



Physics Advisory Committee

Sandra Charles

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Inviting, Engaging & Supporting Diverse Identities

Roadmap:

- Maintaining the value of a diverse workforce
- Continuously assessing laboratory culture and climate
- Assuming an “all-hands on deck” approach to building an inclusive workplace
- Building internal and external networks
- Exploring innovative ways to engage diverse identities and communities
- Fostering new and nurturing existing relationships with community-based organizations and foundations

Organizational Readiness

Leadership commitment to EDI:

- actively updating and right-sizing policies, procedures, and practices to build a
- workplace culture and climate of belonging and accountability that equitably
- supports, develops and rewards the workforce and has
- zero tolerance for discrimination, harassment, retaliation, and profiling including all forms of harassment based on race, color, religion, gender, sexual orientation, national origin, ethnic group, age, ability, material status, or veteran status.

Senior Leadership EDI Council

- ✓ Leadership Accountability
- ✓ Retention
- ✓ Scientific and Technical Management and Staff positions

Organizational Readiness – Lab Community

All-hands action-oriented approach to address workforce and workplace equity, diversity, and inclusion gaps and opportunities to support a consistent, equitable, fair, and transparent organizational culture and climate.

- Climate Survey
- Focus Groups
- Listening Sessions
- Change Now
- Laboratory Resource Groups

Equity, Diversity and Inclusion Task Force

- ✓ Organizational Accountability and Communication
- ✓ Career Progression
- ✓ Outreach and Recruitment

Progress to date

Implemented:

- Fermilab Concerns Reporting System
- Code of Business Ethics and Conduct
- Online harassment and discrimination training

In Process:

- Consequences for violations and labwide reporting cadence
- LDRD Review (to include EDI efforts)
- Pay Equity, Promotion, and Career Progression
- Pipeline Program Conversion

Planned:

- Scientific Hiring Committee
- Continue building relationships with academic institutions, communities, professional associations, and alumni network to seed workforce pipeline.
- Increase communication of new hires, promotions, and employee award programs

No movement

Ex-Offenders Re-Entry and Hiring Program:

- [From Prison Cells to PhD](#) Aware of project. Research needed to understand scientific/engineering/computer science possibilities.

Fermi Explorers:

- Initially funded in FY19 by DOE WDTS Outreach RFP
- Focus – increase representation and application to WDTS internships
 - CCI (Community College Internships)
 - SULI (Summer Undergraduate Laboratory Internships)
 - SCGSR (Office of Science Graduate Student Research program)

Recognize and Celebrate **Juneteenth** as a Paid Fermilab Holiday:

- Opportunity for Fermilab to lead
- Proposal written
- Requires DOE approval

Highlights

Promotions:

- Brian Nord, PhD SCD Scientist
- Jessica Esquivel, PhD PPD Associate Scientist
- Tammy Walton, PhD SCD Associate Scientist
- Arden Warner AD Sr. Engineering Physicist

New Hires:

- Jennifer Ngadiuba, PhD PPD Associate Scientist
- Brian Vaughn, PhD AD Staff Engineer
- Nnamdi Agbo AD Staff Engineer
- Jennifer Chikelu AD Engineer
- Renee Adkins AD Applications Dev. & Sys Analyst

Named Fellowship:

- SQMS Carolyn B. Parker Fellowship
 - Ph.D. – physics, computer science, engineering, or math
 - 3-year appointment; 2-year extension possible
 - Applications accepted through July 2, 2021



