

Now we're going to go to some big picture thoughts of the benefits of a robust and diverse workforce. It's time to hear from Arizona's and New Mexico's top BLM leadership.

We're going to start with Tim Murphy, acting New Mexico State Director in Santa Fe.

Tim, I believe you have some perspectives to share with us today.

Tim?

>> T. Murphy: Yes, thank you, Leon, and hello, everyone, again.

Establishing a truly inclusive workplace is a key foundation to establishing and maintaining a diverse workforce, and I'll get back to that.

A workforce that reflects the public we serve and meets our nation's evolving needs.

An agency that's relevant to employees, to the public and to Congress.

I would like to start out, though with a quote on perspective that I picked up at diversity change agent training course recently I attended with my friend and colleague Mary.

I've lost the author of the quote.

The quote is the: we look at the world and believe

we see it as it is.

But the reality is we see the world the way we are.

Okay.

So I'd like to look at this through an inclusive lens.

When we see the world the way we are but then also seek to understand and value the way others see the world, individual and organizational potentials will flourish.

When we seek to understand what other people are seeing, not just through the way we see the world, we expand our own potential and certainly our organization's.

We don't want anyone to feel they need to check themselves at the door to be welcome in our organization.

When someone needs to do that, we don't get the whole person.

They check some of their perspectives, some of their ideals.

We lose the whole person and we're not as robust an organization as we could be.

The challenges ahead require a broad mix of perspectives, approaches and new ideas.

In organizations where diversity and inclusiveness are championed and valued, creativity and innovation springs forth and we've all seen that.

To address contemporary and very complex challenges opinion an inclusive organization gives voice to every single one of us, every employee.

An inclusive organization genuinely, genuinely seeks and values differences in how each of us see the world.

And what each of us can contribute regardless of gender, race, age, orientation, disability, economic status, customer, culture.

An inclusive organization, each person has a voice, each person has the opportunity to achieve their potential.

All of us bring unique gifts to work every day.

File clerk, aviation manager, biologist, personnel specialists, when we create an atmosphere of inclusiveness and expression we excel individually certainly, but there goes that robust that organization as well.

We excel as a team.

When word of a diverse and welcoming and inclusive workplace gets out, and that's the kind of thing that gets out pretty rapidly, we become relevant

and highly attractive to the perspective employees we need to recruit, hire and retain in order to meet future challenges.

Diversity and inclusiveness are strategic elements for establishing BLM as a premier land management agency, a diverse and inclusive BLM will be incredibly relevant to the people and communities we serve and position us to meet the challenges ahead.

So, some of my perspectives on inclusiveness as a foundation and a must-have in any organization to develop and maintain a diverse, robust organization.

In BLM the premier land management agency.

So, Leon, I'll turn this back to you, and I look forward to a discussion with the group and any questions.

Thanks.

>> L. Thomas: Thanks, Tim.

I personally admired your leadership on so many fronts throughout this agency, and this is just another example of how your can-do attitude and your lead -- attitude and leadership inspires us all.

Anyone that doesn't want to follow you doesn't have a pulse.

Thank you very much, Tim, I appreciate it.

>> T. Murphy: Thanks, Leon.

It's a team.

>> L. Thomas: Ray, I would like to hear your thoughts on why diversity matters in the BLM and how it helps our multiple use mission.

>> R. Suazo: Thanks, Leon.

First of all, thanks, Tim.

I appreciate the comments that you shared.

I reflect upon his perspective and the perspective for the BLM and certainly this panel and the panel before have done a great job of sharing the importance.

I would like to share just a few thoughts with you.

Cultural diversity is not only something we celebrate and support, it's also important part of our organization.

In the BLM, our differences are not obstacles we seek to overcome but rather pieces to a puzzle

that would otherwise be incomplete.

Each one of our employees has a unique background that is vital to creating a stimulated and diverse workforce.

Our diversity in the BLM enhances our ability to serve our customers and manage our public lands.

Our nation's strength stems from its diversity, the diversity of America should continue to be reflected in our mission, our employees and our customers.

Arizona has several initiatives in place that focus on diversity and inclusion, and you've heard some of what we're doing in Arizona.

Let me just share a few thoughts.

These include participating in special emphasis program events, diversity training, and career development and career recruitment programs.

One noteworthy initiative is the recently formed diversity inclusion and awareness recruitment team.

You heard mention of it, our DIART team, it's a chartered team through our state leadership team, with goals and objectives that help us meet our diversity needs.

DIART's mission is to promote a positive workplace

atmosphere which values the uniqueness of each employee.

The DIART will strategically assist as with recruiting, retaining developing a committed workforce that provides exceptional service to our employees and to the people we serve.

BLM Arizona is committed to an inclusive, equitable and accessible workplace.

This commitment to diversity creates immeasurable benefits for our employees and our customers alike.

We want a diverse workforce that mirrors the communities we serve, which helps us gain a better understanding of our customers' needs.

We recognize and appreciate how our diversity inspires innovation, contributes to our collective knowledge.

We strongly believe that a diversity workforce and an inclusive environment will improve individual and organizational performance.

Leon, it also results in better value to the customers, clients, taxpayers and to the public overall.

>> L. Thomas: Thank you, ray.

I echo those same words I offered to team.

I have been fortunate to be able to see your leadership up close and personal being down the street at NTC.

So I appreciate all the leadership you have provided our agency.

>> R. Suazo:.

>> L. Thomas: Before we conclude the show I will open it up again for some more questions.

So, please, send us a fax, send us an e-mail or text message, or give us a call at the numbers provided there on the bottom of your screen.

Before we get started on that, though, I would like to go ahead and open it back up to a question that was offered from Wyoming that Ray wanted to elaborate on a little more.

>> R. Suazo: Earlier during the first panel we had a question come in from Montana, I believe it was, that asked how -- what are we doing in the BLM to sponsor and expand the diversity programs, the youth initiatives, and I'll go back to share that.

At a recent executive leadership team meeting, our

Director, Director Abbey, challenged each of our leadership team members to seek and hire and employ for the BLM a diverse and the most talented workforce we possibly can.

And it's really this commitment at the leadership level, at the executive leadership level, to inclusiveness in the workplace, to diversity and providing an atmosphere, really that welcomes it and understands the importance of having diversity in thought and what we bring to the table as individuals.

And so for the question that came from Montana, I would say that, you know, you've heard a couple of examples here in Arizona of the things that we're doing to sponsor and move diversity and inclusiveness forward, but there's so many more ideas -- throughout the Bureau, and I think that if you've got ideas, certainly share them with your leadership team and get things moving forward in your state, and I think as we come together as a collective, that we can bring the message of diversity, inclusion to the BLM.

I'll share a thought with that, Leon.

A special person in the BLM once shared with me that the BLM is like a puzzle.

We're all a very unique piece.

We're all very important.

The puzzle cannot be complete without every piece, and I think when you start to look at each one of us brings to the table as that piece to the puzzle, and when you bring us all together and we become that puzzle, the beauty of what the BLM can be.

And so I encourage you to continue to recognize that we all are a piece of the puzzle and when we come together we build the strong organization that we are.

>> L. Thomas: Thank you, Ray.

Appreciate that.

I have a question for Mary.

What is the role of a diversity change agent?

>> M. Kraveloc: Diversity change agent's role is to increase awareness within the BLM and the Department of Interior on why diversity matters. It's also to encourage others to embrace the differences in people, their uniqueness and also our inherent connectivity just like Ray was saying.

We're each unique but we're each connected to each other.

And also to encourage people to look at the value in each individual person and what that value of that person can bring to the organization as a whole.

>> L. Thomas: If someone wanted to become a diversity change agent, what would they have to do?

>> M. Kaveloc: I would encourage them to contact their supervisor and to let their executive leadership or their senior leadership team know, and in fact there's a diversity change agent training course going on at this very moment, and I think they're watching this video.

So there's going to be many, many more opportunities to become Diversity Change Agents. So I encourage you definitely, let your supervisor know, let folks know that you're interested, and I know that this program is going to go on for a long time.

>> L. Thomas: Thank you, Mary.

