

The background of the slide is a large, light blue watermark of the Fermilab logo. The logo is circular and contains various scientific symbols and images, including particle symbols like μ^+ , π^- , W^- , W^+ , π^+ , μ^- , e^+ , e^- , K^+ , K^- , p , q , τ , \bar{p} , \bar{q} , ν , $\bar{\nu}$, A , and L . It also features the text "FERMILAB" and "Fermi National Accelerator Laboratory".

Updates on ED&I Task Force

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EDI Task Force Commissioning

- Task force organized in late August of 2020
 - First meeting on August 20th, 2020
 - Meeting biweekly on Thursdays for 2 hours
 - EDI Task Force has 37 members
 - Chair - Sandra Charles
 - Co-Chairs - James Fromm and Kelly Hardin
 - Members from various groups of stakeholders from Fermilab
 - Chapters Associated with National Organizations - Fermilab Society of Women Engineers (fSWE) and Fermilab Society of Hispanic Prof. Engineers (fSHPE)
 - Laboratory Resource Groups - African-American/Black Association, Asian/Pacific American Community, Hispanic/Latino Forum, Inclusivity Journal Club, Spectrum (LGBTQ+) Community, Veterans Group, Women's Initiative, and Young Professionals
 - Employee Advisory Group (EAG)
 - ChangeNow (CN)
 - Scientist Advisory Council (SAC)



Actions of the Task Force

- Initial organization and communication configuration
 - Establish methods of operations and decision making
 - Shared Leadership
- Creation of a Charter
- Creation of a Vision Statement
- Select focus of the Task Force
- Initial analysis of Accountability at Fermilab
- Initial analysis of Hiring practices at Fermilab



Charter

- Task force established an editorial group for an early charter
 - A lot of comments to process
- Charter broken up into three distinct documents
 - Charter - Defines the roll and purpose of the task force
 - Written, but revisions pending
 - Vision Statement - Long term goals for the tasks force
 - Early draft being written
 - Statement of Work - How the task force interfaces and relates to the rest of Fermilab
 - Still needs to be created



Vision Statement

- Destination of the ED&I Task Force
 - Dictates the large scale goals of the task force
 - Fermilab's workplace culture the task force desires with respect to EDI
 - Achievable aspirations for work
 - Motivates the work of the task force
 - Provides direction and focus to work
 - Provide a clear and positive image
- Initial work done, but final document still needs to be written and approved



Task Force Focus

- Survey of task force members to find primary areas of concern
- Different areas were ranked by TF members
 - 1) Accountability
 - 2) Career Progression
 - 3) Outreach
 - 4) Recruitment
 - 5) Professional Development
 - 6) Communications



Accountability

- Accountability for laboratory employees, users and contractors who speak or act in a racist, misogynistic or generally discriminatory manner
 - Require rectifying actions taken against the perpetrator(s) and for the victim(s) to be assured that the laboratory does not tolerate such speech or action.
- Accountability Areas
 1. Career Development, Progression, and Promotion
 2. Protection Against Retaliation
 3. Increasing Transparency of Hiring and Promotion
 4. Providing Feedback and Establishing Consequences for Offensive Supervisors
 5. Mechanism for People to Report Upstream about the Environment
 6. Succession Planning
 7. Compliance Accountability
 8. Nepotism in Hiring and Talent Attraction
 9. Microaggressions



Hiring and Promotion

- Reports from three major areas:
 - Workforce Development and Resources Section (WDRS) - Compensation & Human Capital Management Manager
 - Engineering Promotion Committee (EPC) - Committee Co-Chair
 - Fermilab Committee on Scientific Appointments (FCSA) - Committee Secretary and Chair
 - Need report from Distinguished Scientist Committee
- Reports from groups only covered the process of hiring and no statistics in regards in ED&I
 - More complete assessment requires a request for further information



Sense Making and Concusses Building

- A large number of perspectives on the task force
 - Variety of lived experiences
 - Different definitions of terms
- Task force forming a process for building concusses on proposals
- Members of the task force are pushing for a quicker process to build consensus and affect change
- COVID19 has not enhanced the ability to build consensus



Summary

- First months of the task force focused on creating defining core documents
 - Charter and Vision Statement
 - SoW still needs to be created
- This process essentially organizes the thoughts and intentions of the EDI Task Force members
- Slow process
 - Some members are frustrated with pace of work so far
- Initial investigations into accountability and hiring and promotion