

U.S. DEPARTMENT OF
ENERGY

Office of Economic
Impact and Diversity

ONE en**ER**Gy COMMUNITY

2023 Employee Resource Group (ERG)
Leadership Summit

Virtual Participant Guide



Office of Diversity,
Equity, Inclusion &
Accessibility (ED-5)

Greetings, Virtual Participants!

Welcome to the 2023 DOE Employee Resource Group (ERG) Summit! We are thrilled to have you join us for this year's event, themed "One enERGY Community." The summit will take place on September 20th and 21st, 2023, right from the comfort of your own space on Zoom.

At the Department of Energy (DOE), we recognize that our greatest strength lies in the diversity of our workforce. The theme, "One enERGY Community," embodies our collective mission to unite as a diverse community of individuals, each bringing unique perspectives and experiences to the table. It signifies our commitment to harnessing the power of our ERGs to further Diversity, Equity, Inclusion, and Accessibility (DEIA) initiatives in the federal workforce.

ERGs serve as the backbone of our efforts to promote diversity and inclusion within the DOE. They provide a platform for employees from various backgrounds, identities, and experiences to come together, share insights, and collaborate on strategies to enhance our workplace culture. These groups not only empower individuals to thrive but also enable us to leverage the full potential of our diverse workforce for the betterment of our organization and our nation.

Thank you for your commitment to our shared mission of fostering an inclusive organization across the DOE complex. Together, we are one enERGY community, and together, we can make a lasting impact.

Sincerely,
The DOE ERG Summit Team

Accessing the Summit via Zoom



The link to access all main room sessions is:

<https://www.zoomgov.com/j/1616957064>

Virtual participants are welcome to attend as many sessions as they like. For those attending the opening session on Day 1, we ask that you have your camera turned on during the roll call portion of the program.

Day 1: Wednesday Sep. 20

- 9:00 - 9:15 Welcome
Dr. Beatriz Cuartas, Senior DEIA Workforce Advisor, Office of Economic Impact & Diversity, DOE.
- 9:15 - 10:00 Unveilings
Presenters: **Todd Brinson**, Acting Deputy Chief Information Officer for Enterprise Operations and Shared Services, DOE; **Lauren Peel**, Energy Hub Contractor Product Lead, Office of the Chief Information Officer; **Gayla Thomas-Dabney**, Chief, Strategic Planning Division, Office of Economic Impact & Diversity, DOE; **Toya Bligen**, Chief, Training & Organizational Development Division, Office of Economic Impact & Diversity, DOE; **Lynn Villafuerte**, Chief, Workforce Engagement Division, Office of Economic Impact & Diversity, DOE;
- 10:00 - 10:10 Opening Remarks
Shalanda Baker, Director, Office of Economic Impact & Diversity, DOE.
- 10:10 - 10:20 Keynote Speaker
Jennifer M. Granholm, Secretary, U.S. Department of Energy
- 10:20 - 10:40 ERG Introductions and Networking
- 4:00 ERG Networking
Facilitator: **Lady Idos**, Chief Diversity, Equity, and Inclusion Officer, Lawrence Berkeley National Laboratory

Day 2: Thursday Sep. 21

- 9:00 - 9:15 Opening Remarks
- 9:15 - 10:45 Experiential Learning as a Strategy for ERGs
Presenter: **Diane Burbie**, Managing Principle, The Aspire Group
- 2:00 - 3:00 Better Up: Driving Mission Readiness & Peak Performance through Workforce Well-Being and Engagement
Presenter: **Dr. Marissa Berman**, BetterUp
- 3:10 - 4:00 Awards and Recognition, Closing Remarks



Keynote Speaker



Jennifer M. Granholm

Secretary, U.S. Department of Energy

Secretary Granholm is leading DOE's work to advance the cutting-edge clean energy technologies that will help America achieve President Biden's goal of net-zero carbon emissions by 2050 while creating millions of good-paying union clean energy jobs and building an equitable economy. Secretary Granholm is also overseeing DOE's core missions of promoting American leadership in scientific discovery, maintaining the nuclear deterrent and reducing nuclear danger, and remediating the environmental harms caused by legacy defense programs.

Prior to her nomination as Secretary of Energy, Jennifer Granholm was elected Governor of Michigan, serving two terms from 2003 to 2011.

As Governor, Jennifer Granholm faced economic downturns caused by the Great Recession and meltdown in the automotive and manufacturing sectors. She successfully led efforts to diversify the state's economy, strengthen its auto industry, preserve the manufacturing sector, and add emerging sectors – such as clean energy – to Michigan's economic portfolio. Today, one-third of all North American electric vehicle battery production takes place in Michigan, the state is one of the top five states for clean energy patents, and 126,000 Michiganders were employed in the clean energy sector prior to COVID-19.

Secretary Granholm was also elected Attorney General of Michigan and served as the state's top law enforcement officer from 1998 to 2002.

After two terms as governor, Jennifer Granholm joined the faculty of the University of California, Berkeley as a Distinguished Professor of Practice in the Goldman School of Public Policy, focusing on the intersection of law, clean energy, manufacturing, policy, and industry. She also served as an advisor to the Clean Energy Program of the Pew Charitable Trusts.

Jennifer Granholm began her career in public service as a judicial clerk for Michigan's 6th Circuit Court of Appeals. She became a federal prosecutor in Detroit in 1990, and in 1994, she was appointed Wayne County Corporation Counsel.

Secretary Granholm, an immigrant from Canada, is an honors graduate of both the University of California, Berkeley and Harvard Law School. She and her husband, Daniel G. Mulhern, have three children.

Opening Remarks



Shalanda H. Baker

Director

Office of Economic Impact & Diversity, DOE

Shalanda H. Baker is the Director of the Office of Economic Impact and Diversity at the U.S. Department of Energy. Prior to her appointment, she was a Professor of Law, Public Policy and Urban Affairs at Northeastern University. She was the co-founder and co-director of the Initiative for Energy Justice, which provides technical law and policy support to communities on the front lines of climate change. Baker served as an Air Force officer prior to her honorable discharge pursuant to the then existing “Don't Ask, Don't Tell” policy, and became a vocal advocate for repeal of the policy. She earned a B.S. in Political Science from the U.S. Air Force Academy, a J.D. from Northeastern University, and L.L.M. from the University of Wisconsin.

Presenters



Dr. Beatriz Cuartas

Senior DEIA Engagement Advisor

Office of Economic Impact & Diversity, DOE

Dr. Beatriz Cuartas serves as the DEIA engagement program manager. Dr. Cuartas is a social scientist, public servant, writer, speaker, volunteer, and mom. She recently served as DOE-NNSA's NGFP federal program manager and is the DOE's White House Liaison on Hispanic Economic & Educational Development Initiatives. She is the elected President for DOE's Community for the Advancement of Latinas/os/x @ Energy (CALDOE).

In her federal career, she managed multimillion dollar programs, has served in numerous roles including MSIPP interim director, special assistant to NNSA's chief-of-staff, EPA's national policy manager, and GAO/OIG liaison. Earlier in her career she served in academia leadership roles including leading the Graduate School of Political Management as the deputy director and PM professor.

Dr. Cuartas holds a Ph.D. from George Mason School of Policy, Government, and International Affairs, and a master's degree in Comparative Political Systems from Sciences-Po-Aix, attaché Sorbonne.

SPEAKERS AND PRESENTERS



Todd Brinson

Acting Deputy Chief Information Officer for Enterprise Operations and Shared Services
Office of the Chief Information Officer, DOE

After retiring from the military where he spent 17 of 20 years serving in the Special Operations community, Todd Brinson decided to pursue his career as a civil servant. Todd is currently the Director of the Customer Advocacy and IT Service Management Office at the Department of Energy and has over 15 years' experience helping Federal CIO's develop and deliver cost effective, resilient, secure services that meet customer needs. Specializing in IT Service Delivery, Todd uses that experience to build relationships with DOE employees and leaders to understand their pain points and co-create services that meet their Use and Utility expectations. Over the years his strengths at the Department of Energy has garnered recognition for completing multiple high visibility, highly complex initiatives despite being introduced to unconventional challenges. When he's not working at the DOE, Todd enjoys traveling the Country by RV with his family and attending Penn State sporting events.



Lauren Peel

Energy Hub Contractor Product Lead
Office of the Chief Information Officer, DOE

Lauren has served programming and large-scale technology transformations in the federal government space for over 7 years. She has been with the Department of Energy for 2+ years. In partnership with her federal leadership, she led the development and adoption of the Energy Hub, DOE's official internal portal. She has also supported to stand-up new mission critical sites on Energy.gov including the Energy Savings Hub and the Building America's Clean Energy Future that provide the American public an easy way to access IRA and BIL programs. Outside of work, Lauren enjoys hiking, rock climbing, and being outdoors in the great state of Colorado.



Gayla Thomas-Dabney

Chief, DEIA Strategic Planning Division
Office of Economic Impact & Diversity, DOE

Gayla Thomas-Dabney is Chief of the DEIA Strategic Planning Division. Ms. Thomas-Dabney served 24 years in the United States Navy, as Senior Chief Petty Officer. After her Naval career, she worked for the Department of Defense, the City of Gainesville, Florida, Eastern Washington University, Boise State University, Emory University, and Trinity Healthcare, transforming change in the areas of Diversity, Equity, Inclusion, Accessibility, and Belonging+, Equal Opportunity, Affirmative Action, and ADA. She loves all sports and spending time with her family and friends.

SPEAKERS AND PRESENTERS



Toya Bligen

Chief, DEIA Training & Organizational Development Division
Office of Economic Impact & Diversity, DOE

Toya L. Bligen is the Chief of DEIA Training and Organizational Development in ED's Office of DEIA (ODEIA, ED-5.2). Ms. Bligen built a 23-year federal career influencing organizational cultures by establishing and leading Civil Rights, Equal Employment Opportunity, Equal Opportunity, Alternative Dispute Resolution, Reasonable Accommodations and DEIA programs. Toya began her stint at the Department of Energy serving on a detail where she co-led Stakeholder Engagement efforts to support Executive Order 13985. She later transitioned to a second role serving as a Senior Advisor, in ED's Office of DEIA. Ms. Bligen joined the Department of Energy permanently in August of 2022, hailing from Bonneville Power Administration in Portland, Oregon, where she served as the Director in the Office of Civil Rights and Equal Employment Opportunity. A life-long learner and long-time proponent of equity, diversity and inclusion, Ms. Bligen considers DEIA to be her life's work. Outside of work, Ms. Bligen enjoys hiking, reading, baking, and serving as a wellness coach.



Lynn Villafuerte

Chief, DEIA Workforce Engagement Division
Office of Economic Impact & Diversity, DOE

Lynn Villafuerte is the Chief of DEIA Workforce Engagement, overseeing the DEIA functions and strategy related to diverse external outreach, Employee Resource Groups (ERGs) and internal engagement, and DEIA communications. Ms. Villafuerte leads the DEIA Workforce Engagement Division, with team members serving as DEIA subject matter experts partnering across ED and DOE. Key partners include HC's Office of Recruitment and Advisory Services (HC ORAS), ERG leadership, and the Office of Public Affairs (PA) with ED's Communications Lead. Ms. Villafuerte provides DEIA consultation and support to BIL/IRA program offices (S3, etc.) to help advance the goals of Clean Energy Corps and DOE's DEIA strategic plan. Prior to the DOE, Ms. Villafuerte served as the Chief Industry Engagement Officer and Director of Strategic Engagement for BioKansas. She is active in outreach, professional development, and recruitment partnerships with diverse professional STEM associations such as the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS), where she leads the annual mentoring program to match professionals with mentors from industry and academia. She holds master's degrees in Ecology & Evolutionary Biology and Genetics.

SPEAKERS AND PRESENTERS



Dr. Marissa Berman

Senior Behavioral Scientist
BetterUp

Dr. Marissa Berman leads the behavioral science team for BetterUp Government. Prior to BetterUp, Dr. Berman served as an organization development psychologist and consultant for the VHA National Center for Organization Development where she provided data-driven OD services at all levels of VHA. She is a licensed clinical psychologist with postdoctoral training in organization development psychology, sport & performance psychology and counseling psychology. Dr. Berman's training and work has emphasized the application of behavioral science interventions within a multicultural framework. She has co-authored numerous book chapters in the well-being and performance space including "Well-being in the Military" in the Handbook of Military Psychology, and has published research in the field of psychoneuroimmunology. Her first career was in professional sports as an inverted aerialist on the US Ski Team, where she is a former national champion and world cup medalist. She is also a mom, and a military spouse of an active duty Soldier.



Diane Burbie

Managing Principle
The Aspire Group

Diane Burbie is the owner and Managing Principal of The ASPIRE Group. She is an experienced consultant, facilitator, and coach. She has facilitated processes with a myriad of audiences across the United States, US Virgin Islands, China, South Africa, England, Canada, and Jamaica. She has served in executive, management, and consultant capacities with for-profit corporations, non-profit organizations, and government agencies.

Diane has more than 25 years of experience. The focus of her work is in four (4) areas of practice: 1) equity, diversity, inclusion, and access (EDIA); 2) strategic planning; 3) leadership development/coaching; and 4) conflict resolution.

Ms. Burbie is consultant to several national human relations/human rights organizations including the Simon Wiesenthal Museum of Tolerance. She was recipient of Stanford University's Legacy Award. She was honored as a Woman of Excellence in 2005 by the YWCA for her work in communications and human relations. Diane received special recognition from the Los County Bar Association for her cultural diversity training program delivered to Superior Court Judges in Los Angeles County. She was honored by WINTER (Women in Nontraditional Employment Roles) for her work with women in male dominated environments.

Diane holds a BA (with honors) from Stanford University and an MBA from the University of Southern California, School of Business, with an emphasis in Human Resource Management. She has certificates in Negotiation (Harvard Law School) and Managing Multi-cultural Work Environments (CSU Fullerton). Diane is a guest lecturer at California State Universities (Los Angeles, Long Beach and Fullerton).

SPEAKERS AND PRESENTERS



Lady Idos

Chief Diversity, Equity, and Inclusion Officer
Lawrence Berkeley National Laboratory

Lady Idos, MPA (pronouns: she/they) serves as the Chief Diversity, Equity, and Inclusion Officer at Lawrence Berkeley National Laboratory (LBNL or Berkeley Lab), a U.S. Department of Energy (DOE) national laboratory managed by the University of California (UC). She is responsible for the development and implementation of an organization-wide strategy and program to advance inclusion, diversity, equity, and accountability (IDEA), and ensure integration within its research mission, stewardship values, and organizational culture.

Some of Lady's accomplishments include: establishing and implementing LBNL's first IDEA strategic plan; launching the Lab's first Employee Resource Groups (ERGs); creating the first set of Workplace Gender Identity and Transition Guidelines within the national laboratory and UC system; spearheading an internship program for individuals with disabilities and veterans; and chairing the Lab's first IDEA councils for senior leadership and employees.

Lady served on a two-year detail assignment at DOE Headquarters during the Biden-Harris Administration, reporting to Senate-confirmed appointee and Director of the Office of Economic Impact and Diversity (ED), Hon. Shalanda Baker. Lady served as ED's Deputy Director and head of the Office of DEIA (ODEIA), encompassing three Divisions focused on DEIA-related strategic planning, learning and organizational development, and workforce engagement. Lady provided leadership on DEIA strategy for the DOE Federal workforce, in accordance with Presidential and Government-wide priorities. She was the DOE lead for six federal Executive Orders (EOs), including: DEIA (EO 14035); gender equity (EO 14020); LGBTQI+ equality (EO 14075 on SOGI data); and White House Initiatives on Asian Americans, Native Hawaiians, and Pacific Islanders (EO 14031); Black Americans (EO 14050); and Hispanic Americans (EO 14045).

Lady is also experienced in HR-related federal and state compliance, e.g., equal employment opportunity (EEO) and the U.S. Department of Labor's regulations under the Office of Federal Contract Compliance Programs (OFCCP). She was a former investigator at LBNL for Title IX and sexual harassment cases; as well as discrimination, harassment, and retaliation claims under Title VII of the Civil Rights Act.

Lady is the co-chair for Bay Area Council's Diversity, Equity, & Inclusion Committee and Chief Diversity Officers group, and advisor for UC Berkeley's startup accelerator SkyDeck. She was a former Board member for East Bay Innovations, providing social services for adults with developmental disabilities; and former member of the UC Systemwide Advisory Committee on the Status of Women. She was the 2016 recipient of the Kevin McCauley Memorial Award for Outstanding Staff (UC-wide) and received the 2022 U.S. Secretary of Energy Achievement Award for her role in the Bipartisan Infrastructure Law Standup Team, nominated by the Office of the Under Secretary for Infrastructure.

Lady holds a Master's degree in Public Administration from the University of San Francisco; B.A. degree in Sociology from the University of California, Santa Cruz; and a Diversity and Inclusion Certificate from Cornell University. <https://www.linkedin.com/in/ladyidos>.