

## EM Consolidated Business Center (EMCBC) **Diversity Strategic Plan**

The EM Consolidated Business Center (EMCBC) is proud of its commitment to promote diversity and provide an environment where each individual is respected, honored, supported, and rewarded on the basis of personal achievement and contribution. We strive to ensure our people work in an atmosphere that is open, creative, and inspires the best in terms of effort and results. At EMCBC, each individual has equal opportunity and is encouraged to achieve his or her full potential. Human and cultural differences do not interfere with our ability or willingness to recognize, support and reward. We prize cooperation and teamwork and the benefits reaped through individual personal growth and contribution.

Our organization draws its strength from our commitment to common values and willingness to improve recognition of the benefits of a diverse workforce. We consider every individual equal in our pursuit of common goals, with no individual more or less protected, entitled, or worthy of personal respect than another. Our goal is to ensure that EMCBC and its employees achieve the highest standards of performance and potential.

Achieving a truly inclusive environment requires the personal commitment and support of each and every DOE employee. We strongly encourage employees to support this Agency's diversity efforts by treating everyone with respect, being open to the ideas and perspectives of others and learning more about diversity. It is through our collective efforts in diversity and other key initiatives that EMCBC will continue to grow in significance as it takes on an even larger role on the diversity stage of life.

### **Diversity Statement**

The concept of diversity in the workforce goes beyond simply recognizing Equal Employment Opportunity (EEO) requirements. It encompasses acceptance and respect. Diversity acknowledges people's differences and works with these differences to create a fairer and more productive workplace by drawing on the cultures, talents, and ideas of a broader group of people. It recognizes that "none of us is smarter than all of us". Diversity allows the exploration of our differences in a safe, positive, and nurturing environment.

The continued success of our diversity effort is dependent upon the full use of the talents and capabilities of all our employees. However, before we can fully utilize all our employees, we must first recognize and appreciate that we are not all the same. We are different in age, race, ethnicity, physical ability, gender, and sexual orientation. Indeed, it would be an unimaginative

and boring workplace if we weren't. But there is a greater reason to value our diversity.

Valuing diversity recognizes we will be more successful as individuals, work teams, organizations, and as a society if we acknowledge, respect, and work with our differences so as to learn from each other. It is a philosophy that is inclusive rather than exclusive. It assumes that "none of us is smarter than all of us," and, most importantly, it fosters a management approach that makes full use of the ideas, talents, experiences, and perspectives of all employees at all levels of the organization. Study after study has made the "business case" for a truly diverse workforce, demonstrating the benefits that can be gained when all individuals feel their ideas have merit and their talents are fully used to benefit customers, the organization, and themselves.

Diversity and inclusion are prerequisites to the excellence we all work toward. It's not simply the right or politically correct thing to do. In order for EMCBC to attract, develop, and retain a diverse workforce, we must work on several fronts. First, we must maintain a respectful work environment free from harassment and discrimination (*e.g.*, in promotions, training) of any kind. Second, we must actively recruit and hire qualified employees from all groups within the labor pool, especially those groups that are under represented at DOE. Third, we must establish a working group composed of council members and employees at large within EMCBC to address the annual needs of employees related to diversity issues (*e.g.*, employee survey, mentoring program, lunch and learn sessions, develop a partnership with the local community and etc.) Fourth, work with the Special Emphasis Managers to develop an annual plan of activities for the EMCBC related to diversity. Finally, we must continue to remind our employees, and our managers in particular, that a truly diverse workforce is essential in achieving our agency goals, and to practice inclusive behaviors. To assist in this effort, the EMCBC Diversity Council will monitor trends in hiring and promotions and serves as a diversity resource.

## **Definition of Diversity**

Diversity is about who we are as individuals, both differences and similarities. The EMCBC recognizes that its strength comes from the dedication, experience, and diversity of its employees and believes that, given the opportunity, each employee can make a difference. The EMCBC is committed to promoting and supporting an inclusive environment that provides to all employees, individually and collectively, the chance to work to their full potential in the pursuit of the Corporation's mission."

## **Vision Statement**

To assist in creating an environment in which all individuals are valued, feel their ideas have merit, and whose talents are fully utilized to benefit EMCBC and themselves.

Goals:

1. Help increase awareness of historical exclusionary practices and the need for diversity;
2. Bring life to the value statements:
  - People are our most valued asset;
  - Building commitment and development awareness,
  - We provide the support needed for all employees to excel; and

- We value diversity in people and ideas.
- 3. Provide a definition of workplace diversity; and
- 4. Assist managers/supervisors/team leaders in understanding:
  - Why diversity is important;
  - The benefits of diversity in the workplace; and
  - Their role/responsibilities in implementing diversity

### Diversity Mission Statement

The DOE achieves its mission by creating an inclusive work environment that recognizes and appreciates all employees' perspectives and talents, allows employees opportunities to reach their highest potential, and attracts and retains the most talented employees.

### Overview

The Vision Statement, Mission, and Goals included in the EMCBC Diversity Strategic Plan are results oriented and reflect the DOE that we expect to result from the adoption and implementation of the strategies and initiatives included in the Plan. This Strategic Plan is the first step toward achieving our vision. Every DOE employee is ultimately responsible for the success of the diversity plan. Respect and cooperation are DOE corporate values for a successful workplace. Every employee's contribution is necessary to achieve an atmosphere of respect and cooperation. The EMCBC Diversity Strategic Plan will reinforce our core values and supports for employees in achieving this goal.

Approved:



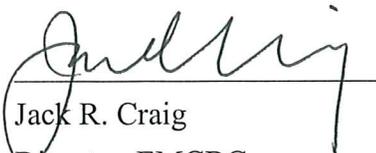
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