

*An Energy Economy
for Everyone*



U.S. DEPARTMENT OF
ENERGY

Office of Economic
Impact and Diversity

Message from the Secretary of the Department of Energy



I am honored and pleased to reaffirm my support for the Equity in Energy initiative of the Office of Impact and Diversity in our Department of Energy.

This important initiative works to advance the energy aims of our country by encouraging energy innovation, entrepreneurship, and workforce partnerships in diverse communities across the United States.

These efforts are as vital today as they have ever been. The United States is now a world energy leader and in order to maintain that leadership while promoting our national security, we must harness our human capital and fulfill our human potential to the greatest extent possible across the energy landscape.

That is precisely why initiatives like Equity in Energy are so relevant. If we are to accelerate our energy progress and enable our fellow Americans to fulfill their promise in every field, including energy, it is imperative that we redouble our efforts to include and expand the participation of underserved communities.

From workforce development to supplier diversity, STEM enhancement to technical assistance and energy affordability, Equity in Energy aims to diversify our energy arena, enabling DOE and its stakeholders to share valuable knowledge and insights. These efforts help us unleash more innovation by empowering more innovators, driving energy costs down and affordability up, further advancing our energy economy by making it more accessible and equitable.

For both the United States and the people it empowers, Equity in Energy can open the door to a future that is filled with opportunity and promise. I am eagerly looking forward to the pivotal role our Department will play in that future.

A handwritten signature in black ink that reads "Dan Brouillette". The signature is fluid and cursive.

Dan Brouillette, Secretary of Energy



Message from the Director of the Office of Economic Impact and Diversity



In 1979, Congress created, what today is, the Department of Energy's Office of Economic Impact and Diversity (ED), which is mandated to ensure minorities are afforded an equal opportunity to participate fully in the energy programs in the Department. Due to the current and projected roles of energy as an economic driver and to further fulfill the important mission of the Office, ED developed the Equity in Energy initiative.

Energy is one of the largest industries in the U.S. and continues to grow rapidly, and the new American Energy Era is marked with advanced technologies in fossil fuel, renewable energy generation, and more, which is spurring numerous opportunities across the nation.

Now, while America's energy landscape is continuing to change, so is its demographic makeup – with projections of America becoming a majority minority country in the next 20 to 30 years.

As with all new opportunities, a diverse approach is critical to success, and the growing demand for energy workers will be difficult, if not impossible, to meet if the workforce does not reflect the diversity of the population.

Equity in Energy is crucial to ensure all communities are aware of the opportunities energy is able to provide, and we aim to assist through workforce development, training, and capacity building.

I look forward to our collaborations as we build an energy economy for everyone.

Jan Campos
The Honorable James E. Campos



"We are
Re-Imagining the
means in which we
do what we do."

The Equity In Energy™ Pillars

The Office of Economic Impact and Diversity (ED) developed the Equity in Energy initiative to expand the inclusion and participation of minorities, women, veterans, and formerly incarcerated persons, in all the programs of the Department of Energy and in the private energy sector.

In underserved communities, there is often a disconnect when it comes to generating interest in entering the energy sector, and then, in the awareness and the ability to access available opportunities. Equity in Energy aims to establish critical linkages to bridge the gap to ensure everyone can participate in the energy economy.



STEM Enhancement

Developing and cultivating relationships and resources that advance the next generation of STEM education priorities is a critical aspect of the Equity in Energy initiative. Our goal is to support individuals from minority and underserved communities as well as build interest and gain access to opportunities in STEM fields that support the energy industry.

Micro Innovation Accelerator Program

The Micro Innovation Accelerator initiative is designed to provide minority students with access to educational opportunities from popular colleges and universities that have a low minority attendance rate. ED will develop a Memorandum of Understanding (MOU) with these colleges and universities to provide students professional development opportunities at discounted rates. These agreement will open doors for minorities across the country.

ED has obligated over \$4.6 million in recent years to support:

- 12 Historically Black Colleges & Universities.
- 2 Hispanic-Serving Institutions.
- 2 Asian American and Native American Pacific Islander-Serving Institutions.



Collaboration

Collaborating through various working groups and White House Initiatives that are focused on improving opportunities in STEM by bringing key stakeholders to the table that represent and advocate for minorities in these types of fields. These working groups will also include improving relationships with the DOE National Laboratories to help expand awareness and engagement through the DOE complex.

STEM Education

Hosting minority student internships, such as the Minority Educational Institutions Student Partnership Program (MEISPP), to provide working experience that leads to future employment opportunities in the energy industry. ED has hosted 851 MEISPP interns since 2005.

Outreach

Developing in-person and virtual outreach opportunities to provide education, networking and matchmaking opportunities for Minority Serving Institutions (MSIs) and minority businesses interested in working with DOE.

Workforce Development

Maximizing the efficiency and vibrancy of the energy workforce is a priority of the Equity in Energy Initiative. By building partnerships, programming, and resource connections, we are enhancing the interest and access of individuals from minority and underserved communities to jobs in the energy industry and building the energy workforce of tomorrow.

Workforce Readiness and Entrepreneurship

Enhancing opportunities for formerly incarcerated persons through partnering with organizations, educators, and trade associations to support and train our returning citizens for employment opportunities within the energy sector.



ED has awarded over **\$2 million** in funding that supports over **60** Qualified Opportunity Zones.

Energy Workforce Webinars

Providing opportunities for stakeholders to learn about resources available around the country and a variety of topics including, workforce development programs, workforce trends, and business growth opportunities in the energy sector.

Energy Workforce Resource Portal

Developing a workforce and business development resource portal designed to connect individuals to resources in the energy economy. This portal will house resources that provide technical assistance tools to support employment and entrepreneurial aspirations within energy.



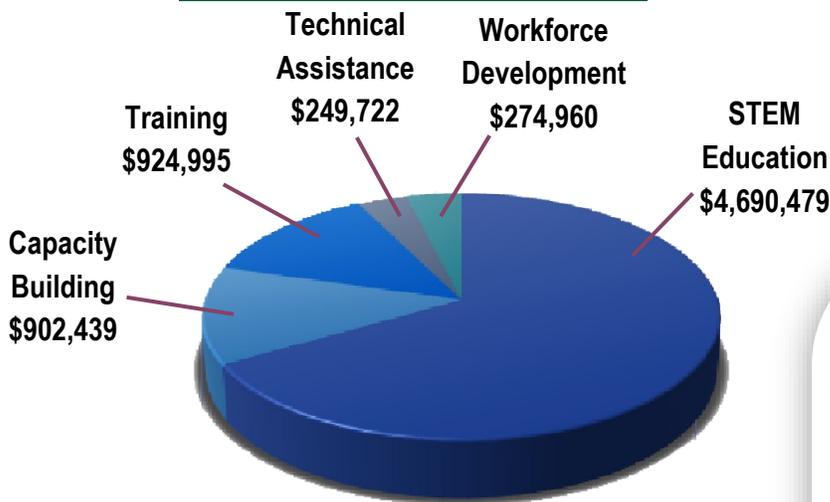
Technical Assistance

By providing practical workshops and seminars, we are assisting minority businesses, minority education institutions, and individuals by generating interest and access to opportunities in the energy sector. Our goal is to connect resources to those that can benefit from learning more about these opportunities on how to be successful in entering and growing in the energy sector.

SBIR/STTR Assistance

Providing mentorship to minority businesses and researchers at minority educational institutions, who are interested in Small Business Innovative Research (SBIR) and Small Business Technology Transfer (STTR) grant opportunities that benefit the energy industry.

ED Financial Assistance Awards



Workforce Development Map

The Workforce Development toolkit Map is a connection point for people to jobs in the jobs in the Energy Industry or Sector. Careers that support the energy Industry range from STEM and technical fields to transportation and logistics services. The energy industry is one that reaches every person and business around the nation. Find your path to a new career supporting the industry today.

Energy Industry Toolkits

Leading in the creation of resources such as informative energy industry toolkits that share best practices, data, and guides to help companies, regulatory agencies, suppliers and individuals access important information that can be applied across a diverse spectrum of stakeholders. These sector specific toolkits will provide needed information and resource matching in the Oil & Gas, Renewable, and Nuclear Energy Sectors.



Energy Affordability

By enhancing and promoting the efficient and sustainable production and delivery of energy, especially to vulnerable and underserved communities, we are creating a path to success for those we serve. By providing access to resources that assist people with keeping energy costs down, we are achieving our mission to provide an energy economy for everyone.

Energy Affordability Resource Map



Providing tools and resources through the Energy Affordability Resource Map to help connect people to resources available to them as they look for opportunities to keep their energy cost low.

Supplier Diversity

By enhancing the productivity and diversity of the energy sector supply chain, we are creating new opportunities for businesses to become key players in the energy economy. The mission of Equity in Energy is to create an energy economy for everyone, and this is what supplier diversity is built upon.

Minority Outreach

Collaborating to develop sustainable programs that can expand opportunities for minorities interested in developing new partnerships, innovations and resources to enter the energy industry supply chain. Hosting targeted events such as the Minority Business Industry Day that focus on guiding diverse businesses on how to partner with the Department and the national laboratories through educational seminars and matchmaking sessions.

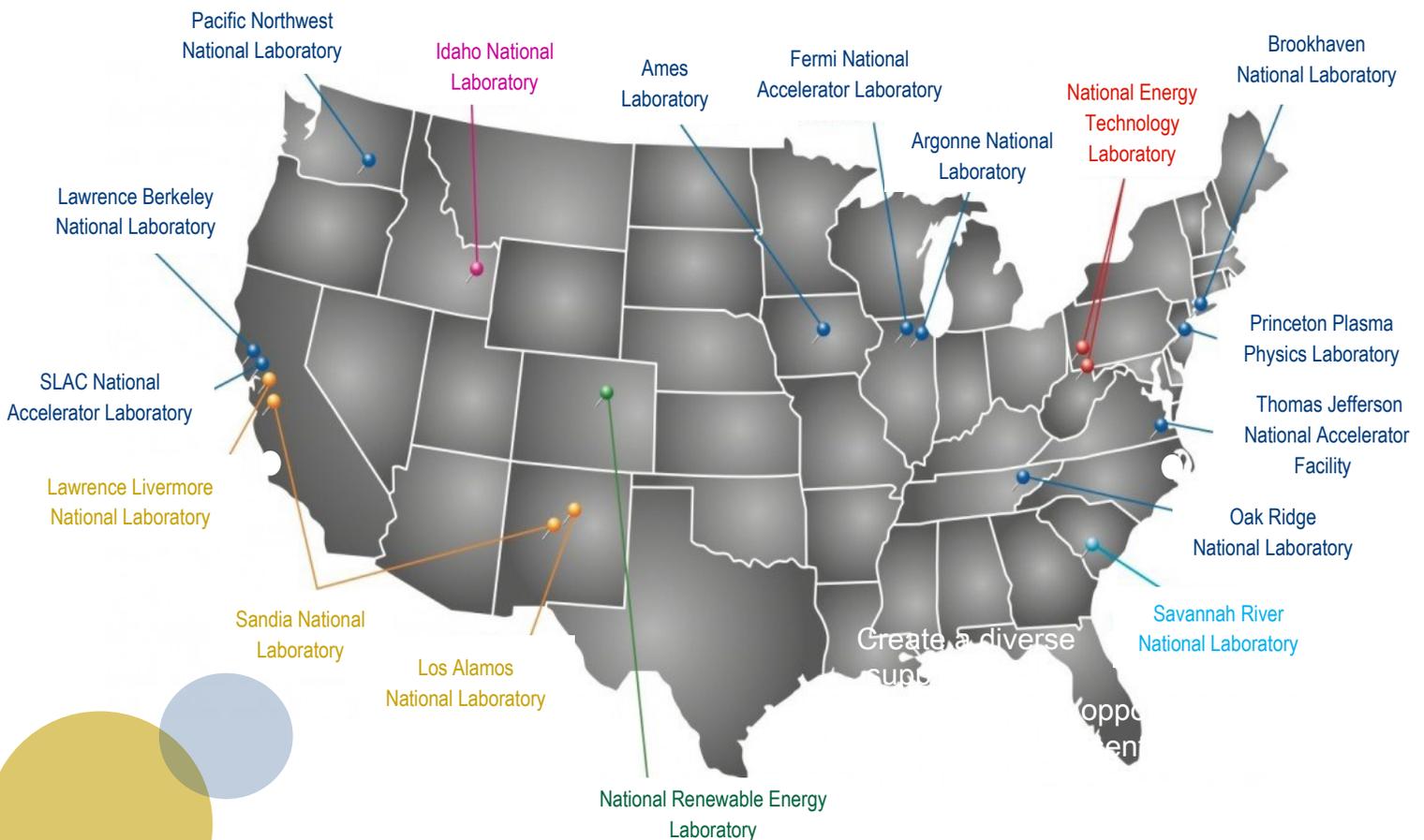
Minority Business Development Agency (MBDA) Partnerships

A key aspect of the success of the Equity in Energy initiative is to build partnerships that enhance opportunities for minority populations. Through a key partnership with MBDA, we have entered into a Memorandum of Understanding (MOU) to enhance our ability to reach communities across the country to generate interest and access to workforce and entrepreneurial opportunities in the energy industry.



U.S. Department of Energy National Laboratories

The Equity in Energy Initiative intends to leverage the geographic diversity of the DOE National Laboratories to reach underserved communities throughout the Nation. The **17 National Laboratories** serve as the leading institutions for scientific innovation and comprise a preeminent federal research system that executes long-term government scientific and technological missions.



- Office of Science Laboratory
- National Nuclear Security Administration Laboratory
- Office of Fossil Energy Laboratory
- Office of Energy Efficiency and Renewable Energy Laboratory
- Office of Nuclear Energy, Science and Technology Laboratory
- Office of Environmental Management Laboratory

National Laboratories at a Glance

Ames Lab's central location on the campus of Iowa State University fosters a longstanding collaborative relationship to explore physics, chemistry, engineering, applied mathematics, and materials in the discovery, synthesis, analysis, and use of new materials.

Argonne Lab's pioneering legacy in creating the first self-sustaining nuclear chain reaction and world-class talent produces a powerful suite of facilities and tools to deliver pivotal discoveries and technologies.

Brookhaven Lab is a global powerhouse where scientists advance fundamental research in nuclear particle physics, apply photon sciences and nanomaterials research, and perform cross-disciplinary research on computation, sustainable energy, national security, and the Earth's ecosystems.

Fermilab is the premier particle physics and accelerator lab where the global physics community fuses to solve the mysteries of matter, energy, space, and time that support industry and benefit everyday applications in medical diagnostics and treatment, homeland security, energy, transportation, and advanced computing.

Idaho Lab is the chief nuclear research facility which nearly every nuclear reactor in the world owes its existence. It is home to the world's largest concentration of nuclear reactors, and maintains a state-of-the-art portfolio in advanced manufacturing and transport, predictive modeling, and sustainable energy development.

Lawrence Berkeley Lab's diverse team of researchers coalesce with the University of California Berkeley to develop sustainable energy and environmental solutions, create new materials, advance the frontiers of computing, and probe the mysteries of life, matter, and the Universe.

Lawrence Livermore Lab strengthens our Nation's security by developing and applying world-class research, technology, and engineering across diverse mission areas spanning biosecurity, counterterrorism, defense, energy, intelligence, nonproliferation, various sciences, and weapons.

Los Alamos Lab's scientists and engineers promote global stability and security by developing solutions that support nuclear deterrence and stockpile stewardship, defend against the nuclear threats, detect emerging cybersecurity threats, and enhance energy security and sustainability.

National Energy Technology Lab is a leader in coal, oil, natural gas, and energy technology research, fulfilling its mission of enhancing the Nation's energy foundation and protecting the environment for future generations.

National Renewable Lab continues the momentum in the science and engineering of efficient, sustainable, and renewable energy technologies to discover and provide solutions that transform how we use energy.

Oak Ridge National Lab built the first continuously operating nuclear reactor during the Manhattan Project. ORNL remains at the forefront of advances in biology, chemistry, and physics, producing cutting-edge technologies in materials, medicine, nuclear energy, and computing to fuel the development of modern technologies to treat cancer and heart disease, prevent terrorism, and power deep space exploration.

Pacific Northwest Lab advances scientific discovery and creates solutions to the nation's toughest challenges in energy resiliency and national security by drawing on signature capabilities in chemistry, earth sciences, and data analytics.

Princeton Plasma Physics Lab's scientists and engineers continue its pioneering legacy by providing the highest quality science education to future generations and leading plasma science and technology discoveries to achieve a world powered by safe, clean, and plentiful fusion energy.

Sandia Lab is the engineering arm of the Nation's nuclear weapons enterprise, and serves our evolving national security challenges by developing innovative research and technology necessary to keep the U.S. homeland and its armed forces safe. These advanced technologies reliably manage the nuclear stockpile, deter nuclear proliferation, protect critical assets and infrastructure, ensure long-term energy resilience, and reduce global threats posed by nuclear, chemical, biological, and radiological materials.

Savannah River Lab protects the Nation by applying science to the energy economy, global security, and the environment. Its scientists and engineers have advanced energy storage technology, materials science, and nuclear non-proliferation, and offer trusted expertise for environmental cleanup and nuclear materials management.

SLAC Accelerator Lab is credited with discovering fundamental building blocks of matter and creating the first website in North America. Its legacy of extraordinary feat of imagination, brainpower, and collaboration resulted in the world's longest particle accelerator and a unique scientific partnership with Stanford University.

Thomas Jefferson Accelerator Facility is the youngest of the 17 labs and serves as a forefront nuclear physics research facility to an international scientific user community. At the Jefferson Lab, scientists explore the building blocks of atoms, apply advanced accelerator technologies, and share knowledge through education and public outreach.

To learn more about our national laboratories, please visit
<https://www.energy.gov/national-laboratories>

Meet the Ambassadors

Ambassadors are high-profile individuals from academia, energy companies, and community organizations, who will be sharing updates about Equity in Energy with their networks, attending Equity in Energy events, and speaking about the importance of diversity in energy.



Abigail Hopper, President & CEO, Solar Energy Industry Association



Tony Sanchez, Executive Vice President, NV Energy



Anthony Livanios, CEO, US Energy Stream



Antonio Flores, President, Hispanic Association of Colleges & Universities



Bill Koetzle, Senior Vice President, American Petroleum Institute



Brian L. Wolff, Executive Vice President, Edison Electric Institution



Emily Dickens, Chief of Staff, Society for Human Resource Management



Gary Davis, Executive Director, Native American Financial Services Association



Gil Quinones, President & CEO, New York Power Authority



Janette Marx, Chief Executive Officer, Airswift



José Pérez, President, Hispanics In Energy



Julian Cañete, President, California Hispanic Chamber of Commerce



Katie Mehnert, Founder & CEO, Pink Petro



Michael Trevino, Principal, Trevino & Company



Michelle Holiday, President, Micelle Holiday & Associates



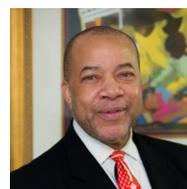
Pandwe Gibson, President, EcoTech Visions



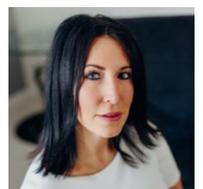
Robert Gee, President & CEO, Asian Americans in Energy, the Environment & Commerce



Roslyn Artis, President, Benedict College



Thomas Dortch, Chairman, 100 Black Men of America



Andrea Korney, Vice President Sustainability, Frostbyte Consulting



Stephanie Canales, Senior Business Development Executive, Cougar Drilling Solutions



John Ponder, Founder & CEO, Hope for Prisoners



Tony Baylis, Director, Office of Strategic Diversity Programs, Lawrence Livermore National Laboratory



Karen Wayland, Principal, Energy Strategies



Jermon Bafaty, Chief Executive Officer, Platinum Technologies

Meet the Champions

Champions are U.S. Department of Energy leaders who are tasked with evaluating their portfolios to ensure every possible measure is being taken for outreach, support, and full accessibility for all.



Charlie Smith, Director,
Office of Small &
Disadvantaged
Business Utilization



Cheryl Ingstad,
Director, Artificial
Intelligence &
Technology Office



Chris Fall, Director,
Office of Science



Conner Prochaska,
Chief Commercialization
Officer, Office of
Technology Transitions



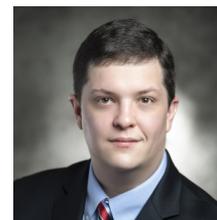
Dan Simmons, Assistant
Secretary, Office of
Energy Efficiency &
Renewable Energy



John Hairston,
Administrator &
CEO, Bonneville
Power
Administration



Kevin Frost,
Director, Office of
Indian Energy
Policy & Programs



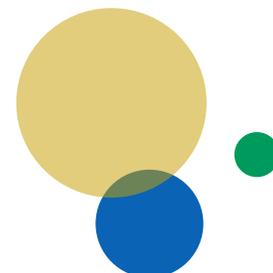
Nick Andersen, Deputy
Assistant Secretary,
Office of Cybersecurity,
Energy Security &
Emergency Response

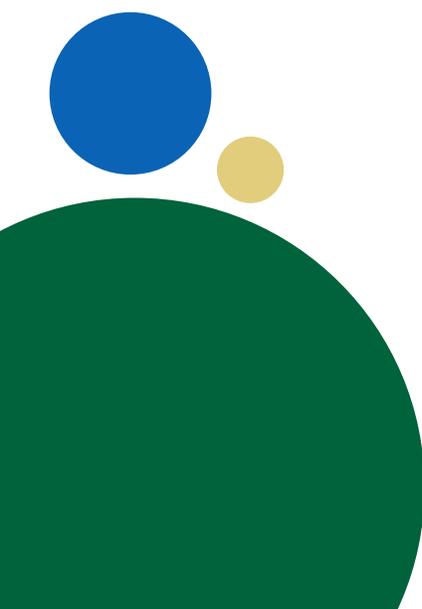


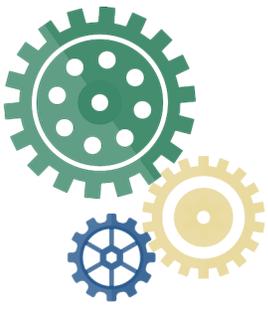
Rita Barawal,
Assistant
Secretary, Office
of Nuclear Energy



Steven Winberg,
Assistant Secretary,
Office of Fossil
Energy







U.S. Department of Energy Program, Staff & Other Offices

Office of Energy Efficiency & Renewable Energy

Office of Electricity

Office of Fossil Energy

Office of Nuclear Energy

Loan Programs Office

Office of Science

Artificial Intelligence & Technology Office

Office of Cybersecurity, Energy Security, & Emergency Response

Advanced Research Projects Agency - Energy

Office of Environmental Management

Office of Indian Energy Policy & Programs

Office of Legacy Management

Office of Technology Transitions

Office of Small & Disadvantaged Business Utilization

National Nuclear Security Administration

Energy Information Administration

Office of Project Management

Office of Congressional and Intergovernmental Affairs

Office of Policy

Office of Enterprise Assessments

Office of Environment, Health, Safety & Security

Office of Hearings and Appeals

Office of Inspector General

Office of International Affairs

Office of Intelligence and Counterintelligence

Office of Management

Office of NEPA Policy and Compliance

Office of Public Affairs

Office of the Chief Financial Officer

Office of the Chief Information Officer

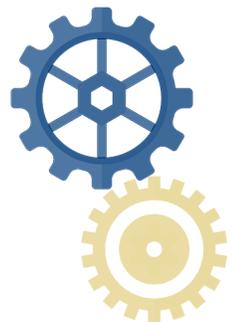
Office of the Chief Human Capital Officer

Office of General Counsel



#EquityInEnergy

www.energy.gov/diversity



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