

Script for Director's Diversity & Inclusiveness Video

Since I became Director of the Bureau of Ocean Energy Management, Regulation and Enforcement last June, we have been working hard to reform offshore energy development and the agency responsible for overseeing it. Since that time, we have been working aggressively to make the changes necessary to restore the public's confidence that offshore oil and gas drilling and production can be conducted safely.

While we are making regulatory changes, we are also undergoing an aggressive reorganization that will ultimately result in three different agencies with the independent missions of leasing offshore areas for conventional and renewable energy development, enforcing safety and environmental regulations, and managing revenues generated from oil and gas production on federal lands and the Outer Continental Shelf.

The bureau is faced with many difficult challenges and tough decisions, but we have a professional, skilled and dedicated workforce to deal with those challenges and to make those tough decisions. We are also actively recruiting well qualified scientists, engineers and other professionals to increase our capacity and expertise.

As we continue to implement our reforms, it is critical that we do everything we can to recruit the sharpest minds and the best people to work on solutions to the problems and challenges we face. We can best achieve these organizational goals by working hard to build a more inclusive organization that better reflects the diverse face of America.

As a public agency, we are committed to recruiting, retaining and developing a workforce that represents a cross-section of the nation we serve. We are at our best when we draw upon the talents of all parts of our society, and our greatest accomplishments are realized when diverse perspectives and experiences are brought to bear to address our greatest challenges.

Embracing diversity and inclusiveness is about welcoming differences of thought, background, education, marital status, experience, socio-economic status, occupation, language and geographic location. It's also about embracing all voices and perspectives, talents, roles and viewpoints to build a stronger and healthier organization, improve our decisions, and enhance our ability to meet the needs of the public and be responsive to all aspects of it. And finally, I believe it's about promoting creativity, innovation and results.

A centralized diversity plan alone will not be enough to accomplish these goals. To succeed, we need the energy and leadership of employees and managers across the entire organization to pursue these important goals.

To fully harness that energy and leadership, we will be expanding the number of bureau participants in the Department of the Interior's Diversity Change Agent Program. They will assist in promoting diversity in various programs – including recruitment and retention, cultural competency initiatives, employee engagement, and diversity and inclusion training and development. The goal of this comprehensive effort is to establish a cadre of fully committed change agents within the bureau who will help us build a more diverse and inclusive workforce.

With a focus on long-term organizational success, I ask each of you to increase your efforts to recruit, hire and keep America's best talent in BOEMRE so that, as we complete the

reorganization, our new agencies will take full advantage of the strengths of a diverse workforce. I am committed to this effort, and I appreciate all that you are doing to support these goals.

Thank you.