

The Office of the Secretary, Office of Economic Impact and Diversity (ED),
and the Community for the Advancement of Latinos
at the Department of Energy (CALDOE) present:

2022 National Hispanic Heritage Month Program

“UNIDOS: Inclusivity for
a Stronger Nation”



2022 National Hispanic Heritage Month Program

“UNIDOS: Inclusivity for a Stronger Nation”

Date: October 6, 2022 | Time: 12:00-1:00 p.m. (ET)

Welcome Remarks and Introduction of Secretary of Energy

Shalanda H. Baker
Secretarial Advisor on Equity
Director
Office of Economic Impact and Diversity

Remarks by Secretary of Energy

Honorable Jennifer M. Granholm
Secretary of Energy

Remarks and Introduction of Keynote Speaker

Dr. Beatriz Cuartas
NGFP Federal Program Manager & MSIPP Federal Director
National Nuclear Security Administration
Co-President, Community for the Advancement of
Latinos at DOE (CALDOE)

Keynote Speaker

Dr. Carlos E. Cortés
Professor Emeritus of History
University of California, Riverside

Update: White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics, Executive Order 14045

Lady Idos
Deputy Director
Office of Diversity, Equity, Inclusion, and Accessibility

Feature Segment: CALDOE ERG Roundtable

Moderator:

Maria Payan
Hispanic Media Specialist
Office of Energy Efficiency and Renewable Energy
CALDOE Member

Panelists:

Jose Delgado
Deputy Director, Counterintelligence
Office of Intelligence and Counterintelligence
CALDOE Member

Edward Rios
Commercialization Executive
Office of Technology Transitions
CALDOE Member

Carla Piedra
Statistician/Project Manager
Office of Survey Operations
Energy Information Administration
CALDOE Member

Closing Remarks:

Patricia Zarate
Deputy Director
Office of Civil Rights and Equal Employment Opportunity

A Proclamation on National Hispanic Heritage Month, 2022

September 14, 2022

Hispanic heritage holds an indelible place in the heart and soul of our Nation, and National Hispanic Heritage Month reminds us that the American identity is a fabric of diverse traditions and stories woven together. Since the beginning, our country has drawn strength and insights from Hispanic writers, scientists, soldiers, doctors, entrepreneurs, academics, and leaders in labor and government. Our culture has been enriched by the rhythms, art, literature, and creativity of Hispanic peoples. And our deepest values have been informed by the love of family and faith that is at the core of so many Hispanic communities. All of these contributions help us realize the promise of America for all Americans.

During National Hispanic Heritage Month, we reaffirm that diversity is one of our country's greatest strengths. We also acknowledge the Hispanic leaders who have stayed in the struggle for equal justice to ensure that everyone in this Nation can contribute their talents and have the opportunity to thrive.

My Administration is committed to the success of Hispanic communities. Since coming to office, we have provided billions of dollars in loans, including to Hispanic-owned small businesses, and are working to increase the share of Government contracts going to underserved businesses by 50 percent. We have helped students, including Hispanic students, earn postsecondary degrees by providing over \$10 billion to community colleges and approximately \$11 billion to Hispanic-Serving Institutions. My Administration has sent billions of dollars in emergency financial aid grants directly to students and has increased the maximum Pell Grant by the largest amount in over a decade. Additionally, my Administration is providing up to \$20,000 in debt relief as part of a comprehensive effort to address the burden of growing college costs. This action will have a significant impact on Hispanic borrowers, given that among Hispanic undergraduate borrowers, 65 percent receive Pell Grants. We have also strengthened rental assistance for families facing eviction and bolstered community health centers that predominately serve Hispanic patients and other patients of color. Our American Rescue Plan expanded the Child Tax Credit for 2021, providing critical relief to millions of working families and helping drive a historic reduction in Hispanic child poverty.

As we look ahead, we will continue to build a fair, humane, and orderly immigration system and fight to protect the rights of Deferred Action for Childhood Arrivals (DACA) recipients and others who call this country home. That means continuing to support a pathway to citizenship for those with temporary protected status as well as farm workers and other essential workers. It means keeping alive the torch of liberty that has led generations of immigrants to this land seeking new opportunities and a better future. We will also work to strengthen our partnerships with allies across Latin America.

Additionally, we are committed to reflecting the full talents of our Nation through our own Administration. I am proud to have appointed Secretary of Health and Human Services Xavier Becerra, Secretary of Homeland Security Alejandro Mayorkas, Secretary of Education Miguel Cardona, and Small Business Administrator Isabel Guzman, as well as Hispanic staff at every level of the Federal Government.

This month, we carry on the important work of honoring Hispanic heritage. Let us give thanks to the many generations of Hispanic leaders who have helped build this country and continue to fight for equality and justice. Let us pledge to invest in the next generation of Hispanic men and women who hold the destiny of our Nation in their hands.

In recognition of the achievements of the Hispanic community, the Congress, by Public Law 100-402, as amended, has authorized and requested the President to issue annually a proclamation designating September 15 through October 15 as "National Hispanic Heritage Month."

NOW, THEREFORE, I, JOSEPH R. BIDEN JR., President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim September 15 through October 15, 2022, as National Hispanic Heritage Month. I call upon all Americans to observe this month with appropriate ceremonies, activities, and programs that celebrate Hispanic heritage and recognize the impact Hispanic peoples have had on our Nation.

IN WITNESS WHEREOF, I have hereunto set my hand this fourteenth day of September, in the year of our Lord two thousand twenty-two, and of the Independence of the United States of America the two hundred and forty-seventh.

JOSEPH R. BIDEN JR.

JENNIFER M. GRANHOLM

16th Secretary of Energy
U.S. Department of Energy



Jennifer M. Granholm was sworn in as the 16th Secretary of Energy on February 25, 2021, becoming just the second woman to lead the U.S. Department of Energy (DOE).

Secretary Granholm will lead DOE in helping America achieve President Biden's goal of net-zero carbon emissions by 2050 by advancing cutting-edge clean energy technologies, creating millions of good-paying union clean energy jobs, and building an equitable clean energy future. Secretary Granholm will also oversee DOE's core missions of promoting American leadership in scientific discovery, maintaining the nuclear deterrent and reducing nuclear danger, and remediating the environmental harms caused by legacy defense programs.

Prior to her nomination as Secretary of Energy, Jennifer Granholm was the first woman elected Governor of Michigan, serving two terms from 2003 to 2011.

As Governor, Jennifer Granholm faced economic downturns caused by the Great Recession and meltdown in the automotive and manufacturing sectors. She successfully led efforts to diversify the state's economy, strengthen its auto industry, preserve the manufacturing sector, and add emerging sectors — such as clean energy — to Michigan's economic portfolio. Today, one-third of all North American electric vehicle battery production takes place in Michigan, the state is one of the top five states for clean energy patents, and 126,000 Michiganders were employed in the clean energy sector prior to COVID-19.

Secretary Granholm was also the first woman elected Attorney General of Michigan and served as the state's top law enforcement officer from 1998 to 2002.

After two terms as governor, Jennifer Granholm joined the faculty of the University of California, Berkeley as a Distinguished Professor of Practice in the Goldman School of Public Policy, focusing on the intersection of law, clean energy, manufacturing, policy, and industry. She also served as an advisor to the Clean Energy Program of the Pew Charitable Trusts.

Jennifer Granholm began her career in public service as a judicial clerk for Michigan's 6th Circuit Court of Appeals. She became a federal prosecutor in Detroit in 1990, and in 1994, she was appointed Wayne County Corporation Counsel.

Secretary Granholm, an immigrant from Canada, is an honors graduate of both the University of California, Berkeley and Harvard Law School. She and her husband, Daniel G. Mulhern, have three children.

SHALANDA H. BAKER

Director, Office of Economic Impact and Diversity

Secretarial Advisor on Equity

U.S. Department of Energy



The Honorable Shalanda H. Baker is the Director of the Office of Economic Impact and Diversity at the U.S. Department of Energy and Secretarial Advisor on Equity. Prior to her Senate confirmation, she served as the Nation's first-ever Deputy Director for Energy Justice. Before joining the Biden-Harris Administration, she was a Professor of Law, Public Policy, and Urban Affairs at Northeastern University.

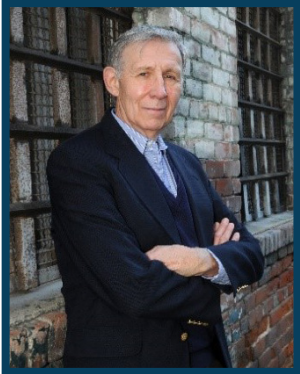
She has spent over a decade conducting research on the equity dimensions of the global transition away from fossil fuel energy to cleaner energy resources. She is the author of over a dozen articles, book chapters, and essays on renewable energy law, energy justice, energy policy, and renewable energy

development. In 2016, she received a Fulbright-Garcia-Robles research fellowship to study climate change, energy policy, and indigenous rights in Mexico. She is the Co-Founder and former Co-Director of the Initiative for Energy Justice (www.iejusa.org), an organization committed to providing technical law and policy support to communities on the frontlines of climate change. Her book, *Revolutionary Power: An Activist's Guide to the Energy Transition* (Island Press 2021), argues that the technical terrain of energy policy should be the next domain to advance civil rights.

She received her BS from the United States Air Force Academy and JD from Northeastern University School of Law. She obtained her LLM while serving as a William H. Hastie Fellow at the University of Wisconsin School of Law.

DR. CARLOS E. CORTÉS

Edward A. Dickson Emeritus Professor of History
University of California, Riverside



Dr. Carlos E. Cortés is the Edward A. Dickson Emeritus Professor of History at the University of California, Riverside. He is currently co-director of the UCR School of Medicine's Health Equity, Social Justice, and Anti-Racism curriculum. Since taking early retirement in 1994, he has been a diversity consultant, lecturer, and workshop presenter for government agencies, school systems, universities, mass media, private businesses, and other organizations throughout the United States, Latin America, Europe, Asia, and Australia.

Cortés has served as Scholar-in-Residence with Univision Communications and as consultant for the Dreamworks film, "Puss in Boots 2." For his work as the Creative/Cultural Advisor for Nickelodeon's Peabody-award-winning children's television series, "Dora the Explorer," and its sequels, "Go, Diego, Go!" and "Dora and Friends: Into the City," he received the 2009 NAACP Image Award. Cortés currently serves as the Consulting Humanist for the Cheech Marin Center for Chicano Art & Culture and is an inaugural member of the Content Moderation Advisory Board for Teachers Pay Teachers.

LADY IDOS

Deputy Director Office of Diversity, Equity, Inclusion, and Accessibility U.S. Department of Energy



Lady Idos (she/her) is the Deputy Director and head of the Office of Diversity, Equity, Inclusion, and Accessibility (ODEIA) at the U.S. Department of Energy (DOE), located within the Office of Economic Impact and Diversity. Lady's role is to develop and lead DOE's strategy to strengthen and integrate diversity, equity, inclusion, and accessibility (DEIA) within talent processes and culture, in alignment with DEIA-related Presidential directives. She currently serves as DOE's senior designee or agency co-lead for the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders; Executive Order (EO) 14035 on DEIA with the White House Domestic Policy Council; and EO 14031 on gender equity with the White House Gender Policy Council.

Prior to the DOE, Lady served as the Chief Diversity, Equity, and Inclusion Officer at Lawrence Berkeley National Laboratory (LBNL), a DOE laboratory managed by the University of California (UC). She was responsible for guiding LBNL to develop and execute a comprehensive DEIA strategy that is embedded in the organizational culture and aligns with the Lab's research mission (Lady is currently on Federal assignment at the DOE).

Some of Lady's accomplishments include establishing and implementing DOE's and LBNL's first DEIA strategic plan, launching the Lab's first Employee Resource Groups (ERGs); creating the first set of Workplace Gender Identity and Transition Guidelines within the national laboratory and UC system; spearheading an internship program for individuals with disabilities and veterans; and chairing the Lab's first DEIA Senior Leadership Council. Lady is also experienced in equal employment opportunity (EEO) and affirmative action (AA) compliance and served as an investigator for Title IX and sexual harassment cases, as well as discrimination, harassment, and retaliation claims under Title VII of the Civil Rights Act.

Lady serves as co-chair for Bay Area Council's Diversity & Inclusion Committee and Chief Diversity Officers group; and advisor for UC Berkeley's startup accelerator SkyDeck. Lady was the 2016 recipient of the UC Kevin McCauley Memorial Award for Outstanding Staff for her work in DEI. Lady holds a master's degree in Public Administration from the University of San Francisco; B.A. degree in Sociology from the University of California, Santa Cruz; and earned her Diversity and Inclusion Certificate from Cornell University.

DR. BEATRIZ CUARTAS

NGFP Federal Program Manager

MSIPP Federal Director

National Nuclear Security Administration

Co-President, Community for the Advancement of Latinos at DOE (CALDOE)

U.S. Department of Energy



Dr. Cuartas is a social scientist, public servant, writer, speaker, volunteer, and mom. Currently, Beatriz serves as DOE-NNSA's NGFP Federal Program Manager. In her role, she manages a critical DOE-NNSA talent succession pipeline portfolio totaling ~ \$12 million and managing 70 fellows. During her volunteer time, she serves as the Co- President for DOE's Community for the Advancement of Latinas/os/x @ Energy (CALDOE). She also serves as DOE's White House Liaison on Hispanic Economic Development Initiatives. Beatriz is committed to strengthening DOE's workforce through diversity. Accordingly, her program is a DEIA excellence model due to high underserved retention and a NGFP labor force that looks like America. In her federal career, she has served in numerous roles including MSIPP Interim Director, Special Assistant to NNSA's

Chief-of-Staff, EPA's National Policy Manager, and GAO/OIG liaison. During her NNSA tenure, Bea has secured a Presidential Award for the agency.

During her earlier career, Beatriz served in academia leadership roles. For instance, she led the Graduate School of Political Management's as the Deputy Director and PM professor. Beatriz was also awarded the 1st ever Well-being Doctoral Fellowship at Mason's Schar School of Government, Policy, and international relations. During her time at GW and Mason, Bea conducted extensive life quality research. She collaborated with the Ecuadorian Embassy and the Well-being Department (Ministerio del Buen Vivir) to build a well-being measure/app for Ecuador. Prior to joining academia, she worked as an auditor at the U.S. Government Accountability Office, interned at the Inter-American Development Bank, and the Organization of American States. In sum, she has over 20 years of professional experience, 10+ years in leadership, & management (over 110 staff, thousands of university students, and delivered 100+ government courses).

Dr. Cuartas is currently attending Georgetown University's Institute for Transformational Leadership. She holds a Ph.D. from George Mason School of Policy, Government, and International Affairs, and a Masters in Comparative Political Systems from Sciences-Po-Aix, attaché Sorbonne. Still today, she continues to author and deliver talks on Changing U.S. Demographics, Latin Politics, American Government, and Global Quality of Life Metrics.

MARÍA E. PAYÁN

**Hispanic Media Specialist
Communications Department
Office of Energy Efficiency and Renewable Energy (EERE)
U.S. Department of Energy**



María joined the EERE Communications Department in August 2022 to focus on the Hispanic Media Outlets to communicate the DOE-EERE mission, programs, projects, prizes and announcements for the Hispanic Community engagement and awareness.

María is a television journalist who was born in Santo Domingo, Dominican Republic. She began working in media as a television production assistant in 1996 for investigative television shows. She made her debut in front of the cameras in 2001 as a sports reporter and soon after became a sports news anchor. In 2003 she started working for Telefutura (Univision Network) as a sportscaster and in 2008 moved to the News Department, where she spent the next 10 years working as a News Reporter for the national morning show Despierta America and the national Newscast Noticiero Univision in Miami, Florida. María also worked for Telemundo (NBC Universal) for over a year as a news writer, before moving to El Paso, Texas, where she returned to her work as a National Correspondent at Noticiero Univision from the U.S. Mexico border.

JOSE L. DELGADO

Deputy Director for Counterintelligence

Office of Intelligence and Counterintelligence

**Community for the Advancement of Latinos at DOE (CALDOE), Member
U.S. Department of Energy**



Jose Delgado currently serves as the Deputy Director for Counterintelligence in the Department of Energy's Office of Intelligence and Counterintelligence. In this capacity, he provides executive leadership to the Department of Energy personnel that conduct the counterintelligence operations, activities, collection, reporting and analysis necessary to address the highest priority counterintelligence issues affecting the Department of Energy. He served previously as the Director of the Counterintelligence Mission Center, Office of Intelligence & Analysis, within the Department of Homeland Security (DHS) where he oversaw the strategic direction and expansion of the DHS counterintelligence program. As the DHS lead for counterintelligence issues, he led the Department's personnel dispersed across the Office of Intelligence &

Analysis, Terrorism Screening Center, FBI Counterintelligence Task Force, and a Department of Defense Task Force focused on screening terrorism detainees.

Early in his SES career, Mr. Delgado was deployed to El Paso, Texas where he served for over four years as the Deputy Director of the El Paso Intelligence Center as part of an Executive Joint Duty Assignment with the Drug Enforcement Administration. After his El Paso assignment and upon his return to Washington D.C., he established the DHS Current and Emerging Threats Center and served as its first Director.

Mr. Delgado has been a career member of the Senior Executive Service (SES) since 2014. He was commissioned as an officer in the United States Army in July 1985 and transitioned to a civilian intelligence career in October 1997. As a U.S. Army Military Intelligence Officer, Mr. Delgado served in a myriad of command and staff positions domestically and overseas, including tours and assignments in Panama, Colombia, El Salvador, Peru and Thailand as a member of the 101st Airborne Division (Air Assault), 470th Military Intelligence Brigade (Panama) and multiple Department of Defense special mission task forces.

Mr. Delgado holds an undergraduate degree in Coastal Marine Biology from the University of Puerto Rico, and a graduate degree in Adult Education and Distance Learning from the University of Phoenix. He was also distinguished as a graduate of the DHS Executive Capstone Program, the Office of Personnel Management's Executive Leadership Education and Development (LEAD) Program, and the John F. Kennedy School of Government at Harvard University Senior Executives in National and International Security Program.

EDWARD RIOS

**Commercialization Executive
Office of Technology Transitions**

**Community for the Advancement of Latinos at DOE (CALDOE), Member
U.S. Department of Energy**



Edward Rios currently serves as a Commercialization Executive in the Office of Technology Transition's (OTT). He is the hydrogen lead for OTT where he engages with internal and external stakeholders who are seeking DOE's assistance with their technology's commercialization efforts. He also focuses on OTT's STEM outreach efforts by maintaining and promoting OTT's University Toolkit, a resource available to any U.S. college or university that wants to strengthen their relationship with DOE. He serves as OTT Diversity, Equity, Inclusion and Accessibility (DEIA) lead and represents OTT in many of DOE's DEIA initiatives.

Mr. Rios has over 20 years of professional experience with expertise in production engineering, process engineering, and innovative energy technology finance. His career began as a production/process engineer in chemicals and manufacturing facilities located throughout his home state of Florida. He arrived in Washington, DC in 2004 where he served as a technical consultant in DOE's Office of Energy Efficiency and Renewable Energy followed by assignments with DOE's Office of Information and Business Management Systems, the Department of Interior's Bureau of Indian Affairs, the National Energy Technology Laboratory in Morgantown, WV, and DOE's Loan Program's Office. Mr. Rios joined DOE's Loan Programs Office (LPO) in 2010 as a Federal Employee where he led the analysis of loan guarantee applications received under the Nuclear, Fossil, Renewable and Efficient Energy, Tribal Energy, and Advanced Technology Vehicles Manufacturing programs. He also was a key member of LPO's outreach and business development activities. During his time at DOE, Edward has been a proud and active member of the Community for the Advancement of Latinos for DOE (CALDOE), an employee resource group sponsored by DOE.

Mr. Rios is a graduate of the University of Florida where he completed his B.S. and M.S. in Chemical Engineering and Industrial & Systems Engineering respectively.

CARLA M. PIEDRA

Statistician/Project Manager

Office of Survey Operations

Energy Information Administration

Community for the Advancement of Latinos at DOE (CALDOE), Member

U.S. Department of Energy



Carla Piedra currently serves as a Statistician and Project Manager for the Office of Survey Operations in the Department of Energy's Office of Energy Information Administration (EIA). In this capacity, she provides analytical expertise for various domestic Natural Gas Reports. She also serves as the lead Project Manager for one of the agency's modernization projects. Ms. Piedra started her federal career as a contractor supporting EIA for over four years. She transitioned into her current federal role last year. During her volunteer time, she is a member of DOE's Community for Advancement of Latinx (CALDOE) and Emerging Professionals Group (EPG).

During her earlier career, Carla served in the private sector. She worked as a Senior Energy Analyst for ConocoPhillips (COP). Her passion for community engagement and Latinx support proceeds her. Ms. Piedra was the Communication Chair for COP's Latinx in Energy. She aspired to continue bringing to light issues impacting her community and bridging equity gaps.

Ms. Piedra is currently pursuing her Project Management Certification. She holds a Bachelor in Business Administration focusing in Energy Management and Finance from the University of Oklahoma.

PATRICIA ZARATE

Deputy Director Office of Civil Rights and Equal Employment Opportunity U.S. Department of Energy



Ms. Zarate has worked at the Department of Energy for fifteen years. She currently serves as the Deputy Director for Civil Rights and Equal Employment Opportunity.

In her capacity as Deputy Director, Ms. Zarate provides executive direction for the Civil Rights Division, as well as the EEO, Assessment, and Compliance Division. Ms. Zarate is also responsible for oversight and implementation of the EEO Functional Realignment and the creation of the EEO Corporate Services and Oversight Division within the Office of Civil Rights and Equal Employment Opportunity.

Ms. Zarate is responsible for formulating and executing equal employment opportunity (EEO) policies and practices, overseeing the internal EEO complaint process and external civil rights monitoring and enforcement functions (including discrimination complaints and compliance reviews pertaining to DOE financial assistance recipients), and advising Departmental leaders, managers, and employees of their rights and responsibilities with respect to federal anti-discrimination and anti-harassment laws and regulations. Prior to joining the Department, Ms. Zarate worked as a briefing attorney for the Honorable Nelda V. Rodriguez of the Texas Thirteenth District Court of Appeals.

Ms. Zarate graduated cum laude from St. Mary's University School of Law. She received her B.S.F.S. degree from Georgetown University. Ms. Zarate is licensed to practice law in the State of Texas and the District of Columbia.

