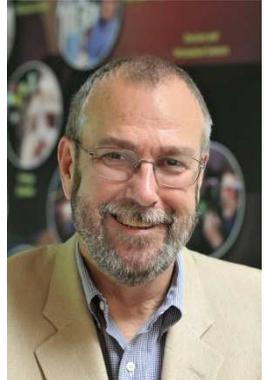


Energy Engineering and Systems Analysis Diversity & Inclusion Action Plan: 2013

“Our goal is to employ and retain a diverse workforce of the best qualified individuals. Recruitment and retention of scientists, engineers and support personnel from diverse groups is a priority in Energy Engineering and Systems Analysis, demonstrated by active programs in each of its divisions. We are also committed to fostering a work environment where all employees feel secure, involved, valued and respected.”

— Alfred P. Sattelberger, Associate Laboratory Director, Energy Engineering and Systems Analysis



**Alfred P. Sattelberger,
Associate Laboratory
Director, Energy
Engineering and Systems
Analysis**

Argonne’s Energy Engineering and Systems Analysis (ESA) directorate is a multidisciplinary research enterprise. Its mission is to expand the frontiers of science through world-leading applied research and development, create the tools that enable scientific and technological breakthroughs and translate discoveries through engineering to meet the energy, sustainability and security challenges of our time. ESA supports initiatives in applied energy, sustainable transportation, nuclear energy, decision and information sciences and national security.

Diversity & Inclusion as a Differentiator

ESA has a long tradition of scientific and engineering excellence and workforce diversity. Diversity is integral to successful management. In respecting and valuing the diversity among our employees, managers are expected to ensure that work environments are free from all forms of discrimination and harassment. Our goal is to recruit, employ and retain a diverse workforce of the best-qualified individuals.

Best People

Goal 1: Develop Best Talent — Mentoring Program

Action	ESA will develop mentoring opportunities for employees and provide training to mentors and mentees.
Action Lead	Associate Laboratory Director (ALD); Division Directors
Resources	Chief Operations Officer to set expectations; Division Directors and/or Line Managers to provide support and champion this opportunity as a best practice
Timeframe	March 2012 – September 2013
Metric	Mentor pool identified and trained. 100% of all employees encouraged to participate.

Goal 2: Increased representation of diverse talent in hiring pools

Action	Hiring managers will work with Human Resources (HR) Talent Acquisition team and the Diversity Program Office to develop strategic recruiting plans for job openings in accordance with Argonne's recently updated Science and Technology Advanced Recruitment (STAR) procedure.
Action Lead	ALD; Division Directors
Resources	HR Talent Acquisition team for search briefings and strategic recruitment plan development. Diversity Program Office in conjunction with HR Talent Acquisition for diverse listing of organizations, schools, interest groups for advertising open postings. Hiring managers to provide credible technical sourcing locations beyond that of their current networks.
Timeframe	January 2013 – September 2013
Metric	100% of hiring committees for exempt staff recruitment will complete Diversity and Inclusion briefing and related documentation. 100% of exempt positions will have a documented recruiting strategy and good faith effort to produce a wide and diverse talent pool.

Goal 3: Develop supervisory skills

Action	Develop supervisory training series to include existing modules, ALD-specific information and stakeholder information to support supervisors.
Action Lead	ALD; Division Directors; Assistant to the ALD

Resources Internal directorate expertise; HR Performance Development

Timeframe January 2013 – September 2013

Metric Course developed and presented, one-time-through, by September 30, 2013.
Knowledge of areas increased by self-report and pre-/post-report.

Inclusive Culture

Goal 4: Increase diversity of membership on directorate committees

Action Broaden committee membership across all levels

Action Lead ALD

Resources ALD to use calls for committee membership to broaden membership

Timeframe March 2013 – September 2013

Metric Each committee set up during specified timeframe has one new member

Mission Integration

Goal 5: Increase transparency of promotion process to all

Action Develop ALD-specific materials for Research & Development Programmatic Oversight Committee for Hires and Promotions (RD POC-HP) and communicate promotion path and guidelines to all directorate staff: RD, PA, PT, ST and SA.

Action Lead Deputy ALD; ALD Communications Lead

Resources Division Directors to provide input on topic; HR Compensation to provide input for lab alignment

Timeframe March 2013 – September 2013

Metric Four discussion sessions held

External Reputation and Partners

Goal 6: Develop outreach relationship with new partners to feed the talent pipeline with a diverse representation of talent

Action	Partner with designated college, university and/or other organization to develop relationship for future recruitment
Action Lead	Division Directors
Resources	ALD; Diversity Program Officer
Timeframe	March 2013 – September 2013
Metric	At least six new partners