

Marie Capitan

2016 *BLAZING FLAME PROFESSIONAL NOMINEE*



Sandia
National
Laboratories

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Marie Capitan



Front cover: Marie Capitan in Old Town Albuquerque, a Women's Basket and Family painting from her Uncle Wayne Begay.

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Nomination Letter - From Jill Hruby



Sandia National Laboratories

Operated for the U.S. Department of Energy's
National Nuclear Security Administration
by **Sandia Corporation**

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P.O. Box 969
Livermore, CA 94551-0969

Phone: (505) 284-2000
Fax: (505) 844-1120
Internet: jmhruby@sandia.gov

Jill Hruby
President and Laboratories Director

June 22, 2016

American Indian Science and Engineering Society
AISES Professional Awards Committee
2305 Renard SE, Suite 200
Albuquerque, NM 87106

Dear Selection Committee:

On behalf of Sandia National Laboratories, I am pleased to nominate Marie Capitan for the American Indian Science and Engineering Society (AISES) Blazing Flame award. Through her work as Lead Diversity Workforce Specialist, Marie encourages and assists Native Americans pursuing careers in science, technology, engineering, and mathematics (STEM), and she helps increase understanding between people from all walks of life to create a stronger workforce and community.

Marie serves as subject matter expert on Sandia's diversity policies, practices, and procedures. With unfailing enthusiasm and dedication, Marie develops and implements programs that help our employees appreciate the value of diverse team members. To highlight just two examples, earlier this year she helped create a series of workshops and sessions about conscious and unconscious biases in the workplace, which included discussions on timely topics that might cause unintentional intolerance. Classes were available to our workforce of more than 11,000 employees and contractors. Marie also helped engage employees at Sandia's Waste Isolation Pilot Plant in diversity-related conversations, which included Asian culture, women at work, and life on a reservation.

Finally, Marie helped me become more personally involved with Native American students when she asked me to be the keynote presenter at the Sundance Consulting STEM Conference in 2014. At this event, I shared my engineering career and leadership journey to help inspire Native American students to pursue their STEM career dreams despite any obstacle.

As evidenced by Sandia National Laboratories having been named as one of the Top 50 Workplaces for Native STEM Professionals by AISES for the first time this year, Marie and our Diversity and Inclusion team have made a lasting and meaningful impact at Sandia and nationally.

I strongly recommend Marie Capitan for the Blazing Flame award.

Sincerely,

Jill M. Hruby



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Nomination Application



Nomination Application American Indian Science and Engineering Society 2016 Professional Awards

Award Category (Select One): (See the attachment or the AISES website www.aises.org for award criteria.)

☐ Executive Excellence ☐ Technical Excellence
☐ Most Promising Engineer or Scientist ☒ Blazing Flame

Nominee's Information (All information below is required):

Name Frances Marie Capitan
 Tribal/Native Affiliation Navajo and Alaskan
 Company or Organization Sandia National Laboratories
 Job Title Diversity Workforce Specialist
 Principal Job Function Diversity Management
 Discipline/Field of Work Human Resources
 Last School Graduated University of New Mexico
 Degree Bachelors
 Graduation Date 1997 Years of Professional Experience 19

	Business	Home
Address	<u>PO Box 5800, MS 1467</u>	<u>[REDACTED]</u>
City, State/Province	<u>Albuquerque, NM</u>	<u>[REDACTED]</u>
Country & Postal Code	<u>USA 87123-1467</u>	<u>[REDACTED]</u>
Phone	<u>505-284-3171</u>	<u>[REDACTED]</u>
E-Mail	<u>fmcapit@sandia.gov</u>	<u>[REDACTED]</u>

Sponsor's Information:

Name Jill M. Hruby
 Address PO Box 5800, MS 0101
 City Albuquerque State/Prov. NM Country USA Postal Code 87185
 Phone 505-284-2000 E-Mail jmhruby@sandia.gov

I affirm that the statements in this application are correct to the best of my knowledge and I understand that all Selection Committee decisions are final. I am personally acquainted with the nominee and hereby endorse his/her nomination.

Signature: _____ Date: _____

The nomination package must state tribal/native affiliation and should consist of a cover letter and information supporting the nominee, including, but not limited to: resume/curriculum vitae; detailed description of the qualifications for the award; letters of recommendation; job description(s); papers by or about the nominee; organization personnel chart; professional affiliations; a recent color photograph; and material highlighting involvement in the American Indian or Alaskan Native community.

Previously submitted nomination packages may be re-submitted for consideration.

Mail this signed application form along with a nomination package (3 copies) to:

AISES Professional Awards, 2305 Renard SE, Suite 200, Albuquerque, NM 87106

Faxed applications and nomination packages will not be accepted. Electronic PDF versions of the material in the nomination package are encouraged as a supplement to the mailed versions. PDF versions will not replace hard-copy versions but may be used to facilitate the selection process.

Nomination applications must be postmarked by June 30, 2016.

For information regarding the AISES Professional Awards, please visit the AISES website
<http://www.aises.org/programs/professional>

Letters of Recommendation



Sandia National Laboratories

Operated for the U.S. Department of Energy's
National Nuclear Security Administration
by **Sandia Corporation**

P.O. Box 5800
Albuquerque, NM 87185-0101

P.O. Box 969
Livermore, CA 94551-0969

Phone: (505) 844-3704
Cell: (505) 270-1572
Email: esherna@sandia.gov

Esther S. Hernandez
Chief Diversity Officer

June 10, 2016

Dear American Indian Science & Engineering Society,

Subject: *Nomination of Marie Capitan for Blazing Flame Award*

I am writing to wholeheartedly recommend Marie Capitan for the Blazing Flame Award. As I reviewed the criterion for this prestigious award, it was very clear to me that they represent the stellar characteristics and values that Marie displays on a daily basis. I have known Marie since 2009, when she took the position of Diversity Workforce Specialist in my organization. We have worked closely during the past 7 years and have collaborated on many projects. During that time I have been impressed with her ability to leverage her natural talent, passion, and acquired skills to inspire cultural change that fosters inclusion for diverse groups of people. She is equally skilled at accomplishing this both at Sandia National Laboratories (Sandia) and in external communities.

Marie's experiences in her early career field of Criminology and now as a professional in the Human Resources field have established her as an accomplished professional at Sandia and in her many communities (local, home, and tribal). Marie displays distinctive competence in the areas of diversity, inclusion, Equal Employment Opportunity, and Affirmative Action. She is an acknowledged authority and corporate resource. Marie is a strong and effective leader who has been fully responsible for the leadership of Sandia's Corporate Diversity Team whose members range from Executive Assistants to line managers. She has executed that responsibility in an exemplary manner leading the team to produce many tangible results. For many at Sandia, Marie is considered "the face of diversity and inclusion." I have received many unsolicited messages from across the Laboratories commending Marie for her expertise, facilitation, and general support of diversity and inclusion efforts. The feedback, both verbal and written, has come from management ranging from VPs to line managers as well as colleagues.

One of Marie's most unique and exemplary talents is her ability to honorably use her life's experience and rich culture to convey powerful messages and augment learning in the workplace. On any given day you might see Marie come to work dressed in traditional clothing, which provides a rich opportunity when questions are posed to share information about her culture. Marie does this in an exemplary way that invites employees to be curious and learn in a very positive manner. Marie's professional approach in all that she does demonstrates her solid experience and capabilities. This



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American Indian Science & Engineering Society - 2 -

June 10, 2016

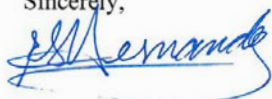
coupled with her communication skills make her an excellent role model for all those she works with and many others in the communities outside of Sandia.

I have not met a stronger advocate of promoting Native Americans in science, technology, engineering and math (STEM). Marie has a solid history of participation in both Sandia's American Indian Outreach Committee (AIOC) and with the American Indian Science and Engineering Society (AISES). Throughout her career here at Sandia she has held many positions with AIOC and most recently (last three years) has been the chair of the Dream Catchers program. This is a Sandia-funded effort that brings science technology, engineering and math to youth in the community (primarily Native Americans ranging in age from 10 to 17) in the form of three weekend workshops in June. This is a complex job requiring focus, dedication, and passion for bringing Native American youth into a STEM environment that aspires to position them to meet future challenges for success in STEM careers. Her achievement in this area has been beyond Sandia's expectations.

Marie is deserving of recognition for her accomplishments in diversity and inclusion on a national level. The AISES Blazing Flame Award could not be more fitting for this recognition and just nominating her communicates Sandia National Laboratories' pride in the work that she performs. She is an excellent role model for professionalism, diversity, and inclusion for women and men alike. She carries the pride of her American Indian culture openly and demonstrates her dedication to inclusion and diversity through this pride and her interactions with all who come into contact with her.

Marie always conducts herself in a professional manner and is one of the most pleasant persons you'll ever meet or work with. She is open, friendly, and authentic. Marie is a perfect candidate for the Blazing Flame Award and you can be certain that she will humbly and honorably reflect all of the values that AISES stands for. She has my unqualified professional endorsement and my deep personal respect. Please feel free to call at any time if you have any questions regarding Marie (505-844-3704 or 505-270-1572).

Sincerely,

A handwritten signature in blue ink, appearing to read "J. Hernandez", with a horizontal line drawn underneath the name.



Sandia National Laboratories

Operated for the U.S. Department of Energy's
National Nuclear Security Administration
by **Sandia Corporation**

Albuquerque, New Mexico 87185-0840

date: May 12, 2016

to: American Indian Science and Engineering Society (AISES)

from: Briana Ghiassi, Business Management Professional

subject: Letter of Support for Blazing Flame Nominee Marie Capitan

To whom it may concern,

I write this letter of support with much enthusiasm and excitement for Marie Capitan, as I feel like recognition of her abilities as a leader and role model have been due for some time. I had the privilege of working with and learning from Marie when I worked in Diversity and Inclusion as a student intern. The experience that I gained from that position have greatly influenced the values and standards I hold myself to today. However, the experience I speak of goes far beyond learning the ins and outs of professionalism and business. The experience I hold most dearly is the time I spent under the wing of Marie. I could go on and on about how she mentored me or talk about how she gave me all the necessary tools for success and allowed me to grow, but there are far more examples than there are pages in this letter. Instead I would like to address just a few instances which notate eligibility for this award.

Marie encompasses what it means to be a role model in every way. She has an unmatched work ethic and was always the first into the office and more often than not, the last to leave the office. The effort she puts into her job is equally matched by the energy she exudes outside of work. Her pursuit of a master's degree in business is a great example of this. Many times I would come in and find Marie on her third or fourth cup of coffee, not because she loved coffee, which she does, but because she was up until the early hours of the morning working on calculus problems or reading ahead because she wanted to be sure that she completed the homework on time. Seeing this encouraged me to push forward and complete my degree and provided a great example of what it is to be a smart, focused and hardworking professional woman.

She is constantly thinking of ideas to move the Diversity and Inclusion Organization forward and help all groups across Sandia think about and value the importance of making Sandia a great place to work. I would often receive a call from Marie on her way into work, excited about a new speaker we could host or a book she learned about in an article she just read, one that was sure to spark interest among members of the workforce. She is very passionate about the responsibility she has to influence change and it is apparent. She never turned down an opportunity to meet with groups and share her knowledge about any given subject, even if this meant her skipping lunch or spending 5 or more hours in meetings.

Marie is always happy to celebrate others and lead the charge in creating and presenting many awards on behalf of the Diversity and Inclusion Organization. In my current role as a Business lead for Center 1500, I am quite excited to hear folks talk about the Heart of Diversity Award, largely created and influenced with Marie's guidance. I now get to hear, from an outsider's perspective, how

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re: Marie Capitan

members of the workforce view this award and look forward to presenting it to those who demonstrate extraordinary Diversity and Inclusion achievement. Marie's enthusiasm to celebrate others is also evident in her engagement in opportunities to showcase Native Americans who demonstrate high achievement. The venue she chooses to recognize others in is broad and ranges from formal news articles to informal email notes, but the sense of pride she gains from acknowledging her peers is always apparent. Additionally, she takes time to help develop the next generation of young Native American students who are interested in science and engineering. I recall her eagerness to work with a group of students, through the DCSP program, about two summers ago, and teach them how to create robotic units. All the while being excited to both share her knowledge and learn from others, a quality that is true of her on a daily basis.

In conclusion, I could not think of a more deserving candidate for the Blazing Flame Award. It is rare to find those who are so willing to pour so much time and energy into others. Marie did this for not just one but for each of her students, and did so with patience and kindness. I hope to encompass her spirit of giving back and influence another the way she has so greatly influenced me.

Thank you,



Briana Ghiassi



Sandia National Laboratories

Operated for the U.S. Department of Energy's
National Nuclear Security Administration
by Sandia Corporation

Albuquerque, New Mexico 87185-1467

date: May 27, 2016

to: American Indian Science and Engineering Society, Blazing Flame Nomination Committee

from: Taryn Levels, Business Intern, Diversity & Inclusion Organization

subject: Blazing Flame Award Nomination for Marie Capitan

I am completing a business internship with the Diversity and Inclusion Organization. As such, I have supported Marie Capitan in the facilitation of diversity and inclusion related initiatives throughout Sandia. I have known Marie for one year, and in this time, she has become one of my most respected role models. She embodies a selfless, caring, kind-hearted individual with an insatiable passion for diversity and inclusion. This is evident from her charismatic ability to present diversity-related topics to members of the workforce. She has provided invaluable insight to employees and has been an excellent source of encouragement for me as well. She has gone above and beyond her call of duty to have conversations with me about my encounters with diversity and how certain situations have affected my life. Marie genuinely cares about the cultivation of a more inclusive workforce and has made her efforts at doing so more personal by building relationships with employees.

As a Diversity and Inclusion Workforce Specialist, Marie dedicates every day to discovering new methods to involve Sandians in the vision of the Diversity and Inclusion Organization. She is the leader of Sandia's Corporate Diversity Team and has generously contributed her time to the success of Sandia's outreach and networking groups. She has assisted the American Indian Outreach Committee, for example, with the facilitation of their annual Dream Catcher Science Program. Through hands-on activities, the program encourages both middle school and high school students to explore careers in fields like science, technology, engineering, and mathematics. Her involvement within these initiatives has given her a breadth of experience and knowledge regarding the diversity needs of different divisions throughout the labs.

It is with great pleasure and support that Marie Capitan be nominated for the AISES Blazing Flame Award. Marie has dedicated her time and energy to the success of diversity and inclusion at Sandia. I hope that, upon consideration of her candidacy, you will find her contributions to both Sandia and the community to be favorable.

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Sandia National Laboratories

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National Nuclear Security Administration
by **Sandia Corporation**

Albuquerque, New Mexico 87185-1458

date: May 26, 2016

to: Blazing Flame Nomination Committee

from: Thomas L. Barr, Jr.

subject: Support for Marie Capitan to receive The Blazing Flame Award

I am a Human Resources Professional at Sandia National Laboratories. I began my employment at Sandia in the year of 2010 as a student intern, which was the first time I met Marie. I have since moved into other departments, but still have the opportunity to regularly interface with Marie. She has had a great impact on my growth both professionally and personally.

From the very beginning, Marie has been a great mentor. Joining the corporate world for the first time can be an intimidating situation, but she helped bridge the gap for me. I've seen her do this not only with me, but also with many others who were new to the workforce. She serves as a great role model because she exhibits the behavior of a true professional such as kindness, determination, punctuality and reliability. Being that Marie has such a determined personality, she is able to get a lot done and influence the Labs as a whole. The Diversity and Inclusion Organization at Sandia has made great progress and Marie has been instrumental in executing the objective of fostering an inclusive environment and promoting diversity. She has led and supported various Diversity and Inclusion initiatives which are critical in making Sandia a place that people want to work at. Ever since I've known her, Marie has been an active member in the American Indian community. Marie is a member of our American Indian Outreach Committee which recruits American Indians with a focus on STEM capabilities. The American Indian Outreach Committee also connects employees with others to create a more inviting culture. This effort helps increase the diversity we have at the Labs so we can maximize the skills and backgrounds of all our people.

Given her effort, effectiveness and the impact that she has had on many people, I agree with the nomination and I am in full support of Marie receiving the Blazing Flame Award. She has positively influenced me, the American Indian community, and Sandia National Laboratories.

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Sandia National Laboratories

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Sandia Corporation

Karen McDaniel
Principal Member of Technical Staff

P.O. Box 5800
Albuquerque, NM 87185-1453

Phone: (505) 845-9713
Fax: (505) 844-5924
Internet: klmcdan@sandia.gov

June 6, 2016

Distinguished Committee Members:

It is with great pleasure to be writing this letter of recommendation for Marie Capitan for the AISES Blazing Flame Award. I cannot think of a more deserving candidate for this award than Marie. I have known Marie for approximately sixteen years in several capacities. I first met Marie when I was a new student intern to Sandia Labs in 2001. Since then I have worked closely with her on numerous volunteer activities to benefit American Indian professionals and students in STEM. She has served as a professional mentor, a colleague and a friend since I have met her.

Marie has consistently demonstrated her commitment to the advancement of American Indian professionals and youth in STEM. She has led and volunteered on several committees including the AISES Professional Chapter, Sandia's American Indian Outreach Committee (AIOC), Sandia's Dream Catcher Science Program (DCSP) and the Diversity and Inclusion office at Sandia. Marie chaired the AIOC at Sandia for several years. She led the committee with great leadership and vision. She brought professionalism, energy and passion to the committee. In her role as the chairperson, she organized the Dream Catcher Science Program, American Indian heritage month activities, professional development sessions as well as social events for the American Indian professionals at Sandia Labs. When Marie led the organization she brought a very welcoming and personal touch to the committee and helped with the advancement of professionals there. She also ensured we as a group gave back to our communities and helped advance others in our community. As a young professional, I watched Marie's successful leadership of this organization. She inspired and introduced me to the role of being a leader in the organization.

At one point in time for multiple years, Marie was a part of the leadership of the AISES professional Chapter for the Middle Rio Grande area. During our meetings she welcomed members into her home so we could plan our activities. She organized activities along with the UNM college chapter to help fundraise for AISES conference travel for students. During her time as one of the leaders of the professional chapter, she ensured the chapter was active and brought in new members. Her commitment to the organization has been demonstrated over her several years of service and volunteering.

Another program Marie was heavily involved in was the Dream Catcher Science Program. She served as the program manager for several years and she served as a dedicated volunteer or lead instructor when she did not lead the program. While I was a student intern at Sandia Labs, I volunteered with the program in several capacities as a regular volunteer and as an instructor while she managed the program. Eventually, I became the program lead for approximately 4 years. Prior to my taking the program over, Marie provided critical mentorship and guidance to ensure I was successful in my new role. She was a very patient teacher and made every effort to ensure I understood everything and she was always available for questions. Through her mentorship, she taught me about project management, communication and leadership, which are valuable skills that I continue to use today. The science program under her management was always well organized and she ensured the classes offered to the

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students would be enriching in STEM and taught by American Indian professionals that would serve as good role models to the kids.

With Marie's career in the Diversity and Inclusion office at SNL she works diligently to improve all aspects of diversity and inclusion within the laboratories. She has the resources to reach out to the lab employees to educate them about diversity and facilitates conversations amongst employees that helps to promote new perspectives and give a voice to people who feel like they are the minority in a large corporation. Through this role she improves the national laboratory environment for everyone.

For over sixteen years I have watched Marie give of herself to help others. Most of her volunteer work occurred while she was pursuing her Master's degree. Not only did she manage a successful career, a family, multiple American Indian organizations; but she was able to further develop herself through her education. Marie's impact at Sandia and with AISES has spanned several years and has touched numerous individuals that I cannot even begin to count. I myself have learned a tremendous amount from her as a mentor and a friend. She has helped develop my professional career and helped me to be successful as a professional in STEM. She has been a role model for me since I met her. I owe her so much for helping me grow professionally and personally.

I strongly recommend Marie Capitan for the AISES Blazing Flame Award. Marie encompasses the characteristics of a strong, helpful, unselfish Navajo woman who has accomplished great things and continues to dedicate herself to activities that benefit American Indians in STEM. She demonstrates time and time again her drive and passion to help her Native community while continuing to succeed as a professional in a challenging career. Marie has proven to be an excellent role model to all of our Native youth and young professionals and I cannot personally think of a more deserving candidate. Please do not hesitate to contact me with any questions regarding Marie.

Sincerely,



Karen McDaniel



Date: June 9, 2016
From: Michael Welp, PhD, Co-Founder, White Men as Full Diversity Partners
To: American Indian Science & Engineering Society
Subject: Nomination of Marie Capitan for Blazing Flame Award

My name is Michael Welp and I have been facilitating 3.5 day residential learning labs on leadership development and diversity and inclusion with all 300 VPs at Lockheed Martin and Sandia Labs for the past nine years. I began working further with Sandia Labs five years ago, helping bringing core diversity concepts down to director, manager, and supervisor levels. In this work I have had the privilege of partnering with Marie Capitan.

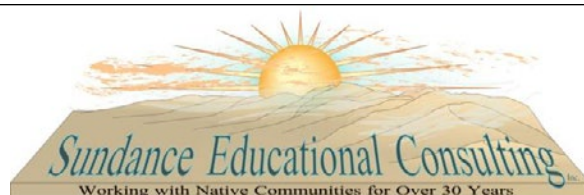
I have admired Marie's breadth of experience and continue to learn from her sharing of her Navajo culture and her experiences navigating the Sandia Lab culture. She has both integrated into the lab culture while also retaining and expressing her native culture. This is often a very difficult balance. It is obvious to me she is deeply trusted by her boss, peers, and those she serves. Every interaction with her over five years has been fully professional and excellent. In my eyes she serves as a strong role model as a manager and leader in a government science lab.

Marie is very creative and highly self-motivated. She is a great colleague to brainstorm with on new ways to extend diversity and inclusion curriculum into the lab culture. She came up the idea of expanding my field guide on eight critical leadership skills and created an activity and materials for teams to take on each skill and embed it into their team. This curriculum is now making its way from Sandia (a lab of 10k employees) to all of Lockheed Martin (an organization of 120k employees). We have collaborated on special interventions to address issues of growing courage amongst supervisors, teaching dialogue skills to leaders, and addressing tense issues such as the intersection of sexual orientation and religion.

Marie has developed countless other curriculum on all aspects of diversity and inclusion and then gone into every division at Sandia to facilitate that curriculum. She singlehandedly has intervened and created lasting change in many areas of the laboratory. I think of her as an ideal candidate for your award.

Most of all, I appreciate Marie's courage. I have seen her speak her truth, speak her voice on difficult issues and by doing so she brings deeper authenticity into the workplace. I wholeheartedly nominator her for the Blazing Flame Award.

A handwritten signature in black ink, appearing to read 'Michael Welp', written in a cursive, flowing style.



1 Caminito Trail, Placitas, NM 87043

American Indian Science and Engineering Society

May 31, 2016

To Whom It May Concern,

Please consider this a letter of highest recommendation for Ms. Marie Capitan to receive the "Blazing Flame" award through the American Indian Science and Engineering Association.

We have worked with Ms. Capitan on a professional level as she has presented at two of our STEAM and Parent Involvement conferences offered for Native American parents, teachers and young people within the past several years. Marie facilitated panel discussions as well as provided workshop sessions in Project Management which were both very successful and well-received by attendees. In both cases, Marie's sessions were rated as "excellent" by participants and young and old alike indicated that she provided a very positive role model experience for them and had a positive impact on their thinking.

Marie has offered to provide additional assistance to us at upcoming events at no-cost, on her own time and has been a very willing and generous supporter of STEAM programs and events that we offer on behalf of tribal communities.

Personally, I can say that Ms. Capitan possesses qualities of compassion, sensitivity and intelligence that put her in the unique position of being able to work effectively with a large variety of people, both within the Native American and the larger community. Ms. Capitan's commitment, patience and natural ability to connect with people make her an excellent choice to be the recipient of a "Blazing Flame" award.

Sincerely,

Christine B. Becker, President
Sundance Educational Consulting, Inc.



Sandia National Laboratories

Operated for the U.S. Department of Energy's
National Nuclear Security Administration
by **Sandia Corporation**
Albuquerque, New Mexico 87185

Date: May 27, 2016
To: American Indian Science and Engineering Society (AISES)
From: Melanie N. Gallegos, Human Resources Graduate Student Intern
Subject: Marie Capitan's Blazing Flame Award Nomination

Dear AISES Selection Committee,

I have worked with Marie Capitan in the Diversity and Inclusion office in which she is the lead Diversity Workforce Specialist. It is with great pleasure to support Ms. Capitan's nomination for consideration of the AISES Blazing Flame Award in recognition of her outstanding leadership and diligent efforts in advancing STEM education and careers.

Marie has long exemplified a level of commitment to the Diversity and Inclusion Organization and American Indian Outreach Committee at Sandia National Laboratories which can serve as a model for others. She strives to stimulate and increase the success of American Indian Employees and helps young Native American students explore the pathways of advanced education that will lead them to gratifying careers. I have developed enormous respect for her dedication to these programs. I also became acutely aware of her vast knowledge and skills as well as the endless hours she worked in a determination to help others succeed.

Ms. Capitan has generously given her time to make a tremendous impact within the Diversity and Inclusion Organization. In order to stimulate and improve the performance of diversity and inclusion initiatives, she has worked with others to create a scorecard which will be used to identify trends, continuously improve performance, and support informed decision-making regarding diversity efforts at Sandia. Marie also supports the development and implementation of diversity plans that align with the organization's strategic objectives and develops new diversity initiatives, such as implicit bias awareness activities to create a respectful and inclusive climate.

In addition to providing exceptional work in the Diversity and Inclusion Office, Marie Capitan has been deeply committed to and involved in the Dream Catchers Science Program provided by the American Indian Outreach Committee. As Dream Catcher Program Lead, Marie facilitates the program and develops fun, hands-on science and engineering activities for the students to provide an opportunity for young individuals to explore a variety of STEM careers.

In summary, Marie Capitan demonstrates the corporate values of Sandia National Laboratories. She has an outstanding ability to work with people, provide leadership development for career individuals and youth in the community, and supports diversity and inclusion in the workplace. I give you my enthusiastic endorsement of Ms. Capitan as a candidate for the AISES Blazing Flame Award.

Sincerely,

A handwritten signature in black ink, reading "Melanie N. Gallegos".

Melanie N. Gallegos
Human Resources Graduate Student Intern

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Biography

Dedication to Lifelong Learning

Ya'at'eeh, Marie Capitan dashijini. Tabaahi nishli dóó Hak'az Dine'é bááshischijn. Kiya'aanii' daashichei dóó Hak'az Dine'e' daashinali. T'áá bichidiideę naashá. Bee' eldiildaasinil Shighandí. Naakí shi a"ł" chini, Naakíí Naats'íilid doo Mike wolye'. Sandia National Laboratories naashnish. For those who follow traditional Navajo culture, it is customary to introduce one's self as shown here. Such introductions serve several purposes, to name a few: 1) announcement of clanship and place of birth, 2) it serves to find distant relatives; and in some cases 3) to mention where a person works. Hence, this translates to "Hello, they call me Marie Capitan, I am born to the Water's Edge People and born for the Alaskan People. My maternal grandfather's clan is the Towering House People and my paternal grandfather's clan is the Alaskan People. My home and family are in Aneth, Utah, but I live and work in Albuquerque, New Mexico. I work as a Diversity Workforce Specialist at Sandia National Laboratories."

Through stories shared by relatives later in her adult life, Marie learned that she was separated from her two sisters, Elizabeth and Linda, when she was about 2 years old. To this day, she does not know where they are, if they are still alive, or what their last names are. Also, when Marie was around the age of 2, her father was killed in a motorcycle accident; and Marie says, "As I'm sure any single parent would do with very little means or income, I was shuttled back and forth between relatives on and off the reservation until I was about 5 years old."

When her mother completed her nursing studies, she, Marie's grandmother, and Marie moved to Albuquerque where Marie attended school. Marie's mother was part of the generation that was forced to assimilate into a new way of life away from the reservation because it was "to make her a better person." As a result of that experience, she "kept" Marie from learning about the Navajo culture; to the point of alienating Marie from their larger family in Aneth. Marie says, "Her intentions were good and she was trying to protect me from people who would view me as an uncivilized Native. Nevertheless, I wanted to learn about my cultural heritage rather than dismiss it." Because she was away from the family in Aneth, the role of primary teacher of the Navajo culture and traditions was filled by Marie's grandmother. "Through her teachings I learned how to make tortillas and fry bread, how to cook a meal from just about anything, the importance of early morning prayers, and the importance of honoring visitors whenever they come to visit," Marie says. "When I was young, I remember she struggled with arthritis in her feet; I was always willing to fill a tub of warm water and soak her feet; and afterwards, rub them with lotion. I remember her telling me 'no matter what you do in life, never disrespect a custodian



A painting of Marie's favorite items from her Uncle Wayne Begay.



Frances Capitan Perrin, Marie's Grandmother.

or the work they do for you,’ ‘always clean up your chíín,’ and ‘always know where you came from.’” She also instilled the importance of giving back to the community, having a deep sense of fortitude, trust, and love for others. “She has been gone to the next camp for 14 years now and I miss her companionship still,” says Marie.



Marie's sister Kimberly as a young girl.

When Marie was 6 years old, her mother remarried and with her new husband she gave birth to a new sister; Kimberly Kay. Unfortunately, Marie's stepfather was emotionally and physically abusive toward her and held her responsible for the care and growth of her sister until Marie graduated from high school. Even though Marie says she grumbled about this responsibility, it enabled the two girls to grow and have fun together in their early years; and it instilled in Marie what it meant to be responsible for others and not just herself. In her teen years, she volunteered to babysit for friends and family, and quickly became known as the neighborhood babysitter. Marie learned the value of work and how to earn money. With that new lesson, her dream was to study petroleum engineering.



Marie's high school graduation photo.

By the time Marie graduated from high school, she had saved enough money to attend the University of New Mexico (UNM). Marie was the first in her family to attend a four-year college and her mother was very proud. Marie says, “I was the bright-eyed, bushy tailed, geeky new student on the UNM campus!” But by the end of the first year, she ran out of the money. Neither Marie, nor her parents knew much about scholarships or federal funding opportunities that were available to students; she thought it was her sole responsibility to pay for school. Moreover, when Marie met with an advisor at the engineering school, she was told that there were no women in engineering, especially in petroleum engineering, and that she wouldn't survive. “To my demise,” Marie says, “I believed the advisor and left his office with a sad heart. Not knowing who to talk to or to consult with, I felt my dreams of being an engineer dissipating very quickly.”

Nevertheless, she finished the first year and began thinking about another field of study to pursue and of how to pay for school. That summer, Marie says, “An auntie was visiting from Washington, D.C. and she talked of many job opportunities in the D.C. area that I could apply for, earn some money, and return to Albuquerque to finish college.” After considerable



This image is the logo for the American Indian National Bank.

discussion between her parents and her aunt, she moved to Virginia to live with her aunt for about a year. And, her aunt was right! There were dozens of jobs to choose from. Marie's first position was as a certificate-of-deposit clerk with the American Indian National Bank. At 19 years of age, Marie was not familiar with the world

of banking or reconciliation, so she enrolled in banking classes at the local community college and began learning about debits and credits. Although she was enjoying the world of banking, her family insisted that she work with the Bureau of Indian Affairs (BIA). So, Marie was hired as a data entry clerk with the BIA office in Washington, D.C. After a year's time, she was able to transfer to the BIA's Albuquerque headquarters office and although her family coached and counseled her to stay with the BIA, she felt out of place. Nevertheless, she remained at the BIA working in various positions over a seven-year period. Still wanting to return to college, Marie was earning an income, but UNM's tuition costs were skyrocketing and her dreams of college life were moving further and further away.



Navajo Women's Basket painting from Marie's Uncle Wayne.

While at the BIA, Marie says there were two positions she enjoyed the most: secretary/stenographer for a criminal investigator, and a federal peace officer. As a stenographer for a criminal investigator, she was privy to the processes and procedures behind crime scene investigations and gained considerable insight about how to compose crime scene reports. As a federal peace officer for the Southern Pueblos Agency, Marie was intrigued by the complexities of tribal and federal laws, and it was her first formal introduction to the law and how it is designed to protect people. Marie says “Since my childhood and teenage years were filled with emotional and physical abuse by a stepparent, and seeing similar experiences were happening to other families through my work, I no longer felt alone in the shadow of abuse and I saw how I could make an impact to protect others and to serve as an advocate for those who did not know how to describe situations they were experiencing.”

Marie's income at the time could not support attending a university; instead she attended a community college to learn more about the criminal justice system. During one of the classes, there was a recruiter who was looking for cadets to fill the Albuquerque Police Department's (APD) next class. Marie reviewed the literature and wondered, “...if I had what it takes to succeed?” After a rigorous battery of tests, exams, and physicals, Marie was hired and worked at APD for seven years. She gained experience in patrol, forensic science, officer selection and recruiting, and finally with the felony investigations office. Marie says, “I had a fair share of jumping over walls, chasing persons suspected of criminal activity, processing crime scenes that lasted 20 hours or so, and handling volatile situations to last me a lifetime. Nonetheless, the most rewarding aspects of police work were being able to help others work through problems in a proactive manner. If a situation resulted in an arrest, I took the time to explain to the person why they were being incarcerated and of their role in the criminal justice system.” During her tenure with APD, there was rarely a time when she needed to exert



Marie as an APD Police Officer.



APD's In Step with the Community Branding Campaign

“...the most rewarding aspects of police work were being able to help others work through problems in a proactive manner. If a situation resulted in an arrest, I took the time to explain to the person why they were being incarcerated and of their role in the criminal justice system.”

physical force with whom she interacted. Additionally, Marie was selected as one of four officers to be a part of a rebranding campaign focused on bridging partnerships with the community. The photo shown here was the first in a series of advertisements over a year's time toward that effort.

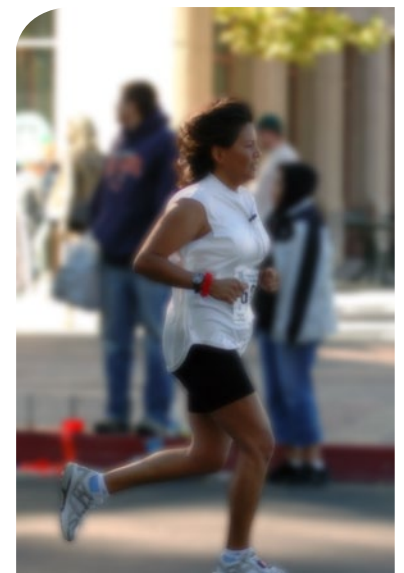
The campaign also provided Marie her first opportunity to work with students of middle-school age and “it was my first time to hear the words ‘role model.’ I was tickled to death! Serving on a workforce dominated by men, very few Natives and never ending violence and crime, it was a breath of fresh air to hear students express appreciation for the work of a law enforcement professional,” Marie says. With several college courses under her belt, she had an opportunity to return to college and obtain a four-year degree. Marie says she felt like an Olympian running across the finish line when she graduated from UNM in 1997 with a bachelor's degree in criminology and a minor study in child psychology.

After graduating from UNM, Marie attended an American Indian Science and Engineering Society's (AISES's) career fair and met two recruiters from Sandia National Laboratories (Sandia/Labs). “Their names were Paul Robinson and Charlie Emery. Little did I know that Paul Robinson was Sandia's Laboratories' President and Charlie Emery was the Human Resources Vice President! I was so impressed to see Sandia executive management recruiting at the AISES conference.” Shortly thereafter, Marie was hired as an Equal Employment Opportunity (EEO) Analyst, where her primary function was to handle and respond to claims of workplace discrimination; and she had her first taste of “wrestling” with Title VII and employment law. In the seven years she worked as an EEO analyst, Marie learned the value of how to listen to others in order to sort through difficult issues and

concerns that employees were bringing to her as an analyst. During her tenure as an EEO analyst, Marie obtained the “Professional in Human Resources (PHR) Certification” from the Society of Human Resources Management (SHRM) Organization, which is a program for HR professionals to gain knowledge and skill across several functions of an HR organization.



Marie's UNM graduation photo.



Duke City Marathon AIOC Relay Team.

Working with Business Interns

Marie says another incredible aspect of her work is being able to work with student interns who serve as valuable assets in carrying out the work of diversity and inclusion at Sandia. She has worked with a total of six business interns and upon completion of their internship, with the exception of one who was accepted to graduate school out-of-state, each has been hired into other positions within Sandia. Marie says, “The interns brought different ways of approaching diversity and inclusion at Sandia: one student was instrumental in crafting our evaluation method, another was instrumental in converting the evaluation forms into spread sheets so that the DIO could conduct analyses, another was a ‘wiz’ in budget management; and several were proficient with design tools that greatly assisted in marketing the cinema and workshop sessions to the Sandia.” If they felt comfortable, Marie says, “I also encouraged the students to conduct workshop or cinema sessions with their peers or with the Labs. One student created a very popular diversity cinema session that was called “Gaining Insights about the Social Trends,” another created a session about the “Dilemmas of Care Giving” based upon his prior work experience before coming to Sandia.” The care giver session was immensely popular with employees who were in the midst of caring for aging parents or siblings and they appreciated the insights shared by the student. In collaboration with Sandia’s Community Involvement Organization, two students created a time management workshop session, called “Juggling Elephants” that was geared for and delivered to a local middle school in Albuquerque. Two other students delivered and shared key points from the “Art of Assertiveness” to their peers so that they can be assertively successful in their workspaces. And another developed a Millennial Mentoring program so that members of executive management would have an opportunity to engage in a mentoring relationship with millennials at Sandia. “The hardest part of working with students is letting them go,” Marie says. “Each student has taught me patience, social media, and how to work differently. And if they felt comfortable, I enjoyed learning about each of them personally. When a student completed their internship, our recruiting organization would announce the job with external entities and I had the opportunity to announce each vacancy within the Labs. With each announcement, I always hoped that an American Indian student would apply but none came forward. With each new vacancy posted I will keep looking and hoping to work with an American Indian student.”

Impact of effecting change within the organization

As an EEO Analyst, Marie became involved with various corporate and community programs. She was elected to serve as chairwoman of the American Indian Outreach Committee (AIOC) for a five-year term and instituted several initiatives for the American Indian community at Sandia. “When I was elected,” Marie explains, “I wondered how a person from the mission support (administrative) side of the Labs would be received in



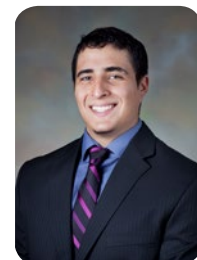
*David Mozley,
Software Systems
Engineer*



*Thomas Barr,
EEO Analyst*



*Briana Ghiassi,
Business
Management
Professional*



*Cody Ramirez,
Business
Management
Professional*



*Melanie Gallegos,
Graduate Business
Intern*

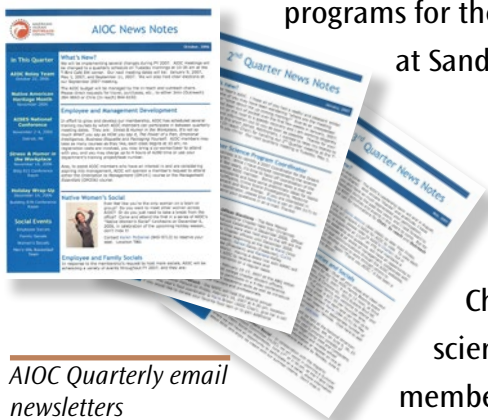
leading a predominately mission (technical) side of the Labs in a leadership role. Although I was terrified, I moved forward with what I know best.”



Sandia's American Indian Outreach Committee Website.

First, she established a web presence that described what and who the AIOC is and described how the AIOC advances the Lab's mission as a strategic partner. Next, she worked in developing a brand and a logo for the AIOC to communicate with the Labs. In collaboration with the co-chairs of the in-reach and outreach functions, Marie helped outline the differences between both functions and developed programs associated for each function. For example, in-reach initiatives included quarterly communications with the AIOC to let them know of upcoming events and activities. In addition, with Marie's help, they established a mentoring

program to connect new hires with experienced hires, and delivered learning and awareness programs for the membership and a social initiative for the American Indian women at Sandia.



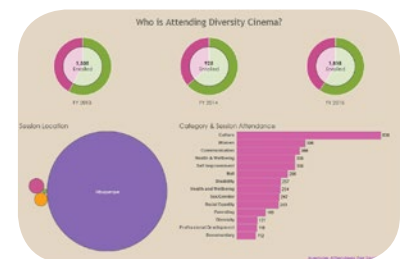
AIOC Quarterly email newsletters

Outreach efforts entailed AIOC management of the Dream Catcher Science Program, collaboration opportunities with the AISES organization, UNM student and AISES New Mexico Professional Chapter activities, identifying AIOC members to assist with the various science bowls sponsored across New Mexico, and identifying AIOC members to help with scholarship readings for the AISES organization.

“Over the years I served as chair, I had so much fun getting to know the AIOC membership and to stimulate dialogue both amongst the AIOC and between the AIOC with the Laboratories. When the time came to announce a new chair, my heart filled with such joy to be recognized for my leadership with the AIOC’s Eagle Award.”

Measuring Diversity and Inclusion Performance

Marie enjoys data analysis. Several years ago she learned of a process to create a corporate diversity scorecard. She created a framework and structure by which to populate it with measures that would constitute a corporate diversity scorecard. With the new knowledge and a subset of the Corporate Diversity Team (CDT), she wrote and mapped diversity and inclusion performance metrics that could be used by Sandia (e.g., objectives, measures, targets, and associated initiatives). The first part of this effort was writing and identifying measures; the second part of this effort was a pilot by the Data Sciences Organization and Next Gen Software Engineers to convert their writing to visualization and tracking diversity and inclusion.



Sample of a measure in the diversity scorecard dashboard.

Advocacy and achievements of promoting American Indians in STEM

Another corporate program opportunity for Marie was as program manager for the Dream Catcher Science Program (DCSP). She managed the program from 2000 to 2008, and recently again in 2014 to 2015. During the time she managed the program, it reached about 750 American Indian students from across the state, and eventually reached out to students out-of-state to attend the program. The DCSP is designed to stimulate student interest in the areas of engineering, science and mathematics through hands-on activities and course work. The DCSP's goals are to:

- Expose students to current technologies and programs
- Expose students to American Indian Professionals and current student intern role models
- Provide a source/be a contributor to Sandia's technical pipeline
- Connect and partner with the scientific community
- Encourage parent/sibling involvement
- Provide a venue where American Indian employees/students can give back to the American Indian community

While the primary audience for the program is American Indian students in grades 6 through 12, the program is open to students from other ethnic/racial backgrounds. In the first year of managing the program, Marie gained appreciation for the struggles teachers and other learning professionals deal with when trying to bridge learning and student attention spans beyond 15 minutes. This insight led Marie to design the curriculum in alignment with the disciplines that Sandia seeks to hire and she encouraged course instructors to create fun and attractive courses to meet the goals of the program. When she presented the idea to Sandia's engineers and scientists, they came up with fantastic course names such as: M&M Statistics, Scratch Programming, Getting Things Done with PM, LEGO Robotics, Understanding Solar Photovoltaics, Forensic Science and Fingerprinting, The Science of Sports Medicine, Perfect Your Posture, What to do Until Help Arrives, SuperSize Me...Not!, CAD Bridges, Soda Pop Science, Math and Money, Being Human: Homosapiens R Us, Kill-a-Watt, Making Scientific Writing Fun, and Mousetrap Microsystems, to name a few. This approach greatly assisted with full student engagement for effective learning. Marie also tasked students to prepare a presentation



Photos from the 2015 Dream Catcher Science Program.

that would be presented to the course instructors and their parents/siblings on the last day of the program. Their presentation was to include descriptions about the challenges they faced when working in teams, to identify new key learnings, and to describe what they will do differently as a result of what they learned. Provided here are a few of the students' key learnings:

- Having more confidence in myself
- Learning to give a presentation in front of peers and family
- Managing projects when a team member leaves
- Working and communicating with others effectively
- Managing customer changing needs
- Managing time constraints and team dynamics
- Being willing to team with others
- Paying more attention
- Identifying risks and how to resolve them
- Building problem solving and critical thinking skills
- Learning how to approach a problem from a different perspective
- Reaching a decision that everyone agrees upon

“To know something I contributed to that had a positive effect on at least these students’ lives lights tremendous love in my heart.”

“As the program manager, seeing the students articulate their learning, challenges, and what they will do differently was refreshing and shows promise that they will approach their educational endeavors with a different perspective and desire to succeed,” Marie says. “The learning partnership between student and parent was exciting to see because the parent, who may not understand careers or professions in science or engineering, could still provide support and cheerleading for their child. Even though this was nonexistent for me, I was thrilled that these students’ parents could make the connection and continue supporting their student’s pursuits.”



A student's Super Bowl presentation from the 2015 Project Management class.

When Marie managed the program in 2014 and 2015, she worked with a small group of Sandia employees to create Getting Things Done Using PM [Project Management]. Although Sandia's workforce is predominately technical, there are several other job functions that are not technical; Marie wanted students to know that if they had a desire to work at Sandia but were pursuing a career that involved business, project management, or human resources work, that they could consider Sandia as an employer of choice. In her own work, Marie uses, and wanted to share with students, the power of project management principles and how to apply them to just about anything they are doing now and in the future.

“The Getting Things Done with PM” course showed the students how to apply project management to three projects: ordering lunch for the participants of the DCSP, planning a family vacation, and a conducting a project of their own choosing. The class was a success and the students’ key learnings (a few were described above) were phenomenal. One unintended bonus was expressed by the parents whose students attended the class; they expressed gratitude for teaching their student(s) about all the effort that goes into planning family vacations and all the costs associated with them. A few of the students told their parents “thank you” for everything they’ve done when planning family vacations and that they will be more mindful about “extra” costs that may “creep” into family vacation plans. Another unintended bonus was when Marie was invited to present information about the DCSP at a STEM conference that was sponsored by Sundance Educational Consulting in 2014 and 2015. The conference audience was composed of teachers, parents, and students from across the state. As part of the DCSP overview, Sundance also requested an overview of one of the course offerings; so Marie presented the “Getting Things Done Using PM” course. It, too, was a huge success with the STEM conference and Marie was asked to return in 2016.

While Marie managed the program, the largest group she observed participating in the DCSP was 6th and 7th graders who were typically around the ages of 11 to 13 years old. Although she manages and implements the program, she says she often wonders what impact has been made in the lives of the students who participated in the program. “I learned of at least two prior DCSP student participants who were hired into the Laboratories: one served as a business intern in the Diversity & Inclusion Organization (where I work) and who successfully went on to become a business management professional. The second was hired as a computer engineer in the Instrumentation Development Department and who volunteered to help with the 2014 DCSP.” Additionally, while attending a graduation ceremony in 2009 at New Mexico State University, Marie learned of two former DCSP students who were pursuing post-secondary studies in the science and engineering fields. One completed her master’s degree in Civil Engineering and the other completed her bachelor’s degree in Environmental Science. Both students attributed their decision to pursue post-secondary education to their participation in the DCSP. Marie says, “To know something I contributed to that had a positive effect on at least these students’ lives lights tremendous love in my heart.”



Adrian Reckaway,
Computer Engineer



Diversity Cinema
Email flyers.

Sandia's Diversity Science & Engineering Expo (D-SEE)

In 2010, in collaboration with the American Indian Outreach Committee (AIOC), AIOC's executive champion Paul Hommert, and Sandia's Recruiting and Staffing Organization, Sandia hosted a Diversity Science & Engineering Expo event at the Laboratories. The D-SEE event was an Affirmative Action (AA) strategic recruiting event designed to help Sandia obtain a balanced diverse and inclusive organization, while at the same time strengthen capabilities with exceptional employees who have earned advanced degrees in Science, Engineering, and Technology. The event was an on-site recruiting event tied to the National Recruiting Event with the AISES Organization to seek high quality, Bachelors of Science, Masters of Science, and Ph.D candidates in the science and engineering fields. Candidates from around the country could come to Sandia to meet with hiring managers, network with American Indian Sandia employees, tour the facilities, and learn about Sandia first-hand. Through the support of Marie's manager, she advocated that the Diversity Organization serve as a recruiting source to sponsor 10 students' AISES national conference registrations so that they can be amongst the pool of candidates for the D-SEE event. Her manager agreed and the event was a huge success! In all, Sandia extended 10 offers to top prospective American Indian candidates, and eight accepted.

Support and leadership of Diversity and Inclusion

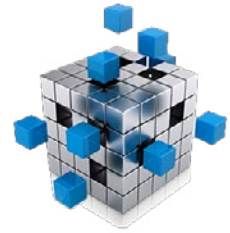
Marie's primary role in the Diversity & Inclusion Organization (DIO) is as a diversity workforce specialist where she supports a workforce of about 11,000 employees; her responsibilities include the development and implementation of diversity strategic plans, the design and implementation of learning and awareness programs, and reporting regarding those programs and projects. She leads an 11-member Corporate Diversity Team (CDT) composed of a representative from each of Sandia's 11 divisions. The CDT is a body of people who span generational differences, a mix of mission and mission support staff, and various job levels from union-represented staff to managers. They are volunteers who have passion to foster an inclusive work environment. Marie says, "My first meeting with the CDT was hostile. The group was misinformed that I and the new manager were going to do away with the CDT and they were merely acting upon that information. Prior to my arrival, the CDT had been in existence for about 15 years and was composed of about 25 to 30 members who were not quite clear about what their role was as a CDT member." Marie explains, "We started from the ground up: we established a charter, defined roles and responsibilities, ensured alignment with corporate objectives and goals, and identified what the CDT does for the Laboratories. The CDT had better focus, direction, and commitment; and we have created some nifty tools and resources that any employee across the Labs can use within their division. Leveraging each member of CDT's knowledge of their respective division aides in identifying what to develop and implement within their divisions for the Labs."

The following is a summary of the diversity programs that Marie created and implemented at Sandia:

The Diversity Cinema Program uses films or videos to inspire thoughtful dialogue around a diversity and inclusion workplace topic. In collaboration with Employee Resource Groups, Marie assists the group to identify topics that commemorate heritage month celebrations. For example, Marie worked with Sandia's American Indian Outreach Committee to develop the following topics:



- Inside a Powwow – Lab employees learned about Powwows, their origins, and general etiquette when attending a powwow.
- 30-days! Life on an Indian Reservation – one of Morgan Spurlak's video series showed his experience of living on an Indian reservation for 30-days.
- Games of the North – a historical and current day account of the various traditional Alaskan games and of their participation in the Arctic Circle games.
- The Northwestern Shoshone – a historical account of the Shoshone Tribe and current day accomplishments.
- The Power of Apology – a video of a government issuing a national apology to five tribes along with discussion about the elements of an apology set proper context for learning about early assimilation efforts and how to give and receive an apology.



The Workshops-in-a-Box Program (WSIB) are easy-to-use mini modules that cover a specific diversity and inclusion topics for use at staff, division, or all-hands meetings. Each mini module includes a facilitator guide, participant handouts (if applicable), a DVD (if applicable), and evaluation forms. Of the several workshop topics available, Marie researched and created the following topics, that ended up being our most popular workshop sessions:

- Working with You is Killing Me – puts language around toxic relationships at work and how to better manage them.
- The Art of Assertiveness – demonstrates the difference between aggressiveness, assertiveness, and submissiveness and the importance of each in the workplace.
- In the Company of Women – learning and awareness about why some women may not work well with others and how to build and create better relationships.
- Inclusion Insights: Stereotypes, Lazy Brains & Unintentional Intolerance – unconscious bias origins and how to be more conscious about bias behaviors in the workplace.

Marie worked with a subgroup of the CDT to create a Heart of Diversity Award Program. It was designed to recognize individuals and/or teams who take positive action to address workplace diversity and inclusion matters. Recognizing and rewarding members of the workforce lets them know that Sandia cares about creating an environment where individuals feel valued for their contributions.



Marie and the CDT have been on an amazing journey from hostility to total collaboration and high performance since the difficult beginnings in 2009. The cinema program was recognized as a best practice by the Department of Energy (DOE), Lockheed Martin (Sandia's parent company), and other national laboratories. Marie says, "Overall Laboratories [Sandia] participation and engagement in diversity learning and awareness programs over the years has been impressive." The cinema program has delivered approximately 135 sessions since 2013. Participants consistently rate their overall satisfaction with diversity cinema topics greater than 4.2 (on a scale of 1.0 to 5.0, 5.0 is excellent). Participants are asked to assess their confidence to apply learning concepts both before and after a session. There have been about 120 Workshops-in-a-Box sessions delivered since 2013; and participants rated their overall satisfaction with the workshop topic as 4.5 and self-reported change in learning of about 42%. Marie says "I can attest to the change in learning as well; the CDT and I do considerable research into each topic to tailor the learning for the Laboratories as a whole. This involves learning sufficient detail about each topic in order to be effective in delivering the sessions at the Labs. When we started we found that there is no such thing as standard diversity and inclusion training that was available to use. We did learn that we could make a program available to employees to reach our vision of fostering an inclusive work environment. Very similar to my experience and learning with the police department, I interacted with employees who were sitting in the shadow of something they did not know how to express or deal with and it has been my pleasure to serve as a bridge and provide strategies on how to improve workplace situations." What's more, with the support of her manager, and through connections Marie has with the DOE Sandia Field Office, Lockheed Martin, Blue Cross, Blue Shield of New Mexico, UNM's Medical Department, and the AISES organization, she has had the opportunity to deliver a few of the diversity cinema and Workshop-in-a-Box sessions with each entity to share how Sandia is growing its diversity and inclusion programs at the Labs.

Finally, Marie supports Sandia's 11-member Division Diversity & Inclusion Council that has one director level representative from each division, and she serves as a confidant, coach and counselor to all members of the workforce. As the sole diversity workforce specialist at Sandia, the position allows for additional exposure to the finance, accounting, project management, and procurement functions of Sandia.

With this new exposure into the business world, Marie is taking the opportunity to return to graduate school with hopes to obtain a Master's Degree in Business Administration.

Home & Family

"My maternal family is large," Marie says, "but I am a single parent with two children: my son Michael is 30 years old and my daughter Naakii Naats'iilid

Son Mike and Marie.



is 15 years old. My son attended New Mexico Tech in Socorro, New Mexico to study chemistry, and unfortunately, he did not finish his studies but got caught up in an unfortunate cycle of alcoholism. There were several contributing factors that led him down this path, and any parent can attest to the sadness in the heart when alcoholism camps in a home. As a parent, I felt responsible and wanted to heal and find peace for my son, when in actuality, a first step for him is to work through the contributing factors in order to see that he is an intelligent, caring and delightful man who is worthy of love. For now, love is where we will start to rebuild a life.”

Marie’s daughter attends Navajo Preparatory High School in Farmington, New Mexico. When her father presented this idea to Marie three years before she was eligible to attend high school, she thought he had lost his marbles! “Throughout her life she was never physically away from me for more than an hour’s time at a friend’s house who lived no more than 10 minutes away. Naturally, I was terrified of the notion of her being 3.5 hours away from me and living on her own. With her dad’s persistence and advice of trusted friends, I warmed up to the idea and her application was accepted to go to Navajo Prep. When she was not in sporting events, she came home during the weekends.” Marie says she, “took great delight in hearing her many stories of fun and adventure with new friends; hearing her speak Navajo, Japanese and Spanish at home; hearing her learning about the Navajo culture (which I always taught her growing up but seemed to have a different appreciation for it); and most of all, seeing her joy and excitement about being in school. In her first year she participated in soccer, basketball, and track activities for the school. I am very grateful to be in a position financially to contribute to her athletic endeavors and I truly appreciate Navajo Prep for the positive learning environment and philosophy they provide for the student body.”

In her spare time, Marie enjoys “chick flicks” and action movies, occasional jogging to clear her mind and to maintain physical fitness, mountain biking, sewing, Wii dancing, making tortillas and fry bread for any fundraiser event, and visiting with people from all walks of life. Marie says, “Even though my mother tried to keep me from visiting our family in Aneth, I strove to reconnect and maintain a relationship with them. They were so glad that I made that effort because all of my family was worried that I would be a lost sheep in Albuquerque. My Auntie Verda invited me, Naakii, and Mike home for a “welcome home” ceremony; my uncles sang for us, they gave us kisses and hugs, we told stories, and ate crab legs to our hearts desire! I felt so loved that I cried for days, knowing that I was finally back home.”



Naakii's 1st place basketball championship trophy

A new hobby for Marie has been learning about the engineering aspects of the automotive world. Her boyfriend teaches her how to maintain and care for her car; he is teaching her how to ride dirt bikes and how to ride a Harley motorcycle. Marie says, “He was an excellent and patient instructor showing me how to restore a motorcycle and how to rebuild an engine. It’s a fascinating new world to learn about and I am fortunate that he is willing to share his knowledge with me about the ins and outs of automobiles.”

Marie’s Aunt Verda and Uncle Wallace.



Boyfriend Eddie and Marie’s new Harley motorcycle.



Women’s Navajo Basket painting from Marie’s Uncle Wayne.

Community Involvement

Organization Name & Dates	Title	Role & Description	Audience
2014-2015, Sundance Educational Consulting, Look Across the Mountain STEM Conference	Sandia's Dream Catcher Science Program	Presenter - Program Overview & Demonstration of Getting Things Done with PM	Educators, Teachers, Administrators, Students and Parents
Sandia Dream Catcher Science Program 2000-2008; 2014-2015	Dream Catcher Science Program	Program Manager – Stimulate student interest in the areas of engineering, science and mathematics. Primary student target for the program is American Indian students in grades 6 through 12 but not exclusive.	All Students in grades 6-12; however, primary audience is American Indian students
NNSA HBCU Cybersecurity Education Project, 2014	Sandia's HBCU Cybersecurity Proposal with American Indian Emphasis	Team contributor - The HBCU Cyber Team worked with NNSA and LLNL to develop a cyber educational and training program with an American Indian emphasis which will be a pipeline for future cyber hires.	- Ernest Moniz, Ph.D., U.S. Secretary of Energy - Sandia Management - American Indian Outreach Committee
Blue Cross, Blue Shield of New Mexico, 2011	In the Company of Women Sandia Labs Workshop-in-a-Box	Presenter – to deliver a Sandia WSIB program	BCBS of NM Management Team
American Indian Science & Engineering Society (AISES), 2011	In the Company of Women Sandia Labs Workshop-in-a-Box	Presenter – to deliver a Sandia WSIB program	AISES Staff
AISES Conference Sponsorship, 2010	Sandia Diversity Science & Engineering Expo (D-SEE)	Corporate Sponsor & Coordinator - To sponsor 10 American Indian students' national conference registrations so that they can be amongst the pool of candidates for the D-SEE event.	Sandia Diversity Expo to host top technical BS, MS and Ph.D. candidates from across the nation to visit Sandia Labs.
AISES National Conference, 2010	Local Volunteer Committee	Chairwoman for the Local Volunteer Committee - To lead and direct 6 subcommittees who are responsible for volunteer, outreach, prize, traditional activity, traditional banquet, and university tour activities.	AISES Organization and participants of the 2010 National Conference. - Deliver presentation, lessons learned and project plan to the AISES leadership.
AISES Scholarship Reading, 2007-2008	1) BNSF Scholarship Reading & 2) A.T. Anderson Memorial Scholarship Reading	Sandia Coordinator & Volunteer Reader – Coordinate a pool of volunteers from Sandia's AIOC to read and assess student applications for the BNSF and A.T. Anderson Memorial Scholarships.	AISES Organization AIOC Volunteers
AISES National Conference, 2007 & 2006	1) Business Etiquette 101 2) Your Rights & Responsibilities in the Workplace	Presenter – to deliver general business etiquette for AISES students; and to deliver employment law to both students and AISES professionals.	1) AISES students 2) AISES students & professionals

Resume

EDUCATION

B.A. Criminology, University of New Mexico, Albuquerque, NM (1997)

Professional in Human Resources (PHR) Certification (2008-2017)

PROFESSIONAL WORK

SANDIA NATIONAL LABORATORIES

(2009 to Present) - Principle Member of the Laboratory Staff

Diversity & Inclusion Organization (DIO, 03010), Diversity Workforce Specialist,

- Serve as the point-of-contact and subject matter expert for Sandia's diversity policies, practices, and procedures.
- Support the development and implementation of diversity plans that align with the organization's business objectives.
- Support the development and implementation of programs that are consistent with the goals and objectives of Sandia's diversity plan.
- Review employee feedback to reveal any barriers to valuing and managing diversity inherent in the system.
- Serve as primary presenter, designer and implementer of appropriate learning and awareness training programs.
- Serve as primary interface with all members of management and members of the workforce.
- Team lead for the Corporate Diversity Team and contributor to the Executive Diversity Council.
- Prepare reports, memoranda, and presentations for internal and external audiences.
- Research data from a variety of sources in the areas of diversity, inclusion, harassment, and human resources.
- Present information and materials to members of the workforce and members of management.
- Mentor and provide oversight to DIO business interns.
- Provide knowledge and insight to others about how diversity and inclusion affect the workplace.
- Maintain awareness of applicable federal and state Affirmative Action, Equal Employment Opportunity (EEO), and Americans with Disabilities Act (ADA) laws, regulations, executive orders, and U.S. Department of Energy orders related to diversity administration.

Diversity, EEO & AA Services

(1998 to 2009) - EEO Analyst

- Investigated and responded to formal charges of employment discrimination and handled internal complaints of discrimination.
- Provided guidance to Sandia management and employees on EEO/AA law and workplace issues.
- Conducted statistical analyses of EEO/AA data (Impact Ratio Analysis, trend and ratio, yield ratio and turnover analyses).
- Provided training and organizational development for management and employees regarding corporate policies and “how to” improve workplace processes and HR documentation.
- Served as Project Manager for the 2009 Diversity Maturity Model.
- Served as Program Manager for Sandia’s Dream Catcher Science Program (7 years), wrote the program plan, designed and implemented new website, and produced an award winning student outreach video (“They Once Were Where You Are Now”).
- Self-directed project team experience (Sandia’s HR Competency Academy).
- Chaired and provided leadership for the American Indian Outreach Committee (2005 and 2000) and participated with various outreach/in-reach committees (Women’s Program Committee and the Albuquerque/Santa Fe/Los Alamos EEO Council).
- Acted as Team contributor for several labs-wide initiatives (ECP/United Way, PQA Examiner, Corporate Diversity Team, and Managing Diversity Competence Development Team).
- Presenter for Diversity Training, Corporate Fundamentals (New Employee Orientation) and Maximizing Your Management Potential.

ALBUQUERQUE POLICE DEPARTMENT

(1989 to 1996) - Police Officer

Detective Division – Crime Scene Investigator, Felony Investigator and Officer Selection & Recruitment

Patrol Division – all area commands of the City of Albuquerque

PROFESSIONAL DEVELOPMENT

- *Technology of Participation (ToP) Facilitation Certificate, Beyond Base Pay* - Ensuring Nondiscrimination in Base Pay
- *Conducting a Compensation Analysis*
- *Managing within the Law*
- *Dealing Effectively with Unacceptable Employee Behavior*

- *Conducting Effective Impact Ratio Analysis, Beyond Base Pay* - Ensuring Nondiscrimination in Base Pay
- *Conducting a Compensation Analysis*
- *ELOIT White Men and Allies Learning Lab and ELOIT Learning Summit*
- *Lead from Where You Are Program*
- *PHR Certification*
- *Crucial Confrontations and Crucial Conversations*
- *Managing within the Law*
- *Conducting Effective Impact Ratio Analysis*
- *Conduct of Inquiries and Legal Aspects of Inquiries.*

Awards and Memberships

Awards:

- *Leadership, Dream Catcher Science Program, 2014*
- *Women on the Move, March 2011*
- *Leadership, AISES National Conference, Local Volunteer Committee, 2010*
- *Leadership, Seven Seals Award, Employer Support of the Guard and Reserve, 2010*
- *Leadership, American Indian Outreach Committee Chairwoman, 2008*
- *Finalist Award, Sandia National Labs Video Services & American Indian Outreach Committee, They Once Were Where You Are Now video, 2000*



AISES Menu Card for the 2010 AISES National Conference.

Professional Memberships:

- Member, Society for Human Resource Management (SHRM), Professional of Human Resources (PHR), 2008 to present
- President, New Mexico AISES Professional Chapter, 2006-2008
- Member, American Indian Science and Engineering Society, 2000-2012
- National Board, League of Women Voters, 1997-1999
- New Mexico Board, League of Women Voters, 1996-1997



Marie along with other members of the League of Women Voters.

Job Description

Job Title: Diversity Workforce Specialist

Job Family: Human Resources

JOB SUMMARY

Supports the diversity officer in designing, developing, and implementing diversity and inclusion strategies, policies, and workforce management programs. Holds multiple diversity workforce management duties, including developing and modifying a diversity plan that supports the organization's strategic objectives; developing and implementing programs consistent with the goals and objectives of the company's diversity plan; conducting human resources reviews to reveal any barriers inherent in the system to valuing and managing diversity; designing and implementing appropriate training programs; and coordinating the creation and promotion of diversity-oriented events, inclusion programs, and cross-cultural workshops.

PRIMARY DUTIES AND RESPONSIBILITIES

- Supports the development and implementation of diversity plans that align with the organization's strategic objectives.
- Supports the development and implementation of programs that are consistent with the goals and objectives of Sandia National Laboratories' diversity plan.
- Reviews employee feedback to reveal any barriers inherent in the system to valuing and managing diversity.
- Designs and implements appropriate training programs.
- Prepares reports, memoranda, and presentations for internal and external audiences.
- Researches data from a variety of sources in the areas of diversity, inclusion, harassment, and human resources, applying and promoting inclusion initiatives and sharing best practices.
- Presents information and materials to members of the workforce as needed.
- Develops new methods to create a respectful and inclusive climate.
- Provides advice, guidance and support on diversity and inclusion issues.
- Provides knowledge and insight to others about how diversity and inclusion affect the workplace.

KNOWLEDGE, SKILLS, AND ABILITIES

- Commitment to promoting and working effectively in a diverse environment.
- Strong interpersonal skills and exemplary written and oral communication skills.
- Ability to identify and resolve problems and assist in making recommendations to diversity teams, management, and members of the workforce.

- Awareness of applicable federal and state Affirmative Action, Equal Employment Opportunity, and Americans with Disabilities Act laws, regulations, executive orders, and U.S. Department of Energy orders.
- Proficient at building trust-based relationships.
- Understanding of employee information systems and proficiency in using these systems to conduct analyses.
- Proficiency in preparing and presenting oral and written reports.
- Proficiency in dealing with cultural diversity and work-life issues and concerns.
- Skilled at interacting with people at all levels and from a wide variety of backgrounds.

DCSP Awards ceremony for the top students in each class.



Organization Chart





*The final day of my
Daughter's Kinaalda'.*



Sandia
National
Laboratories



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. SAND2016XXXX SP_6/16

