

# Action Learning Scenario

## Strengthening the Bonds between USGS Diversity Sub-Councils and USGS Employees

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# Diversity

- Creates a rewarding workplace
- Fosters a workforce of excellence
- Attracts a workforce that reflects America

## Problem Statement / Question Reframed

USGS is not capitalizing on workforce potential needed for a changing world.

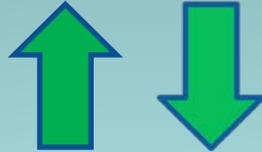
# Recommendations / Implementation

We will address our concern by:

- Capitalizing on different views and contributions people bring
- Create full participation and inclusive environment

# What Result is Being Sought?

Recruit a USGS workforce that reflects America



Become a best place to work

Better science

Rewarding workplace

Stimulating workplace



Create full participation and inclusion



Capitalize on differing views and contributions

# To Achieve Full Participation

- 1) Relevance and benefits of diversity
- 2) Training / Education
- 3) Employee input
- 4) Team approach to problem solving

# Relevance and benefits of diversity

- Clearly define goal of full participation and inclusion
- Clearly express benefits of inclusion to staff
  - Better science
  - Rewarding workplace
  - Stimulating workplace

# Training / Education

Early career (0 to 2 years):

- Welcome new employee packet
  - One pager on diversity and what it means to USGS
  - Suggestion for intro to guiding principles
  - Diversity / inclusion as a face to face discussion (supervisor / new employee)
- Assignment of mentor (one mentor per new employee – not the supervisor)

2 to 4 years:

- Leadership Intensive course that includes:
  - Individual assessment tool such a DISC, SDI, and Myers-Briggs
  - Team dynamics – participation in a team plus introduction to leading teams

# Training / Education - continued

Mid career (4 years +):

- Leadership 101 / 201
- Facilitation

# Employee input

- Local-level surveys
- One on one meeting with supervisor / employee ( can be during performance evaluations)
- Promote off-site meetings
- Feedback mechanism (such as Idea Lab) to ensure input is addressed (transparency)

# Team approach to problem solving

- Employee based work groups

# Vision

What if:

USGS became the best place to work,  
empowering the agency to recruit a  
workforce for a changing world.