The Secretary of Energy
Washington, DC 20585

June 25, 2002

MEMORANDUM FOR ALL DEPARTMENTAL EMPLOYEES

FROM: SPENCER ABRAHAM

SUBJECT: Policy Statement on Implementation of the President's Strategic Human Capital Management Program with Respect to Hispanics

In a document entitled "The President's Management Agenda," the President has emphasized the importance he attaches to the Federal Government's recruiting and retaining the best possible employees from all walks of life. Executive Order 13171, "Hispanic Employment in the Federal Government," calls particular attention to the importance of such efforts with respect to Americans of Hispanic heritage. President George W. Bush's Office of Personnel Management (OPM) has taken steps to implement the Management Agenda and Executive Order. I am issuing this Policy Statement in furtherance of these objectives.

Since becoming Secretary, I have strongly supported equal employment opportunity at DOE, and have committed the Department to becoming an employer of choice for all qualified employees and potential employees. Our Department should serve as a model of Federal recruitment, retention and development for all individuals, including those of Hispanic heritage.

Notably, Hispanics are not represented in the DOE workforce in proportion to their numbers in the civilian workforce. We can and should do whatever we can to make sure that we are not imposing artificial barriers to the recruitment or hiring of Hispanic-heritage Americans and that we are reaching out appropriately in our recruitment and hiring efforts. The Department's ability to attract and retain a highly talented workforce from all backgrounds and walks of life is critical to our ability to successfully carry out the Nation's energy security and defense missions, now and in the future.

Therefore, I have asked the Directors of the Office of Management, Budget and Evaluation, and the Office of Economic Impact and Diversity to prepare a Department-wide plan that seeks to identify the reasons Hispanics are not represented in the DOE workforce in proportion to their numbers in the civilian workforce, and that proposes methods of breaking down any artificial barriers to the recruitment and hiring of Hispanic-heritage Americans. I have also asked the

Printed on recycled paper

cognizant DOE office directors to meet with the Department's management and operating contractors to encourage them to embrace a similar effort for their own workforces.

I am committed to fostering a diverse and inclusive workforce that allows each and every individual an opportunity to contribute to the Department of Energy's mission, and to fully achieve his or her potential. Thank you for your continued support of this effort.