



EDI @ Fermilab

Jimmy McLeod & Jeomar Montelon

Thursday, March 18, 2021

Who Is Jimmy?



- From Cleveland, OH
 - Has lived in Cincinnati, Dallas, and Denver
- Former higher education and corporate D&I professional
 - Multicultural Affairs, Fraternity & Sorority Life, Career Development, Leadership Development
 - Learning and Development
- Avid fan of NBA basketball, festivals, movies, and concerts
- Responsible for establishing external relationships throughout Chicagoland for a more diverse and prepared pipeline/workforce.

Who is Jeomar?

- From Queens, NYC
 - Also lived in Spain, France, Uganda, India, Morocco
- Experience in international education, community development, HR (recruitment/diversity & inclusion)
- Fan of running, learning French, 'plant art' - terrariums
- Primary role at lab:
 - internal engagement
 - external outreach (TARGET)



What is EDI?

Fermilab continues to work towards a culture of equity, diversity, and inclusion through a collaborative, multilateral, cohesive environment to positively impact lab culture and climate. **EDI is embedded into all aspects of lab culture/operations and affects the Fermilab community.**

- How are we moving the needle?
 - Intentional outreach and partnerships
 - Internal curiosity, engagement, and momentum
- Where does it show up at Fermilab?
 - Directorate
 - LRGs
 - Postings/Hiring
 - External opportunities/Internships
 - Attending conferences and job fairs
 - Chicagoland

Equality



Equity



© 2017 Robert Wood Johnson Foundation.
May be reproduced with attribution.

Summer Programs for 2021

DOE Programs

•Summer Undergraduate Laboratory Internships (SULI)

- June 7 – August 13, 2021
- 10 weeks
- Undergraduate sophomores and up

•Community College Internships (CCI)

- June 7- August 13, 2021
- 10 weeks
- 6 credit hours in STEM

•Visiting Faculty Program (VFP)

- 11 submissions

Fermilab Programs

•Summer Internships in Science and Tech (SIST)

- May 24 – August 13, 2021
- 12 weeks
- Rising juniors and seniors

•TRAC

- No 2021 offerings
- Not much value in the virtual experience

•TARGET

- Different format for 2021

•VetTech

- June 7 – August 13, 2021
- 10 weeks

Other programs

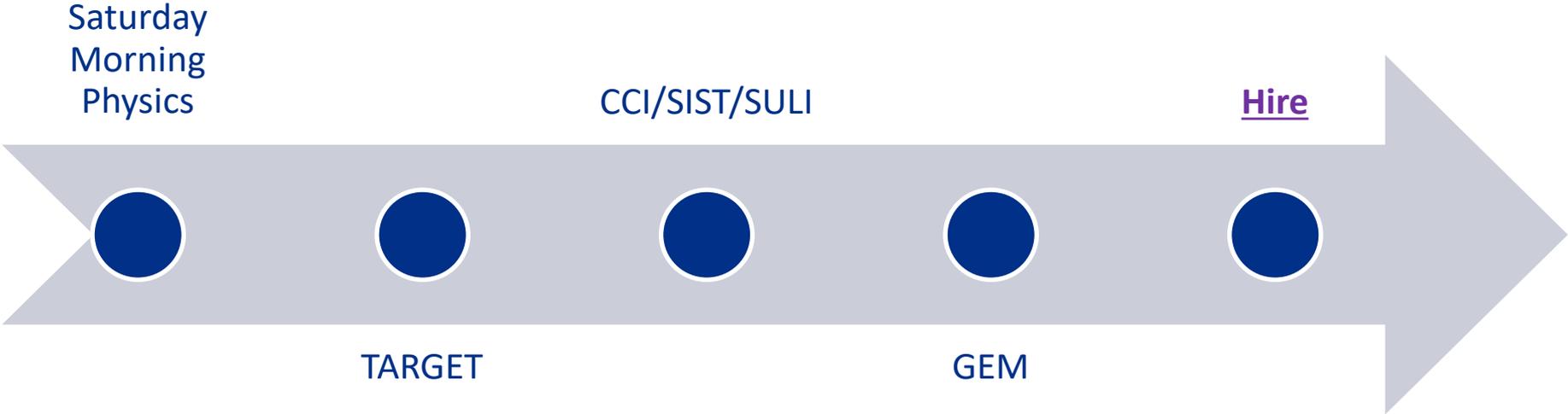
•UChicago

- Metcalf, Odyssey, Provost and Innovation Scholars Program
- 10 weeks
- Two students

•Graduate Fellowships in Engineering and Science (GEM)

- May 24 – August 13, 2021
- Three students

What is our pipeline?



Inclusion Matters 2021

Gratitude, Empowerment and Inclusion

- **Gratitude is defined as being thankful and exhibiting a readiness to show appreciation.** We want to acknowledge and appreciate the diversity of lab employees and users while promoting individual contributions to advancing the lab's EDI efforts.
- **Empowerment encourages users, employees and leaders to exist as their full selves while fulfilling the mission of Fermilab.** It promotes seeking access to skills and opportunities that not only advance the efforts of the lab, but also encourages the accumulation of skills for members of the Fermilab community.
- **Inclusion ensures a feeling of belonging and connectedness throughout all aspects of Fermilab.** Maximizing talent expression and self-awareness to provide a safe and innovative space is of the highest priority of Fermilab.

Inclusion Matters 2021

Gratitude, Empowerment and Inclusion diversity.fnal.gov



February 25 Inclusive Communication with Gratitude		March 11 Intercultural Development Inventory		April EDI Contributor Awards	April 21 Administrative Professionals Day	
May 10 Person First Language	May 25 Inclusive Communication with Gratitude	SAFE ZONE	June 16 LGBTQ+ Safe Zone Training	June 29 Collegiate Summit		JULY EDI Contributor Recognitions
July 7 Imposter Syndrome	July 14 Intercultural Development Inventory	July 28 Picture a Scientist screening		August 3 Adler Planetarium		
	September 8 Microaggressions	Sept. 20-24 National Post Doc Appreciation week	Sept. 21 LRG Symposium		September EDI Contributor Recognitions	Oct. 12 LGBTQ+ Safe Zone Training
Nov. 12 How to be an Upstander		Dec. 6 Person First Language	DECEMBER EDI Contributor Recognitions	<p>Interested in learning more about the 2021 offerings? Click link below! https://diversity.fnal.gov/inclusion-matters-2021/</p> <p> Office of Science</p>		

Next workshop:

Person First Language, May 10th



LRG Updates & Events

EDI Contributor Awards

- June 1-15

Women's Initiative LRG Tea Talk

- March 24th
- Zoom link: https://fnal.zoom.us/meeting/register/tJUpf-6hrzssEtMLiVXg0OJFrzmKYiS9D_ub

SHPE Fermilab chapter virtual conference (March 25-27)

High school STEM Conference: Saturday, May 1

- Minerba Betancourt -Hispanic/Latino LRG (betan009@fnal.gov)

How to Get Involved

- Act-SO Mentoring
 - act-so@listserv.fnal.gov
- Host and mentor an intern
- Class Presentations
 - We are always looking for assistance with Info Sessions, Career Fairs, Meet n Greet
- LRG engagement
 - <https://diversity.fnal.gov/resource-groups/>
- Inclusion Matters series:
<https://diversity.fnal.gov/inclusion-matters-2021>
- PartiSUPPORT (Participate + Support)



Thank you!

jmcleod@fnal.gov

montelon@fnal.gov

Q&A