

>> L. Thomas: Welcome back to the second segment of our presentation on diversity and why it matters to BLM.

Joining me for the second half of our program is acting Arizona State Director Ray Suazo who is here from the Arizona State Office in Phoenix.

Hi, ray.

>> R. Suazo: Thanks for having us, Leon.

Our first panel today did a great job in sharing some really valuable information and we're hoping to do the same with this panel.

>> L. Thomas: Thank you for joining us, Ray.

With us is human Resource Specialist Pam McNeil, also from the Arizona State Office.

>> P. McNeil: Hi, Leon.

Thanks for having me.

>> L. Thomas: With us from the Gila River office is associate District Manager, Mary Kraveloc.

>> M. Kraveloc: Thanks for having me here.

I'm honored to be on this panel and talk about

diversity.

>> L. Thomas: Rounding our studio panel is grants management specialist Paul Stout.

Thanks for joining us our discussion.

>> P. Stout: Thanks for having me today.

>> L. Thomas: Joining live from the New Mexico State Office in Santa Fe is Tim Murphy, acting New Mexico State Director.

Hello, Tim.

>> T. Murphy: Good morning.

Pleasure to be with you all.

Hi, Leon.

>> L. Thomas: Thanks for joining us.

To kick off the second half of our program we're now going to hear from John Burden, DOI chief diversity officer who has prepared some remarks for us.

>> J. Burden: Hello.

I'm John Burden, the Department's first-ever chief

diversity officer.

I'm fortunate enough to have a unique vantage point from which to view significant diversity and inclusion accomplishments across our bureaus and offices.

Including some of the great work you're doing in the Bureau of Land Management.

We know that America is one of the most diverse societies in the world.

In the 21st century the ability to communicate and work with people who are different will be as essential as computer skills.

When we contemplate diversity and inclusion we should be talking about using multiple cultural backgrounds as competitive tools because every person brings a different portfolio of strengths based upon where he or she comes from in life.

High-quality talent resides in all population groups, and winning the competition for this talent means attracting, retaining and promoting the best people our nation has to offer from every background and community.

Essentially, and quite critically, strategic diversity management is about constructively using those things that make us different and unique to

produce collective knowledge and spur innovation.

The Department's mission and programs invite participation from a wide diverse range of partners.

Just as inclusivity is an asset we leverage in our programs, it is an asset we need to leverage in our workforce.

Thank you so much for your past, ongoing and future contributions to the goal of making the Department the best and most inclusive place to work in America.

>> L. Thomas: Great information and thanks to John for taking the time to make the video.

Now for some thoughts on just why diversity really matters we're going to turn it over to Pam McNeil.

Pamela?

>> P. McNeil: Hello.

Thank you very much for allowing me to be a part of this exciting discussion.

I serve in the Arizona State Office as a Human Resources Specialist.

I am in a very unique position in that not only do I support BLM's diversity and inclusion mission as

part of my daily job duties, but I also reinforce that mission by serving as a collateral duty with two groups within the Arizona State Office.

I serve as a Diversity Coordinator, and I'm a member of the DIART, which is the Diversity, Inclusion and Awareness Recruitment Team.

If I may, I would like to take a few moments to share with the panelists and our viewing audience what these groups aim to do and how the groups' efforts have brought about positive change.

The diversity coordinators are a group of employees from BLM offices in New Mexico and Arizona.

As a Diversity Coordinator, my primary role is that of an educator.

As I am sure we are all aware, the BLM's workforce is representative of a wide range of backgrounds, beliefs, cultures, thoughts, skills and opinions.

While my time with BLM has been relatively short compared to a lot of my colleagues, I think that we can all agree that our workforce in general has changed in a way that some would characterize as a major shift in demographics just in the last decade or so.

Because of these changes, as one of the diversity

coordinators, I strive to ensure BLM's message of welcoming and involving everyone, not only resonates throughout our workforce but that it also becomes very real and tangible undertaking that our employees can come to realize on as a source of ongoing support.

To that end, our Diversity Coordinators routinely sponsor and host various educational events to highlight and recognize the contributions that members of BLM's diverse work for make each and every day through their respective offices.

In addition to recognizing the internal contributions of our diverse workforce, we incorporate a more broad view of highlighting commendable contributions in our diverse external communities.

All employees are encouraged to join us at these special events as a learning opportunity, and I'm very proud to say many of our employees attend and come away with a new sense of understanding and appreciation.

>> L. Thomas: Pam, earlier you mentioned you're involved with another diversity focus group.

Can you tell us a little bit about that?

>> P. McNeil: Sure, Leon.

As a member of our Arizona Diversity, Inclusion and Awareness Recruitment Team, or DIART, our work takes on a slightly different focus.

We ensure BLM Arizona is recruiting, developing and promoting a diverse and highly qualified workforce to sustain the health, diversity and productivity of public lands for use and enjoyment of present and future generations.

We work to integrate diversity into our business strategies and decisions while increasing accountability and efficiency in diversity and inclusion initiatives.

Our DIART team came into existence as a result of President Obama's Executive Order on diversity and inclusion and Secretary Salazar's clearly defined commitment to adhere to those principles.

In turn, Arizona's leadership quickly provided their full support to assist in the development of our newly created DIART team.

A group of individuals were brought together from Arizona and New Mexico who are committed to promoting a positive workplace atmosphere.

The group is currently strategizing ways in which

the BLM can get its message of diversity and inclusion to both children and adults alike, which will involve our presence at various events sponsored by local schools, colleges, community centers and local governments.

We will attend job fairs, community events and other school programs.

Since our charter is to promote BLM's message of our commitment to recruiting and retaining a diverse workforce, we are going to mobilize our DIART team members and dispatch them to the far reaches of our state and possibly beyond.

We have very high aspirations for this group and I am so pleased to be a part of this ground-breaking grass roots initiative.

>> L. Thomas: Pam, can you talk a little bit about your -- or the blend between your job as a human Resource Specialist and your involvement on both diversity teams?

>> P. McNeil: Sure.

As I mentioned before, I serve as a human resources specialist in the Arizona State Office. My work on these teams synthesize and translate

nicely with my daily work objectives as I am charged with the recruitment, development and the retention of a competent, committed and diverse workforce for the State of Arizona.

I myself come from a diverse upbringing with my father being active duty military.

So I was able to travel the world and be blessed with the opportunity to embrace a broad spectrum of cultures and backgrounds.

As a member of the BLM family, I truly see a tremendous benefit of educating our workforce on our many diverse groups by highlighting and celebrating their contributions.

The benefits of creating and cultivating an inclusive work environment are immeasurable.

In my opinion, the BLM stands out as a leader as we continue to make tremendous strides towards a diverse and inclusive workplace.

It really is a pleasure to be part of the Bureau of Land Management organization, and I feel honored to participate on the various diversity teams.

>> L. Thomas: Thanks, Pamela for your background on the DIART teams and all the fine work that's

being done.

Mary, if we could, could you give us your insight as to why diversity matters?

>> M. Kaveloc: I would be happy to.

Thank you, Leon.

In addition to my work as associate District Manager for the Gila District in southeast Arizona, I also serve as a diversity change agent for the Bureau of Land Management and Department of Interior.

Lately, I have notice a worldwide rise in stereotyping or placing an individual into a category because of their culture, their religion or their heritage.

This has spurred me to increasing the awareness of why diversity matters in my home, local community and within the BLM.

Diversity matters to me because I believe in the uniqueness of individuals and what we each contribute to making life so enjoyable.

At the same time, I also realize each and every individual is part of a greater group called human beings and humanity.

What a boring place this world would be if we did

not have the individuality and uniqueness of  
people contributing to the whole of humanity?

Diversity matters to the Department of Interior  
and BLM because we want to make them the best  
place to work in America.

Where all of our employees are respected, quality  
of life is valued, and everyone achieves their  
potential.