

Congress of the United States
Washington, DC 20515

July 20, 2016

The Honorable Ernest Moniz
Secretary of Energy
U.S. Department of Energy
1000 Independence Avenue, SW
Washington DC 20585

Dear Secretary Moniz:

Earlier this year, you wrote, “At the Department of Energy, we are constantly looking for new ideas and creative solutions to combat some of our world’s biggest issues... . These challenges can only be met if we have all hands on deck with a diverse workforce from all different backgrounds who are engaged in science and solutions.”¹

First, we would like to commend your strong support for diversity at DOE, and recognize the challenges you face in implementing it. However, we remain dismayed by the low percentage of women in science leadership roles at the DOE, even with the recent Director appointments of Dr. Jill Hruby, to the National Nuclear Security Administration; and Dr. Grace Bochenek, to the Energy Security Laboratories. There are no female Directors or Deputy Directors that oversee science activities in the ten DOE Office of Science Laboratories, and women comprise only 10% of Associate Laboratory Directors, Division Directors, or equivalents at all seventeen DOE laboratories.²

Given your strong commitment to achieve a diverse DOE workforce, we would hope that most of the National Laboratories would make their science and engineering workforce demographics public. Unfortunately, that is not the case. We appreciate the other diversity efforts that the National Laboratories are undertaking, such as improved manager training and climate surveys. However, the effectiveness of these measures can best be quantified through the analysis of detailed demographic data, particularly of research scientists/engineers and scientific leadership. Moreover, as public institutions, the National Laboratories have a particular responsibility to be accountable to the taxpayers and should make these data public.

¹ Moniz, Ernest. “Diversity in STEM Is Imperative.” *Medium*. 4 February 2016.
<https://medium.com/@ernestmoniz/diversity-in-stem-is-imperative-94c903b672ba#.d7hduwf38>

² <http://science.energy.gov/laboratories/>

Public demographic data is already available for Lawrence Berkeley National Laboratory (LBNL)³ and Argonne National Laboratory (ANL)⁴ in a useful and easily understandable format. Their analysis by gender, and race, as well as by job category and laboratory senior management, is exemplary. The remaining 15 national laboratories should follow LBNL and ANL's lead in this. It would also be helpful to put the current year demographics in context by providing data on how these numbers have changed over the course of the past ten years.

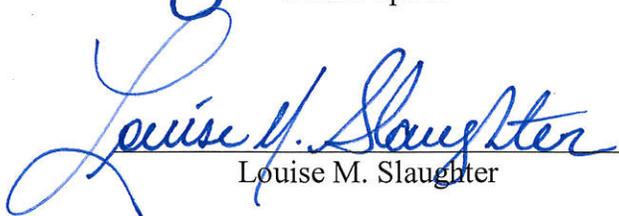
Please reply with the specific steps you will take to require all national laboratories make their demographic data public in a useful and detailed format, broken down by gender, ethnicity, job category, and lab senior management. Please also include a timeline for when these data will be made available to the public. It is particularly imperative to separate out scientific staff from support staff for this purpose – while we greatly value the contribution of support staff, women are not underrepresented in fields such as Human Relations, and the purpose of these analyses are to examine diversity in technical fields and technical management.

We commend your leadership, and urge you to ensure that the National Laboratories remain accountable to the public for their diversity efforts. We look forward to your response.

All the best,


Jackie Speier


Eddie Bernice Johnson


Louise M. Slaughter


Suzanne Bonamici


Katherine Clark


Rosa DeLauro


Alan Grayson


Barbara Lee

³ <http://diversity.lbl.gov/berkeley-lab-workforce-demographics/>

⁴ <http://www.anl.gov/diversity-inclusion/demographics>



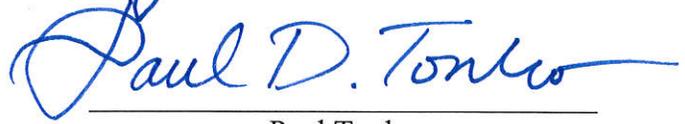
Daniel Lipinski



Zoe Lofgren



Mark Takano



Paul Tonko