

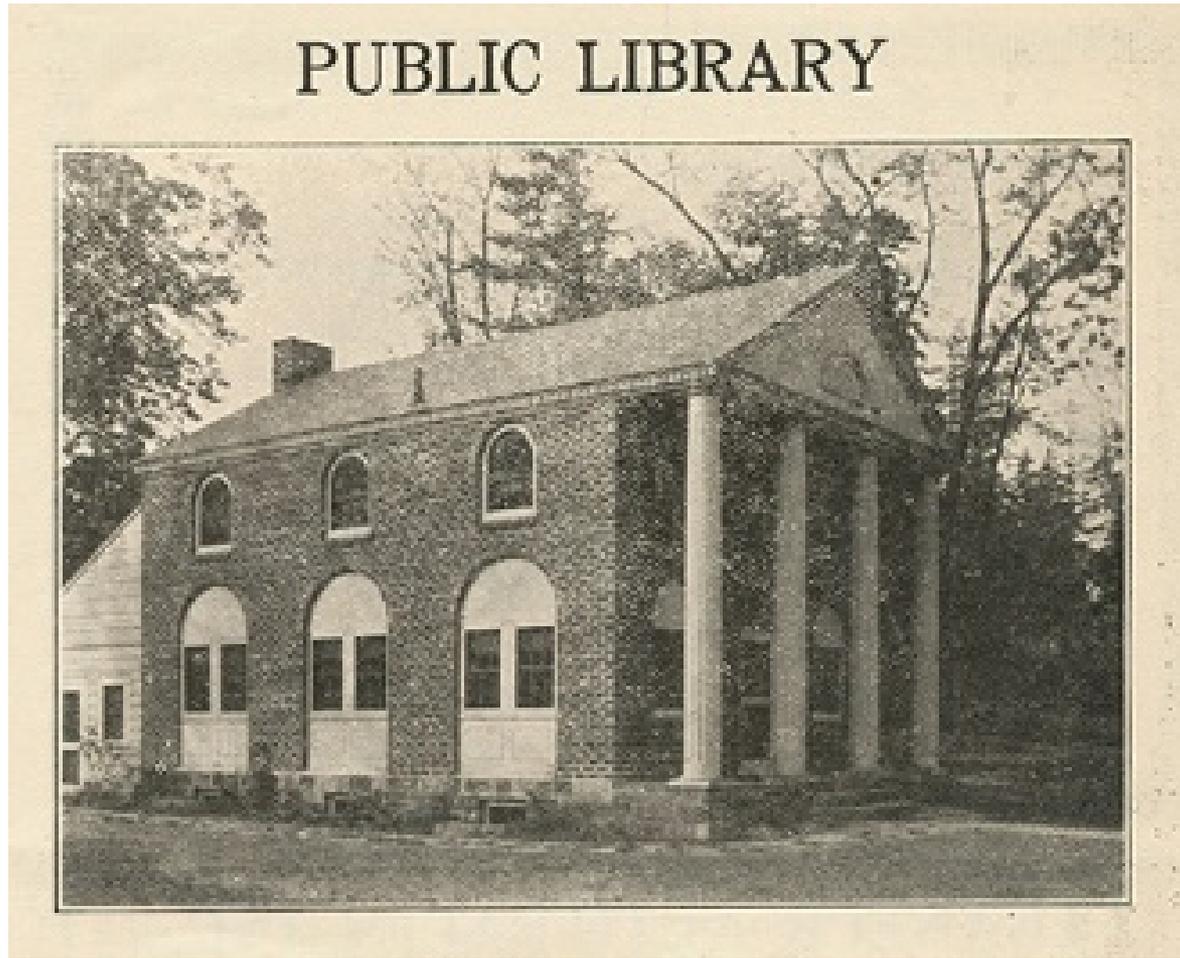
# Leadership, Culture & Advocacy

EUCI Leadership Conference for Women in Energy

Dec. 9, 2020 | Virtual conference

Mark A. Gabriel  
Administrator and CEO

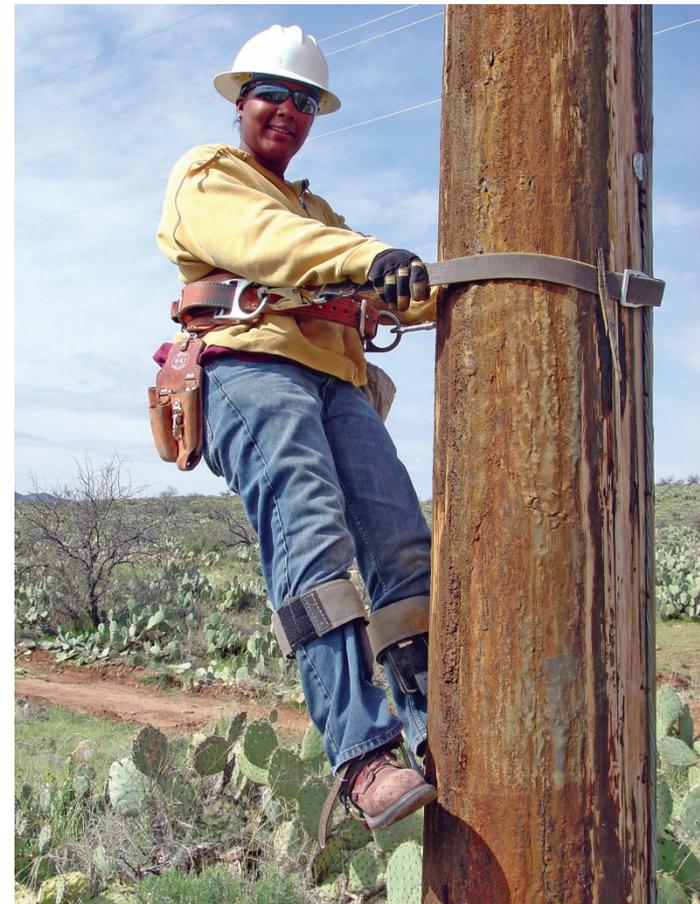
# Career beginnings



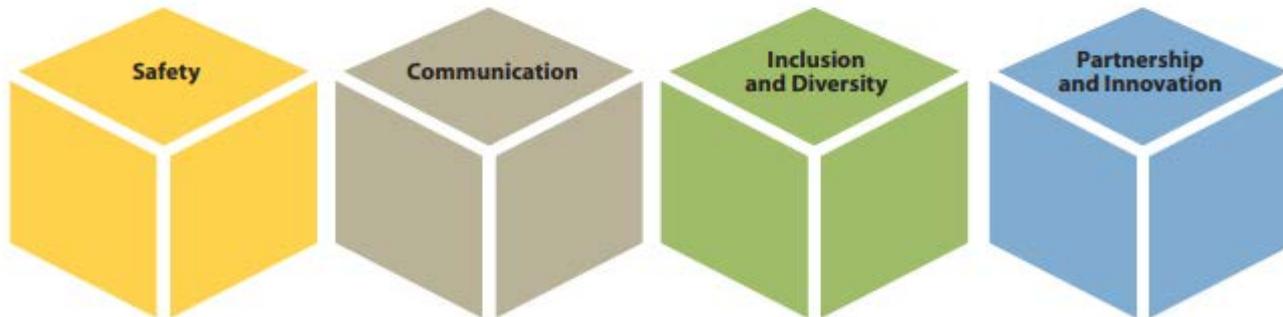
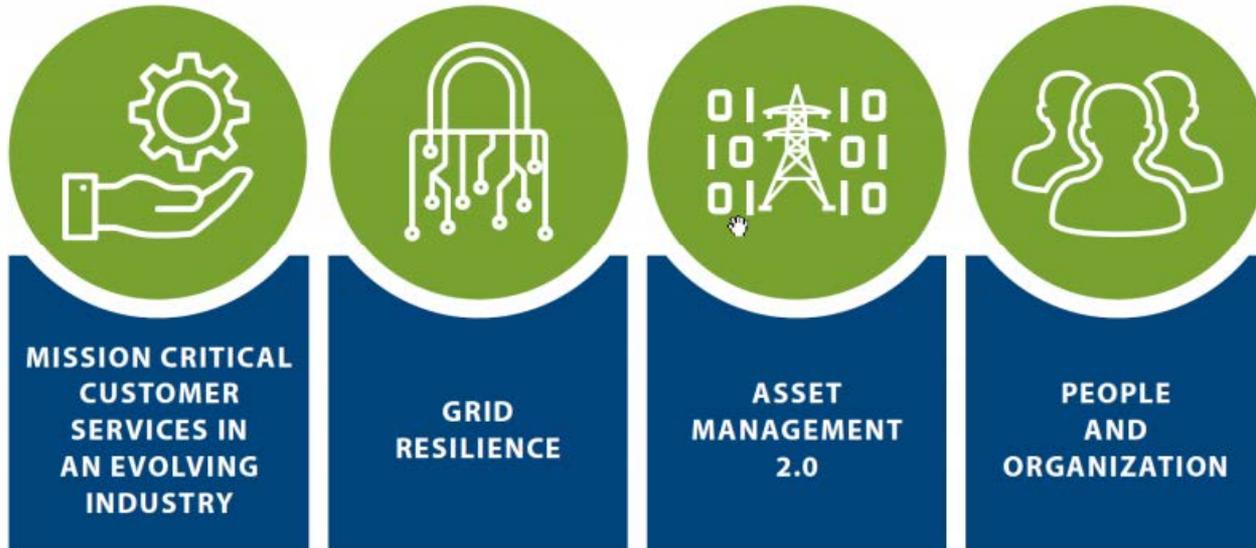
Teaneck Public Library

# Inclusion & diversity at WAPA

- Heard & engaged
- Inclusion & Diversity Committee
- Inclusion, Innovation & Technology Summit
- Women in Water & Energy conference

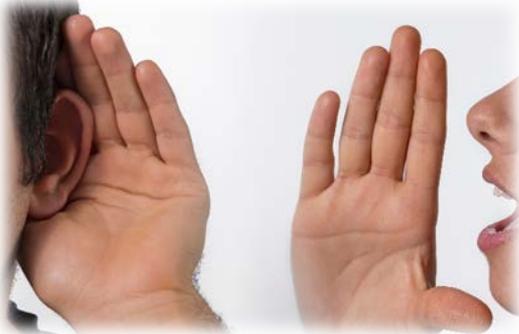


# Tactical Action Plan



# Core Values

**Listen to understand,  
speak with purpose**



**Seek. Share. Partner.**



**Be curious, learn more,  
do better. Repeat.**



**Respect self, others  
and environment.**



**Do what is right.  
Do what is safe.**



**Serve like your lights  
depend on it.**

# Federal Employee Viewpoint Survey

#	Question	FY19 Positive	YoY Change	5-Year Change	5-Year Trend (FY15 - FY19)
2	I have enough information to do my job well.	74.4%	0.2%	4.1%	
3	I feel encouraged to come up with new and better ways of doing things.	71.9%	2.6%	12.3%	
11	My talents are used well in the workplace.	69.5%	0.6%	8.7%	
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.6%	3.3%	7.6%	
24	In my work unit, differences in performance are recognized in a meaningful way.	39.4%	1.9%	9.5%	
25	Awards in my work unit depend on how well employees perform their jobs.	49.9%	1.7%	12.9%	
30	Employees have a feeling of personal empowerment with respect to work processes.	58.6%	4.8%	8.2%	
32	Creativity and innovation are rewarded.	52.7%	8.4%	19.6%	
34	Policies and programs promote diversity in the workplace.	63.8%	4.1%	5.3%	
37	Arbitrary action, favoritism and coercion for partisan political purposes are not tolerated.	60.6%	-1.0%	7.0%	
38	Prohibited Personnel Practices are not tolerated.	73.0%	0.8%	6.4%	
42	My supervisor supports my need to balance work and other life issues.	86.8%	0.5%	4.0%	
45	My supervisor is committed to a workforce representative of all segments of society.	72.7%	0.0%	8.3%	
46	My supervisor provides me with constructive suggestions to improve my job performance.	71.0%	4.9%	11.3%	
48	My supervisor listens to what I have to say.	83.4%	2.4%	6.3%	
49	My supervisor treats me with respect.	86.3%	1.1%	5.3%	
50	In the last six months, my supervisor has talked with me about my performance.	87.2%	2.6%	8.3%	
55	Supervisors work well with employees of different backgrounds.	75.1%	7.8%	11.3%	
58	Managers promote communication among different work units.	64.5%	8.0%	12.1%	
59	Managers support collaboration across work units to accomplish work objectives.	67.8%	5.7%	12.1%	
	Inclusion Index	67.3%	3.0%	9.0%	

# By the numbers

- Total federal employees: 1,488
- Women: 392 (26.3%)
  - Craft women: 6
- Women in management positions: 20.8%
  - Excluding Craft management: 28%

# Female executives



# Senior manager team photos



2013



2019

# Contact/follow me

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*Glen Canyon*