

*Exceptional service in the national interest*



# Sandia's diversity recruitment outreach strategy

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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.

# Our workforce at a glance

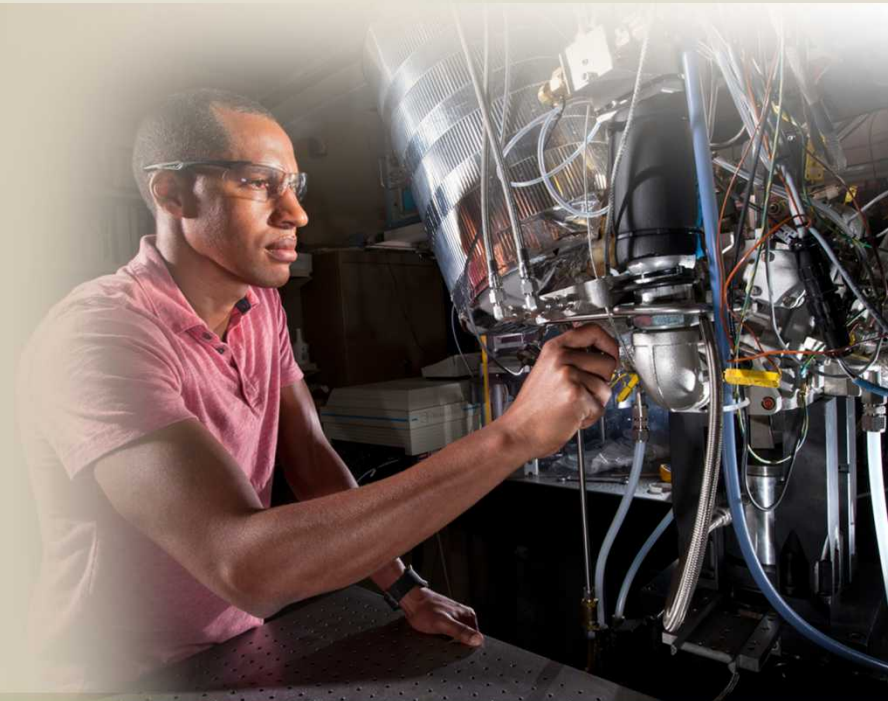
- 10,600 regular employees; 11,600 onsite workforce
- More than 4,160 R&D staff
- 33% of the R&D staff hired since FY10 hold PhD degrees
- More than 3,300 employees with less than 5 years of service



Men	67.5%
Women	32.5%



White	67%
Hispanic	23%
Asian	5%
Black	2%
American Indian	2%
>2 Races	1%



# Increasing diversity outreach at targeted schools

- Reduced the number of targeted schools from 60 to 32 to increase the quality of our interactions
- Started to connect with campus diversity offices and student organizations at targeted schools to better reach women and minorities
- Held National Labs Day at Howard University, attracting more than 200 students from Howard and neighboring minority-serving institutions



*Minority-serving institute partnership program*



# Collaborating with employee resource groups

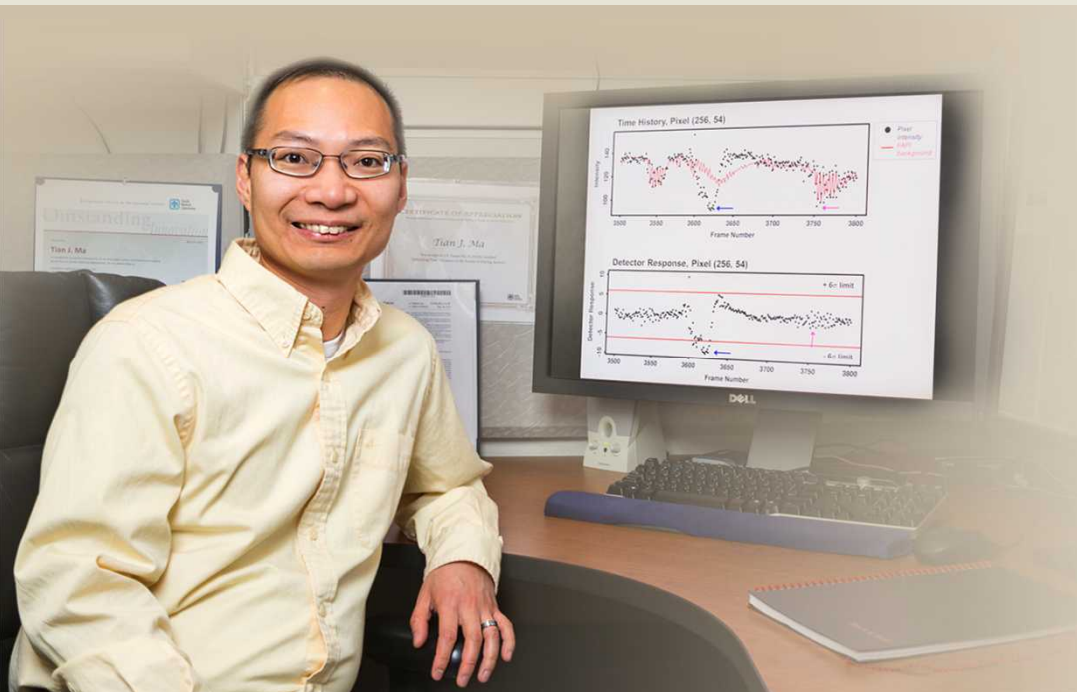
- Partnered with Sandia's 10 affirmative action outreach committees and equal employment opportunity networking groups to recruit, integrate, and retain diverse employees
- Received guidance from these groups on how to better serve their respective members



*Sandia Pride Alliance Network at the Albuquerque Pride Parade*

# Finding new ways to reach minority candidates

- Attended five national diversity conferences, which included career fairs, and highlighted Sandia award winners through traditional media and on social media
- Developed six diversity and inclusion recruiting videos for release on Sandia's award-winning Facebook, Twitter, and YouTube platforms



Tian Ma, 2016 Most Promising Asian American Engineer of the Year

# BLOC video

# Our calling video

# Empowering our nation's veterans

- Wounded Warrior Career Development Program provides limited-term employment to veterans with combat-related disabilities
  - Program goal is to hire five to ten Wounded Warriors annually
  - 29 participants to date, with 12 transitioning into full-time employment
- Co-sponsoring a Veterans Employment Summit with the U.S. Department of Veterans Services and Los Alamos National Laboratory in September, with a follow-up recruiting event to be held in November



*Cheston and John Bailon*



*Rob Mitchell and Hunni*



*Sean Christopher*



*Lindsey Kibler and Gabrielle Holcomb*

# Reaching out to the next generation

- Hosted “My Brother’s Keeper” event attended by 120 under-represented students
- Collaborated with Sandia’s Women’s Action Network to host the STEM Mentoring Café in March, attended by 60 young women
- Continued to support the Dream Catcher, HM Tech, and Manos programs that provide outreach to American Indian, African American, and Hispanic youth



My Brother’s Keeper event



STEM Mentoring Café

# Sandia's diverse workforce values inclusion. We engage energized and inspired people who spark innovation and achieve mission success.

