

# Diversity & Inclusion

New Perspectives

June 18th, 2018

# What we think...

As scientists,

- We are objective
- We don't have biases
- We treat everyone equally

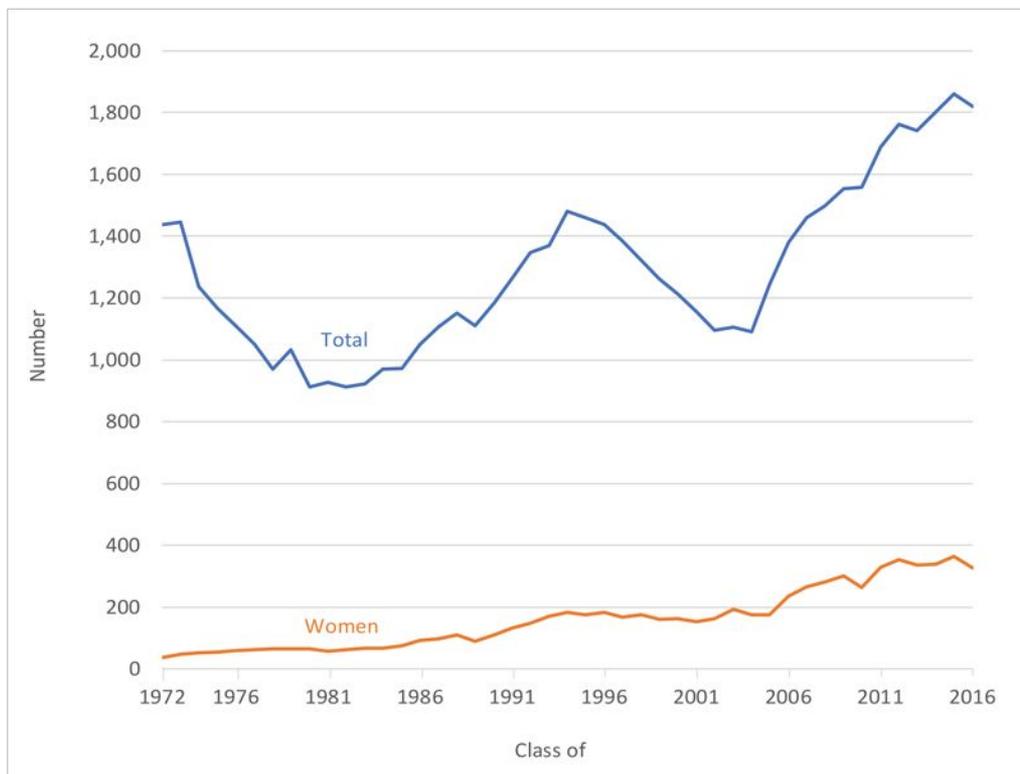
# The reality

**Race and Ethnicity of Physics PhDs,  
Classes of 2014 through 2016.**

	3-Year Average Number	Percent of all Physics PhDs	Percent of U.S. Physics PhDs*
White	843	46	87
Asian-American	57	3	6
Hispanic-American	38	2	4
African-American	16	1	2
Other U.S. citizens	12	1	1
Non-U.S. citizens	861	47	-
Total	1,827	100	100

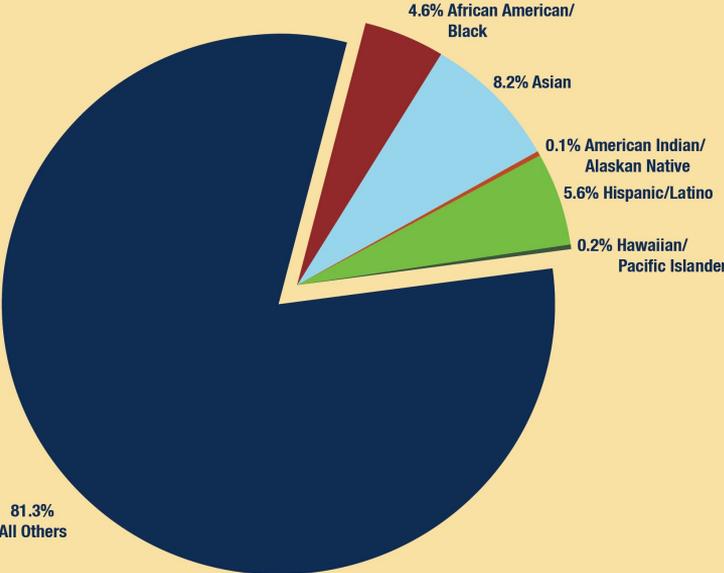
\*Based on a 3-year average of 966 US citizens.

## Number of PhDs Earned in Physics 1972 through 2016.

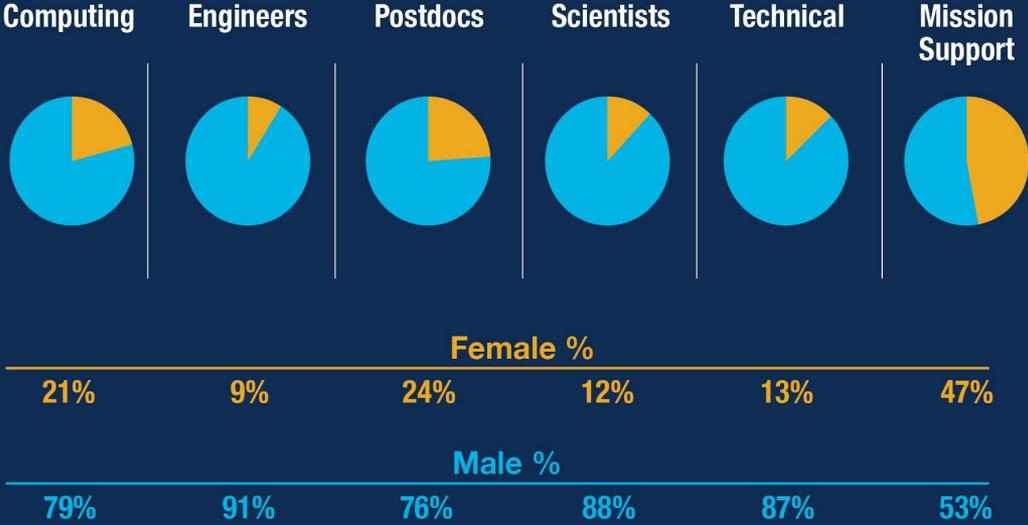


# Fermilab

## Workforce



## Gender



# Quick concepts

Diversity involves **more than just people that look differently:**

- Race, ethnicity, gender identity,
- Sexual orientation,
- Religious views, citizenship status, nationality,
- Socioeconomic status,
- Mental and physical ability, etc.

Inclusivity is necessary to achieve diversity

Diversity can only thrive in an  
**inclusive, welcoming, and bias-free** environment

# So what can institutions do?

Recruit better  diversity

Retain better  inclusivity

# Fermilab: Talent Acquisition, Diversity and Inclusion Office

- Recruitment: Pipeline Programs
  - Saturday Morning Physics,
  - TARGET,
  - Summer Internships in Science and Technology (SIST)
  - Cooperative Education Program, etc.
- Inclusive efforts
  - Lactation rooms
  - Mother's closet
  - Prayer space
  - Accessible bathrooms, etc.
- Lab Resource Groups (LRG)
  - Society of Women Engineers
  - Society of Hispanic Professional Engineers
  - African American/Black Association
  - Hispanic Latino Forum
  - Inclusivity Journal Club
  - Spectrum
  - Veterans Group
  - Women's Initiative
  - Young Professionals

# What can individuals/groups do?

Non-institutional: FSPA and Users/Employees

- 2017: D&I Panel composed of lab employees and users
- 2018: EDI Seminar series

# What can you do: Let's ask the panelists!

## During the discussion:

- Please be respectful
  - Wait till you are called on to ask a question
  - Refrain from talking over people
- Share the air
  - If you notice you have been talking a lot, consider waiting for others to make comments before speaking again
  - If you have been relatively quiet, you are encouraged to participate
- Please have an open mind
  - Different people may have different experiences than you. Please respect each others' experience and try not to invalidate based on your own