



Physics Advisory Committee

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January 17, 2023

Inviting, Engaging & Supporting Diverse Identities

Roadmap:

- Maintaining the value of a diverse workforce
- Continuously assessing laboratory culture and climate
- Building internal and external networks
- Exploring innovative ways to engage diverse identities and communities
- Fostering new and nurturing existing relationships and collaborations at the local, regional, national and international levels
- Assuming an “all-hands on deck” approach to building an inclusive workplace

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, ethnicity, color, religion, age, sex, gender identity or expression, sexual orientation, military/veteran status, country of birth, geography/postal code, disability, marital status, parental or gestational status.

Organizational Readiness

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.

- Leadership Accountability
 - Outreach
 - Pipeline
 - Recruitment
 - Professional Development
- Individual Accountability
 - Collaboration
 - Conversion
 - Retention
 - Career Progression

Labwide expectation and continued focus on building accountability for equity, diversity, inclusion and accessibility.

“In order to position Fermilab to meet future success and deliver on mission, FY23 must be a year of cultural and functional change.”
Prioritizing a culture of both physical and psychological safety.

Director Meringa, All Hands Meeting, 12.19.22

Laboratory Diversity & Inclusion Plan (LDIP)

- Annual reporting of efforts:
 - to improve diversity, equity, inclusion, and accessibility (DEIA) at the laboratory, and
 - to continuously assess policies, processes, and practices for cultivating professional, respectful, equitable, inclusive, and safe work environment.
- Areas of focus:
 - Recruiting a Diverse and Talented Workforce
 - Development and Retention of a Diverse and Talented Workforce
 - Partnerships and Collaborations with Minority Serving Institutions
 - Promoting Diversity through Subcontracting, Regional Economic Development & Technology Transfer
 - Laboratory Employee DEIA Education and Training
 - Cultivating a Safe, Respectful, Equitable, and Inclusive Workplace Environment
 - Workforce demographics - Hires / Departures / Graduate & Undergrad

Culture, Climate & Belonging . . .



CHICAGO PRIDE 6.26.22



AURORA PRIDE 6.12.22

FY23 Action Items & Reporting Expectations

- **LDIP Review & Evaluation** – Office of Science
 - external peer review - primary mechanism for evaluating lab DEIA efforts and overall progress
 - triennial onsite peer review to evaluate DEIA efforts and progress
- **Promoting Equitable and Inclusive Research (PIER) Plans**

EDIA plan as appendix to all funding proposals

 - strategies for enhanced recruitment of undergraduate students, graduate students, and early-stage investigators (postdoctoral researchers, and others), including individuals from diverse backgrounds and groups historically underrepresented in the research community;
 - strategies for creating and sustaining a positive, inclusive, safe, and professional research and training environment that fosters a sense of belonging among all research personnel; and
 - training, mentoring, and professional development opportunities
- **Labwide Climate Survey**
- **Development of Division-level EDI plans and goals**
- **DEIA in goal setting and performance review processes**

PAC EDI Recommendations - June 2021

	<p><i>ASPIRE Fellowship</i> Accelerator Engineering Fellowship for Underrepresented Minorities</p>
ASPIRE	Program Details >
	<p><i>SQMS Parker Fellowship</i> Superconducting Quantum Materials and System Center</p>
Carolyn B. Parker	Program Details >
	<p><i>Sylvester J. Gates, Jr Fellowship</i> Theoretical Physics: Postdoctoral</p>
Sylvester James Gates, Jr.	Program Details >
	<p><i>The Joint Task Force Initiative Postdoctoral Fellowship</i> Experimental Physics Research for early-career researchers underrepresented in STEM</p>
JTFI	Program Details >

- **The PAC recommends the Laboratory continue and expand its EDI effort, including the SQMS Carolyn B. Parker Fellowship.**
- **DOE Internships**
 - Minority Education Institutions Student Partnership Program (MEISPP)
 - Community College Internship (CCI)
 - DOE Omni Technology Alliance Internship Program
 - Summer Undergraduate Laboratory Internship (SULI)
 - Visiting Faculty Program (VFP)
- **Fermilab Programs & Initiatives**
 - Legacy Programs
 - Graduate Fellowships in Engineering and Science (GEM)
 - Summer Internships in Science and Technology (SIST)
 - TARGET Program
 - Fermilab Computational Science Internship (FCSI)
 - Alaska Native Science and Engineering Program (ANSEP)
 - Louis Stokes Alliance for Minority Participation In STEM
 - Fermilab Co-Op Program

PAC EDI Recommendations - June 2021

- The PAC encourages/recommends the Laboratory to explore the possibility of different recruitment and hiring approaches, such as cohort or cluster recruitment, as tools to more effectively strengthen an inclusive culture.

VALOR Program: Right-sizing VetTech Program

Investment (DOE Office of Science)

- \$4M over 5 years (2022 – 2026)

Multiple entry points for learning and training

- Short-term learning opportunities
- Long-term employment security
- Visibility to post-high-school pathways (may or may not include college)

Goal

- Build a rich workforce pipeline of trained technicians, and computing and procurement professionals, to fill critical roles as incumbents retire.

Collaborator

- The University of Chicago
Office for Military-Affiliated Communities

Conversion - 2 participants to full-time hire

JROTC Summer Internship

- JROTC - local high schools
- 6 weeks
- Summer 2022 - 12 interns T=48

VetTech Summer Internship

- Military veterans
- 10 weeks
- Summer 2022 - 7 interns T=83

Apprenticeship

- Military vets / JROTC students
- 6-months, FT, (held 2x per year)
- FY22 – 4 participants T=36

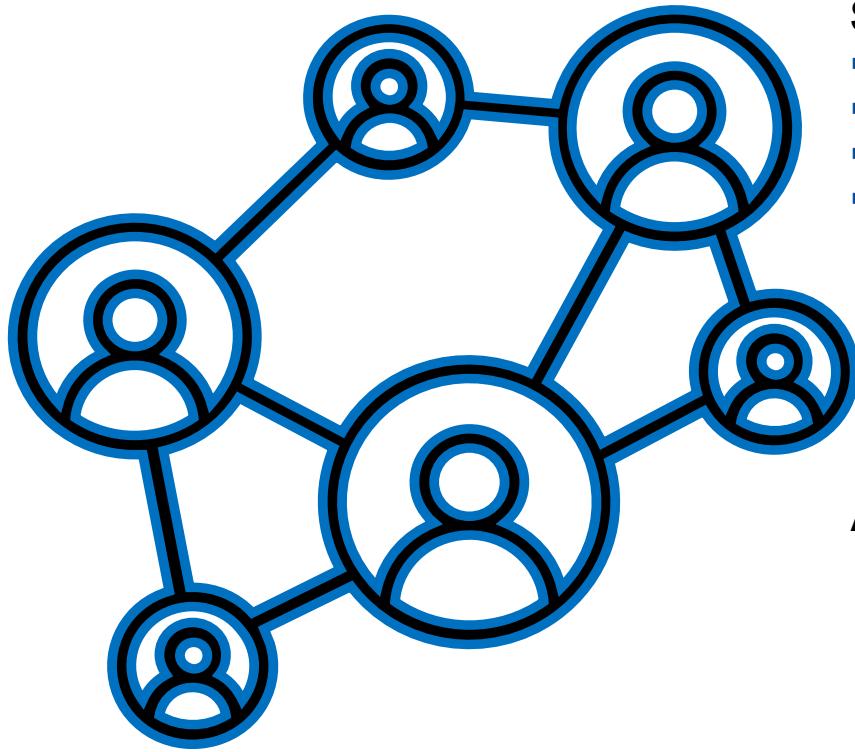
Veterans @ Fermilab: Supervisors_Mentors_Buddy Program_Supervisor Training_Professional Development_Social / Emotional Support_Program Oversight (identify gaps / opportunities)_Focus Groups_Program Evaluation_Supervisor Evaluation_Participant Evaluation_Outreach_Recruitment

Fermilab and Brookhaven Summer School Exchange Program

RENEW Funding (DOE Office of Science - WDTS)

- \$596K - Fermilab and Brookhaven \$298K each
- Fermilab is the Lead
- 6-week paid program for college freshmen
- 2 cohorts of 20 students spend 3 weeks at both Fermilab and Brookhaven
- Areas of Focus:
 - Neutrinos
 - Artificial Intelligence
 - Quantum Science
- Program concluding event to take place at Fermilab (~ August 11, 2023)

Fermilab Alumni Network (FAN)



FAN Demos:

Feb 1st 10:00am CST - Wednesday
Feb 6th 2:00pm CST - Monday
Feb 16th 11:00am CST - Thursday
Feb 21st 2:00pm CST - Tuesday
Feb 24th 4:00pm CST - Friday

Scope:

- 24 internships & 18 Fellowships
- 2008-2022 profiles; ~300 profiles for legacy programs
- FY23 → Interns complete own profiles
- Connecting to LinkedIn

Legacy Pipeline Program Impact:

- 1970 SIST Undergraduate
- 1978 GEM Masters & PhD
- 1979 TARGET High School

Answer Questions:

- Did alumni have multiple internship experiences at Fermilab and/or across the DOE complex?
- Have alumni earned STEM degrees? Advanced STEM degrees?
- “Where Are They Now”?

Labwide Benefit:

- Centralized resource to identify candidates with Fermi work experience
- Tool to track conversion rates and career paths of Fermilab interns
- Platform for maintaining connection with past interns



How to be an Effective Mentor for Underrepresented STEM Trainees

The Office of Equity, Diversity and Inclusion will honor National Mentoring Month by hosting a virtual presentation by Dr. Antentor Hinton, Jr., and Dr. Haysetta D. Shuler.

The workshop will focus on what good mentoring looks like, including learning how to motivate and support individuals. The presentation will also cover emotional intelligence and cultural competency.

January 18, 2023 · 11am – 12:15pm

Presenters

Dr. Hinton Jr.
Vanderbilt University



Dr. Shuler
Shuler Consulting LLC



U.S. DEPARTMENT OF
ENERGY

Office of
Science

