



# 2023 All Engineers Retreat

Sandra Charles

Office of Equity, Diversity, Inclusion and Accessibility

2.21.23

# EDIA Team



*Directorate  
Administrator*

Laura



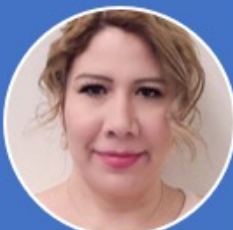
*D&I Specialist,  
Culture, Climate  
& Belonging*

Anahi



*D&I Specialist,  
Workforce Pathways  
& Com. Outreach*

Cortez



*Program  
Administrator,  
Internships*

Judy



*Program  
Administrator,  
Internships*

Mallory



*Chicago  
Workforce  
Initiative Liaison*

Cara



*STEM  
Ambassador*

Amanda

**Office of Equity, Diversity, Inclusion and Accessibility**

- Inclusion Matters
- Internship Programs
- Fermilab Co-Op Program
- Fermilab Alumni Network
- Laboratory Resource Groups
- EDI Task Force (EDIT)
- Senior Leadership EDI Council (SLEDIC)
- City of Chicago / MSIs

# All-Hands Effort

## Labwide commitment to Equity and Inclusion:

- actively updating and right-sizing policies, procedures, and practices to build a
- safe 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, or other non-merit factor.



# Integrity Counts Concerns Reporting System

Office of General Counsel

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General Counsel internal site

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## Related Links

- [Fermilab Leadership](#)
- [Procurement](#)
- [Office of Partnerships and Technology Transfer](#)

## How to Report Concerns or Violations

### Office of Inspector General (OIG) – Department of Energy

Office of Inspector General (OIG) – Department of Energy

OIG Hotline: 800-541-1625

[ighotline@hq.doe.gov](mailto:ighotline@hq.doe.gov)

### Fermilab Office of General Counsel (OGC)

Main OGC: 630-840-3572

[ocg@fnal.gov](mailto:ocg@fnal.gov)

### Fermilab Security Department

**Emergency: 630-840-3131**

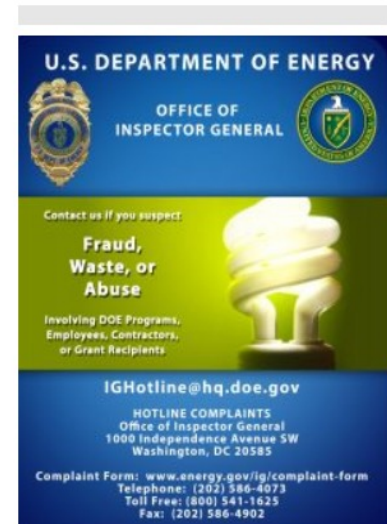
Non-Emergency: 630-840-3414

### The Fermilab Concerns Reporting System

Third-party provided hotline/website where reporters may either self-identify or remain anonymous.

<https://app.integritycounts.ca/org/fermilab>

Phone Hotline: 866.921.6714 (USA), 00-800-2002-0033 (Switzerland)



<https://generalcounsel.fnal.gov/how-to-report-concerns-or-violations/>

# Fermilab Concerns Reporting System – Integrity Counts

## INTEGRITY COUNTS

Have something to say?

**Speak Up**



### File a Report

Have something to say?  
File your report here.

**Confidential & Anonymous** reporting system available to FRA employees, Fermilab users and subcontractors to report concerns about safety or health standards, standards of conduct, legal or ethical lapses, environmental issues, security, quality, management, or concerns regarding equity, diversity and inclusion.

**Reporters may identify themselves or remain anonymous.**

The Fermilab Concerns Reporting System is **hosted on a third-party platform** called **Integrity Counts**.

Concerns are reviewed by a labwide team of Fermilab subject matter experts (SMEs) who evaluate and take the best course of action to ensure appropriate concern resolution.

The Fermilab Concerns Reporting System is available at  
**<https://generalcounsel.fnal.gov/how-to-report-concerns-or-violations/>**

# Inclusion Matters

ACCOUNTABILITY, ACCESSIBILITY, AWARENESS

JANUARY – MAY 2023



## AABA MLK 2023 Coat Drive

Coat Drive for Family Focus, Aurora  
Sponsored by the African-American/Black Association (AABA).

Virtual Hall

JANUARY 3 – 27



## How to be an Effective Mentor for Underrepresented STEM Trainees

Dr. Antenor O. Hinton, Jr., and  
Dr. Haysetta D. Shuler.

Virtual

WEDNESDAY, JANUARY 18  
11AM – 12:15PM



## MLK Volunteer Opportunity

Sponsored by the African-American/  
Black Association (AABA).

Northern Illinois Food Bank

SATURDAY, JANUARY 21  
9AM – 12PM



## Lunar New Year Celebration

Presented by Fermilab Asian  
Pacific Association (FAPA).

Building 327

FRIDAY, JANUARY 27  
3PM – 6PM

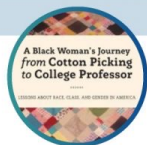


## Black Inventors Hall of Fame Museum

James Howard, Executive Director  
of Black Inventors Hall of  
Fame Museum.

Virtual

WEDNESDAY, FEBRUARY 1  
11AM – 12PM



## Book discussion: A Black Woman's Journey from Cotton Picking to College Professor

Dr. Menah Pratt-Clarke, Author.  
Discussion with the Women's Initiative and the  
African-American/Black Association (AABA).

Virtual

WEDNESDAY, FEBRUARY 8  
12PM – 1PM



## Meet the author: A Black Woman's Journey from Cotton Picking to College Professor

Dr. Menah Pratt-Clarke, Vice President for Strategic  
Affairs and Diversity, and Professor of Education at  
Virginia Polytechnic Institute and State University.

Virtual

TUESDAY, FEBRUARY 14  
1PM – 2PM



## National Engineers Week

Kimberly Moore, founder and  
president of KDM Engineering and  
Calculated Genius.

Ramsey Auditorium (Hybrid)

FRIDAY, FEBRUARY 24  
1PM – 2:30PM



## Breaking the Mold: Women's Leadership in STEM

Alexis Kanda-Olmstead,  
founder of AKO Collective.

Virtual

WEDNESDAY, MARCH 8  
1PM – 2:15PM



## Creating Psychological Safety in the Workplace for Leaders

Sponsored by Office of Equity, Diversity,  
Inclusion and Accessibility and the Benefits  
and Wellbeing Office.

Virtual

WEDNESDAY, APRIL 5  
1PM – 2PM



## Symmetry style guide: Writing about people with dignity

Kathryn Jensen, Editor-in-chief,  
Symmetry Magazine at SLAC National  
Accelerator Laboratory.

Virtual

WEDNESDAY, APRIL 12  
11AM – 12PM



## Administrative Professionals Day

Sponsored by the Fermilab Office of Equity,  
Diversity, Inclusion and Accessibility.

Wilson Hall

WEDNESDAY, APRIL 26  
12PM – 1PM



## Mental Health Awareness

Sponsored by Office of Equity, Diversity,  
Inclusion and Accessibility, the Fermi  
Accessibility Communities (FACTS) & the  
Benefits and Wellbeing Office.

Virtual

WEDNESDAY, MAY 3  
1PM – 2PM



## Asian American and Pacific Islander Heritage Month

Presented by Fermilab Asian Pacific  
Association (FAPA).

MONTH OF MAY



## How World Events Can Impact Veterans' Mental Health

Sponsored by Office of Equity, Diversity,  
Inclusion and Accessibility, the Veterans Group  
and the Benefits and Wellbeing Office.

Virtual

WEDNESDAY, MAY 17  
1PM – 2PM



# Workforce Pipelines

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

## ■ 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

Flagship Programs

Graduate Fellowships in Engineering and Science (GEM)

Summer Internships in Science and Technology (SIST)

TARGET Program

Fermilab Co-Op Program

VALOR (Veteran Applied Laboratory Occupational Retraining)

Fermilab Alumni Network – the FAN

## ■ 30<sup>+</sup> Fellowships & Internships



# 2023 Internship Programs

Internship Programs		Academic Level	Program Dates	Program Leads
<a href="#">Science Writing Internship</a>	SWI	Professional	May - August, 2023 Flex Dates	Lisa Roberts; Kurt Riesselmann
<a href="#">TRAC – Teacher Research Associates</a>	TRAC	Professional	May - Sept, 2023 Flex Dates	Harry Cheung
<a href="#">Summer Internships in Science and Technology</a>	SIST	UnderGrad	May 22 - August 11, 2023	Arden Warner
<a href="#">Fermilab LBNF/DUNE Far Site Internship</a>	LBNF/DUNE	UnderGrad	May 22 - August 11, 2023	Joshua Willhite
<a href="#">GEM – Graduate Fellowships in Engineering and Science</a>	GEM	Grad	May 22 - August 11, 2023	Sandra Charles
<a href="#">Accelerator Engineering Fellowships for Underrepresented Minorities</a>	ASPIRE	Grad	May 22 – August 30, 2024	Jeremiah Holzbauer
<a href="#">Lee Teng Undergraduate Internship</a>	Lee Teng	UnderGrad	May 29 – August 4, 2023	Jonathan Jarvis
<a href="#">Business Intern Program</a>	BIP	UnderGrad	June - August, 2023 Flexible Dates	Susan Simpkins
<a href="#">Science Graduate Research Program</a>	SCGSR	Grad	June 2023 - Sept 2024	Jen Raaf
<a href="#">Community College Internships</a>	CCI	UnderGrad	June 5 - August 11, 2023	Carol Johnstone
<a href="#">Visiting Faculty Program - Faculty</a>	VFP Faculty	Professional	June 5 - August 11, 2023	Kathrine Laureto
<a href="#">Visiting Faculty Program - Student</a>	VFP Student	UnderGrad	June 5 - August 11, 2023	Kathrine Laureto
<a href="#">Science Undergraduate Laboratory Internship</a>	SULI	UnderGrad	June 5 - August 11, 2023	Minerba Betancourt
<a href="#">Quantum Computing Internship for Physics Undergraduates</a>	QCIPU	UnderGrad	June 5 – June 23, 2023	Marcela Carena; Hank Lamm; Ruth S Van De Water; Michael L. Wagman
<a href="#">Fermilab Computational Science Internship</a>	FCSI	Grad	June 5 – Sep 1, 2023	Saba Sehrish
<a href="#">US CMS Undergraduate Internship (users)</a>	US CMS	UnderGrad	June 5, 2023 – Aug 11, 2023	Bo Jayatilaka
<a href="#">SQMS Quantum Undergraduate Internship</a>	SQMS Quantum	UnderGrad	June 18 – August 26, 2023	Silvia Zorzetti
<a href="#">QuarkNet Summer Research Programs</a>	QuarkNet	High School	June 20 - August 4, 2023	Spencer Pasero
<a href="#">TARGET</a>	TARGET	High School	June 26 – August 4, 2023	Anahi Ruiz Beltran; Ryan Rivera; Sai Manohari Kancharla
<a href="#">VALOR JROTC Program</a>	VALOR JROTC	High School	June 26 – August 4, 2023	Cortez Watkins
<a href="#">Helen Edwards Summer Internship</a>	Helen Edwards	UnderGrad	June 26 – September 1, 2023	Robert Ainsworth
<a href="#">VALOR Apprenticeship Program</a>	VALOR Apprenticeship	Professional	June 26 – August 4, 2023	Cortez Watkins
<a href="#">VetTech Internship Program</a>	VetTech	UnderGrad	June 30 - August 25, 2023	Cortez Watkins
<a href="#">Fermilab and Brookhaven Summer School Exchange Program</a>	FBSEP	UnderGrad	July 3 – August 11, 2023	Amanda Early
<a href="#">Italian Student Program</a>	Italian Program	Grad	July 31 – Sept 29, 2023	Emanuela Barzi
<a href="#">Fermilab Environmental Management Internship</a>	FEMI	UnderGrad	Not Moving Forward for 2023	Teri Dykhuis
<a href="#">NSF Mathematical Sciences Graduate Internship (MSGI) (US)</a>	NSF MSGI	Grad	TBD	Gabe Perdue; James Kowalkowski
<a href="#">Legacy Survey of Space and Time Internship</a>	LSST		TBD	Brian Nord
<a href="#">Computational Science Graduate Fellowship (CSGF)</a>	CSGF	Grad	Fall 2023/Spring 2024	Stephen Mrenna



# Engagement of Lab Community

## Laboratory Resource Groups (LRG)

- An Employee Resource Group (ERG) is a voluntary, employee-led network that serves as a resource to foster a diverse, inclusive workplace that is aligned with the organization's mission, values and goals.
- ERGs are valuable to an organization for 4 key reasons:
  - ✓ Recruitment
  - ✓ Retention
  - ✓ Talent / Leadership Development
  - ✓ Outreach
- EDI Task Force (EDIT)
- Senior Leadership EDI Council (SLEDIC)

## Laboratory Resource Groups (LRGs)

- African-American / Black Association
- Hispanic / Latino Forum
- Spectrum (LGBTQ+) Community
- Women's Initiative
- Fermilab Asian Pacific Association
- Inclusivity Journal Club
- Veterans Group
- Fermilab Accessibility Communities
- Fermilab Young Professionals

## Professional Chapters of National Organizations

- Fermilab Society of Women Engineers
- Fermilab Society of Hispanic Professional Engineers

# Community and Workforce Development Efforts

LRG	Outreach	Initiatives & Recognition
<b>AABA</b>	<ul style="list-style-type: none"> <li>African School of Physics</li> <li>DuPage NAACP ACT-SO</li> <li>Jr NSBE</li> </ul>	<ul style="list-style-type: none"> <li>African American History Month (Feb)</li> <li>NSBP Conference</li> <li>Juneteenth (June)</li> </ul>
<b>FAPA</b>		<ul style="list-style-type: none"> <li>Asian Pacific American Heritage (May)</li> <li>Diwali Festival of Lights</li> <li>Lunar New Year Celebration</li> </ul>
<b>fSWE</b>	<ul style="list-style-type: none"> <li>Building your Career with Us</li> <li>SWE College Chapter Visits</li> </ul>	<ul style="list-style-type: none"> <li>SWE National Conference</li> </ul>
<b>FYP</b>	<ul style="list-style-type: none"> <li>Social Events</li> <li>Luncheons</li> </ul>	<ul style="list-style-type: none"> <li>Buddy Program</li> <li>Lab Tours (Live &amp; Virtual)</li> </ul>
<b>HLF</b>	<ul style="list-style-type: none"> <li>School visits</li> <li>Vamos A Fermilab</li> </ul>	<ul style="list-style-type: none"> <li>Hispanic-Latino Heritage Month (Sept)</li> <li>Superheroes in STEM</li> </ul>
<b>SPECTRUM</b>	<ul style="list-style-type: none"> <li>Pride Month Parades (June)</li> </ul>	<ul style="list-style-type: none"> <li>LGBTQ+ &amp; Safe Zone Training</li> <li>oSTEM Conference</li> <li>Lab policies &amp; practices</li> </ul>
<b>Veterans Group</b>		<ul style="list-style-type: none"> <li>VALOR &amp; VetTech</li> <li>Veterans Day Ceremony &amp; Luncheon</li> </ul>
<b>WI</b>		<ul style="list-style-type: none"> <li>Women's History Month (March)</li> <li>Tea Talks</li> </ul>

# Culture, Climate & Belonging . . .

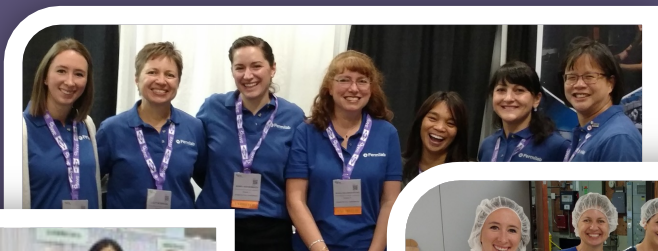


CHICAGO PRIDE 6.26



AURORA PRIDE 6.12





# Fermilab Young Professionals



## Bikes and Bison

Fermilab Young Professionals  
June 9, 2022

1. A-1 Parking Lot
2. Main Control Room
3. IERC Parking Lot
4. IARC Lobby
5. Bison area
6. PAB
7. GCC
8. Bubble Chamber
9. Cemetery
10. Site 39 Parking Lot
11. Site 38 Parking Lot
12. FCC Parking Lot



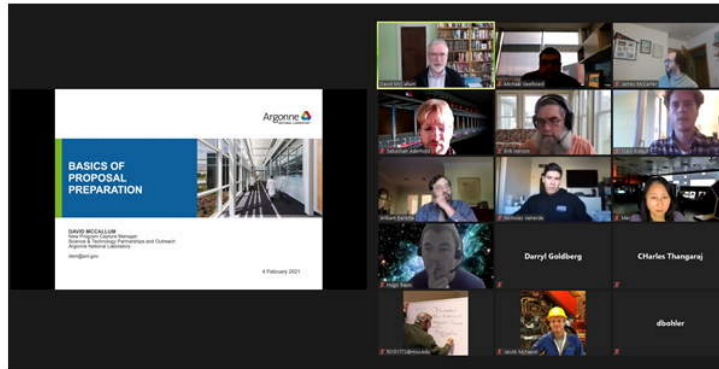
FYP Enjoying Dinner at Round House



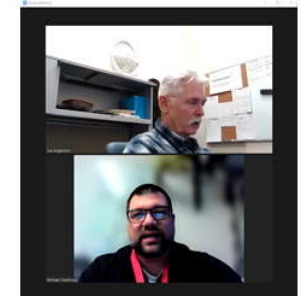
FYP Focus Group



FYP Enjoying Lunch at Tusk



FYP Basics of Proposal Writing



FYP Buddy Program

