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# The Value of Cultivating Diversity and Inclusion in the Energy Workplace

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# THE VALUE OF CULTIVATING DIVERSITY AND INCLUSION IN THE ENERGY WORKPLACE

Rosa Cassidy

Deputy Director, LM Energy





BY ENCOURAGING AN ENVIRONMENT OF INCLUSIVENESS,  
WE BELIEVE WE CAN BUILD A STRONGER CULTURE OF  
INNOVATION

-MARILYN A. HEWSON

# LOCKHEED MARTIN - DIVERSITY

- In 2017, LM employed 100,000 professionals world wide
- 49,000 employees are engineers
- LM Energy has over 400 employees
  - 200+ Science, Technology, Engineering & Math degrees
  - 125+ engineers and certified energy managers

**"WE FOSTER A CULTURE WHERE EACH AND EVERY ONE OF OUR EMPLOYEES FEELS VALUED, SUPPORTED AND HAS THE OPPORTUNITY TO HAVE THEIR VOICES HEARD. "**

**-Rainia L. Washington**  
Vice President, Global Diversity & Inclusion



# MULTIGENERATIONAL WORKPLACE

## Which Generation are You?

Generation Name	Births Start	Births End	Youngest Age Today*	Oldest Age Today*
<b>The Lost Generation</b> <b>The Generation of 1914</b>	1890	1915	103	128
<b>The Interbellum Generation</b>	1901	1913	105	117
<b>The Greatest Generation</b>	1910	1924	94	108
<b>The Silent Generation</b>	1925	1945	73	93
<b>Baby Boomer Generation</b>	1946	1964	54	72
<b>Generation X (Baby Bust)</b>	1965	1979	39	53
<b>Xennials</b>	1975	1985	33	43
<b>Millennials</b> <b>Generation Y, Gen Next</b>	1980	1994	24	38
<b>iGen / Gen Z</b>	1995	2012	6	23
<b>Gen Alpha</b>	2013	2025	1	5

(\*age if still alive today)



# A WOMAN IN TECHNOLOGY – MY PERSPECTIVE

- **Statistics from the Society of Women Engineers**

- Of the 2016 bachelors degrees awarded in engineering, only **3%** were awarded to women.
- Of that 3% only **6%** were women of color.
- In the workforce, only **13%** of engineers are women

- **My Experience**

- 1 of 3 in mechanical engineering (undergraduate school)
- 1 of 3 in mechanical engineering (graduate school)
- Only woman engineer in my group for the first 10 years of my career!

- **How do I influence the statistics?**

- Involvement in STEM events (K -12)
- Mentorship of undergraduate students
- Mentorship of early career engineers
- Encourage women engineers to take leadership in technical initiatives

1	Mechanical	6	Industrial/Manufacturing/Systems
2	Chemical	7	Electrical
3	Civil	8	Computer Engineering
4	Biomedical	9	Environmental
5	Computer Science	10	Metallurgical & Materials

***LOCKHEED MARTIN***

