

>> L. Thomas: I'm not sure if this changed or not, but it's my understanding that the Arizona mentoring program is not just for Arizona employees, correct?

>> P. McNeil: That is correct, yes.

We do have participants from other states and it makes it really interesting because, as Ray was saying, we do have various areas that we focus on.

So to be able to get insight from other states and combine all of that knowledge together is really -- it really is a great resource for the employee.

>> L. Thomas: Once again, a great model that can be used across the agency.

Another question that was faxed in.

Thanks for the great question on mentoring.

Very important to our agency.

We have seen young people come and go.

What have we -- sorry, I messed that question up there.

We have seen young people come and go.

What have been the retention statistics of the diversity program?

Have the students been staying?

Has it been successful as far as getting them to transition into

the various student programs we want them to transition into
1234.

>> R. Suazo: I can take that, Leon.

We're early on in the program, and we really don't have a whole
lot of statistics related to how we're doing, the numbers of
folks that are staying onboard.

Obviously our goal and our focus is to keep those folks onboard.

I think if you listen to Juan's story earlier, and it was just
a compelling story of the difference it's made for him, you
know, certainly we want to have more of those stories opinion
I think, as we implement further our DIART team and look at
opportunities for retention strategies, ideas from the field,
that we'll certainly be able to capture some statistics related
to that.

I would say that, Leon, at this point it's a little early to
make a determination about how well we're doing.

We're certainly focused, and the goal is to continue moving
forward.

With the Vets Success program that Pam mentioned earlier, we
certainly have seen some zest with that.

We've seen an opportunity to bring onboard some returning Iraqi
war vets, which is really important to us and they've provided
valuable input to the BLM.

So I think across the board we're seeing instances where it has

been really beneficial but as the programs develop and progress, and not just in Arizona, throughout the BLM, we'll be able to have a better measure.

>> L. Thomas: Thank you, ray.

>> M. Kaveloc: Can I add to that, Leon?

I think it behooves each and every one of us, every employee, to take the responsibility on to encourage people to maintain and to work on recruitment, and that is by going out and extending your hand to your fellow employee.

Asking them, taking them out for lunch, asking them to tell their stories, tell you a little bit about who they are, and just, I think, each one of us needs to take that responsibility, and that will help with recruitment, and it will help with retention in general, keeping employees in place.

>> L. Thomas: That's important for all new hires, I think.

Making them feel like the true family atmosphere that the BLM is.

Tim, any final thoughts?

>> T. Murphy: Yes and thanks, Leon.

I want to capture this statement.

You know, inclusiveness is everything and everybody and

everything they are.

I use that analogy of ensuring that no one has to check themselves at the gate or the door, just to bring forward an image that when they do, we don't have that whole person as I mentioned, and we don't have the ideas, and we don't have that solution we've been looking for in many cases.

And so each one of us has a responsibility.

Let's identify the obstacles to inclusiveness in the workplace, starting with ourselves.

Talk about the advantages of inclusiveness.

I want to recognize and note the gift that Arizona has given us today.

What they're doing to bring a diverse, youthful population into the workplace, fire and law enforcement, just two examples, is fantastic.

I am certainly taking note of that and I'm sure other viewers are.

This forum has just been a wonderful success.

I think we covered this well.

I do want to say as we go into this weekend, I would like everyone to, of course, enjoy Veteran's Day.

But seek out those veterans, the families of our veterans, particularly those who have their servicemen and women abroad, and thank them for their efforts to this country.

As those folks come back, our veterans, back to the U.S., we've

gotten more perspective to draw from, to use for accomplishing our mission in the BLM.

So, everyone, have a good day.

Thanks.

>> L. Thomas: Thank you, Tim.

Have a great weekend.

Thanks for joining us.

Ray, any final thoughts?

>> R. Suazo: Thank you, Tim.

I just want to say thank you to everyone across the BLM, and thank you to you, Leon and the staff here and the panelists for just a great amount of quality information that's been shared.

And I want to share that really it started with a vision and commitment on the leadership's part in Arizona and former Director Jim Ken nah was outstanding in bringing forward new ideas.

I'm expecting California will be moving along as well.

I can tell you it starts with a committed leadership.

We're certainly that that.

We plan to continue moving forward with our goals and our programs, and for the BLM, just remember, this is only one idea, and this is only one starting point.

We have such a diversity and knowledge in ideas and look forward

to the many new programs and opportunities for diversity and inclusion across BLM.

>> L. Thomas: Thank you, Ray.

And thank you, everybody.

Well, that concludes our HR forum on diversity and why it matters.

We hope this presentation has helped you better understand the benefits and advantages of diversity in our agency and how many different types of people come together every day to enable us to achieve our mission of managing America's public lands.

By working together, we can recognize and celebrate our differences, which helps us make BLM a stronger organization.

Thanks for joining us, and so long from Phoenix!

>> Anncr: This broadcast has been a production of the BLM National Training Center.