Sandia Diversity & Inclusion

Presented by
Esther S. Hernandez, Chief Diversity Officer
Vision Statement: Sandia's diverse workforce values inclusion. We engage energized and inspired people who spark innovation and achieve mission success.

Diversity is the mix of differences and commonalities that each and every one of us brings to Sandia.

Inclusion is the act of recognizing, accepting, and valuing our diversity for exceptional service in the national interest.
D&I Business Imperative

Why D&I?

• Employee engagement
• Employee connection “bringing our full and authentic selves to work”
• Employees feeling valued and respected
• Increased creativity and innovation
• Mission success
• Attraction and retention of top talent
FYTD18 Workforce Data

- 12,377 Total Employees
  - New Mexico - 11,048
  - California – 1,329
- 11039 Regular Employees
- 1,312 Temporary Employees
- 2.2% Turnover Rate
Local Schools

- FY13-FYTD18 20% of inexperienced professional hires come from UNM
- 3% come from NMSU

52% of employees are in the Research & Development Job Family
**DIVERSITY & INCLUSION ARE INTEGRAL TO OUR STRATEGY**

**Demographics**
- Minority representation is increasing overall and in the management ranks.
- Sandia embraces the value of ethnic and gender diversity, which we intend to continue to expand.
Leadership is committed to Diversity & Inclusion

Chief Diversity Officer & Advisory Councils

The CDO will provide leadership for developing and implementing corporate-wide efficient and effective diversity and inclusion strategy, practices and support systems.

The EIC advises on, and engages in, the development and communication of diversity strategies to achieve maximum impact for the Laboratories and our future.

The CDT supports the implementation of the diversity & inclusion strategy set by the EIC. They serve as the interface between their respective division vice president, the DDIA, the Diversity & Inclusion Organization (DIO) and their respective Division Diversity/Workplace Councils on matters related to diversity & inclusion.

The ERGs provide strategic guidance and consultation on matters pertaining to their respective groups. They align efforts to support implementation of Sandia’s diversity and inclusion strategy.

The DDIA serves as leaders/liaisons supporting their respective Vice Presidents in executing diversity and inclusion strategy. They advise and engage Sandia’s Corporate Diversity Team.
Leadership is committed to Diversity & Inclusion

Sandia’s leadership is dedicated to attracting, hiring, and retaining a diverse workforce, and building an inclusive environment.

Pillars of Success

- Pipeline/Talent Acquisition
- Talent Development & Management
- Inclusion (Retention & Engagement)

Increasing diversity

Sandia strives to increase the pool of diverse candidates.

- Close collaboration with hiring managers
- Partnership with Sandia’s AA-ERGs to recruit, mentor and support career development of employees
- Expanded diversity outreach activities at targeted schools
- Recruiting at National Diversity Conferences
Retention & Engagement through Inclusion

**Learning and Awareness Goals**

Create a safe environment to engage in dialogue

Build skills to foster inclusive environment

Mobilize learning and awareness

Employee Resource Groups

Human Resources Business Partners (HRBPs)

Subject Matter Experts

Focus Areas

- Unconscious Bias
- Generations in the Workplace

**Resources**

- Work In a Box
- Video Library
- Sandian Videos
- Diversity
- Library
- Learning
- Labs and Summits
Diversity & Inclusion are important through the entire employee life cycle.

Thank you!

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.” — Maya Angelou
Back Up Slides
DEMOGRAPHICS

Temporary Employees 5%
Student Interns 6%
Regular Employees 89%

Union Representation
- 7%
- Metal Trades Council
- OPEIU
- SPA

Research & Development
- 48%
Outreach Committees & Networking Groups (Employee Resource Groups)

CA Division Diversity Council (DDC) Groups:

• African American Outreach Committee
• Asian Pacific Leadership Committee
• Christians in the Workplace Networking Group
• Foreign National Networking Group
• Gay Lesbian Bisexual Transgender Networking Group
• Hispanic Leadership Committee
• Sandia Women’s Committee
• Division 8000 Diversity Council
• Administrative Professional Council (APC)
Outreach Committees & Networking Groups
(Employee Resource Groups)

NM Outreach Committees:
• American Indian Outreach Committee (AIOC, Dream Catcher Science Program)
• Asian Leadership and Outreach Committee (ALOC)
• Black Leadership Committee (BLC, HMTech)
• Disability Awareness Committee (DAC)
• Hispanic Outreach for Leadership and Awareness (HOLA, Manos)
• Military Support Committee (MSC, Wounded Warrior Career Development Program)
• Sandia Women’s Action Network (SWAN)

NM Networking Groups:
• Christians in the Workplace Networking Group (CWNG)
• Sandia Pride Alliance Network (SPAN)