women's Leadership Panel 2015



Veterans Day Speakers and Special Guests



STEM Education Outreach

- **Family Science Nights** –hands-on science, instructions in English and Spanish at 40 elementary schools/year ~4000 students
- **Family Math Nights** –hands-on math ~ 650 students
- **Manos, Dream Catchers, HM Tech, and Expanding Your Horizons** – hands-on science and engineering workshops for ~500 underrepresented middle and high school students.
- **NM Hydrogen Fuels Challenge** – partnership with LANL, PNM and APS - middle school engineering competition ~ 50 teams from around NM.
- **DOE Science Bowls** – academic STEM competition for middle and high school students, with LANL
- **STAR Summer Fellows** - ~15 outstanding high school students participate in an educational fellowship for 8 weeks/summer
- **Teachers** – support science and math teachers pursuing national board certification and fund professional development workshops

Masters Fellowship Program

- Unique affirmative action program designed to attract minority candidates, based on goals
- Bachelor's degree technical hires – full time regular
- Hire and employ them, pay tuition/fees and a stipend while attending school
- In past few years, we typically have 15-20 participants in the program in any given year



Questions/Dialogue



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