



Laboratory Resource Groups (LRGs) Panel

29 June 2023

Laboratory Resource Groups (LRGs)

Laboratory Resource Groups (LRG) are voluntary, employee-led resource networks, focused on workplace equity, workforce pipeline development, and affinity group advocacy.

Fermi LRGs lead strategic initiatives that support and advance inclusion by promoting and celebrating individuality and collaboration in the workplace



Veterans Group

Fermilab Asian Pacific Association

Women's Initiative

Spectrum Community

African-American/Black Assoc.

Hispanic Latino Forum

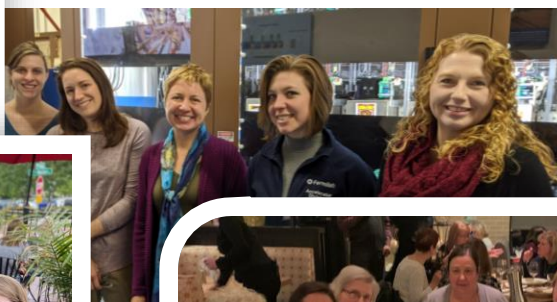
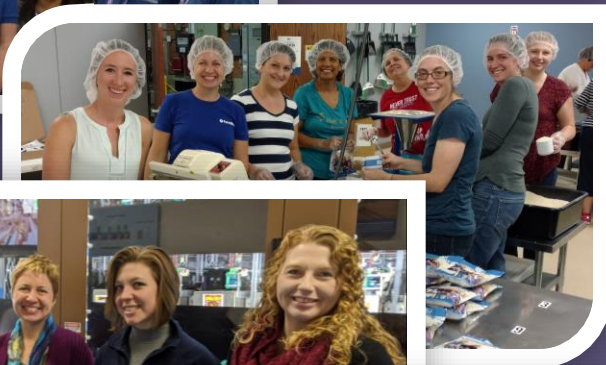
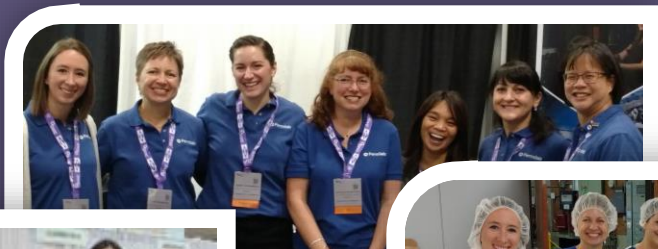
Fermilab Young Professionals

Inclusivity Journal Club

Society of Women Engineers (SWE)

Society of Hispanic Professional Engineers (SHPE)

National Society of Black Engineers (NSBE)



FY2023 Highlights / FY2024 Goals

□ Highlights

- New executive board and new executive sponsor
- Updated internal and external fSWE websites
- Participation in EDI Task Force
- fSWE Collegiate Pipeline Program
- Attending WE23 conference
- Collaborating with Women's Interlab Network
- Collaborating with CERN WIT program
- Comparison of industry and FNAL gender demographics

□ Goals

- Working group 1: Preparing for WE24 conference in Chicago
- Working group 2: Drafting "transition to part-time" policy proposal
- Working group 3: Exploring re-entry program

INTERESTED in JOINING fSWE?

1. Subscribe to our listserv **FERMI-SOCIETY-OF-WOMEN-ENGINEERS**
 - Instructions for subscribing to an email list: <https://listserv.fnal.gov/>
2. Email the executive board
 - (fswe_leadership@fnal.gov)
3. Email Kathrine Laureto
 - (klaureto@fnal.gov)



LISTSERV at Fermilab

Web Interface Functions For List Owners and Users:

- [LISTSERV Password - Create Or Reset](#)
- [Manage your lists](#)
- [View list archives](#)
- Request a [new mailing list](#)
- Request [archiving for a existing list](#)
- Request [Delete List](#)

Fermilab Specific Documentation:

- **List Owner and User Support Documents**
- [List Owner Documents - MS Word Version \(Download\)](#)
- [List Owner Documents - HTML Version](#)

Managing Your List Through E-Mail

- [List Owners - Managing Your List Through E-Mail](#)
- [List User - Managing Your List Through E-Mail](#)

African American Black Association (AABA)

Mission: Fermilab's African American Black Association aims to inspire, educate, and empower the African American and Black community at Fermilab by creating a safe and inclusive space for the exchange of ideas and community building.

Vision: To fully leverage our unique perspectives and talents to advocate for, and provide awareness to, Fermilab to ensure equity and inclusion for all across the lab community.

Initiatives 2023:

- November 16, 2022 - Meet-and-Greet Senior Leadership
- January 3-27, 2-23- AABA MLK 2023 Coat Drive
- January 21, 2023- MLK Volunteer Opportunity
- February 1, 2023- Black Inventors Hall of Fame Museum
- February 8 & 14, 2023- Book discussion and Meet the Dr. Menah Pratt-Clarke: *Black Women's Journey from Cotton Picking to College Professor*



African American Black Association (AABA)

Juneteenth (June 19): Officially Juneteenth National Independence Day and also known as Jubilee Day, Emancipation Day, Freedom Day, and Black Independence Day is a federal holiday in the United States commemorating the emancipation of enslaved African Americans.

June 19, 2023 – Juneteenth (Observed)



Juneteenth Flag: The History Behind its Colors and Symbols

Juneteenth Celebration Cake Tasting

Our Collaboration

“Over the past 12 years, ASP has successfully carried out its mission to increase capacity development in fundamental physics and related applications in Africa,” said Fermilab Chief Equity, Diversity and Inclusion Officer Sandra Charles. “That success is due in part to international lecturers and participants from Fermilab and elsewhere who selflessly volunteer their time to give talks, teach courses and mentor students.”

Fermilab lends support to African School of Fundamental Physics

February 28, 2022 | Tim Houston

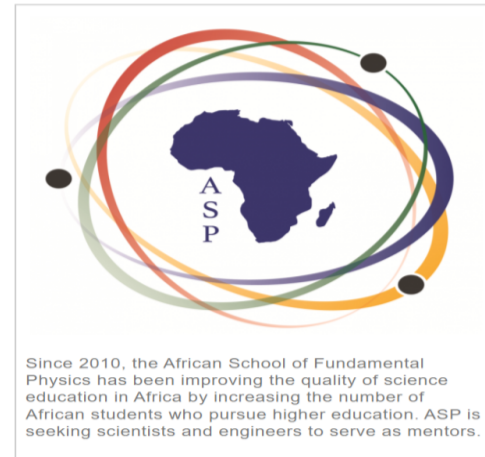


Fostering an appreciation for science and STEM-related subjects among future generations is a worldwide challenge. Since 2010, the African School of Fundamental Physics has been improving the quality of science education in Africa by increasing the number of students from across the continent who pursue higher education.

Hosted every two years by a different African country, ASP brings together 60-80 African students with math, physics, engineering or computing training for a summer program of lectures, tutorials, hands-on exercises and workshops. The group also hosts related activities, such as teacher workshops on motivating students; physics conferences to boost African and international research institution participation; and forums for open discussions among researchers, teachers, policymakers and industry.

After each biennial session, ASP's international organizing committee also manages a mentoring and coaching program for alumni that works with their academic advisors to maximize long-term impact. Together, the group's efforts have created an international collaborative network of African and international researchers that current and former students can tap into to advance their interests and careers in science.

“Over the past 12 years, ASP has successfully carried out its mission to increase capacity development in fundamental physics and related applications in Africa.”



<https://diversity.fnal.gov/black-lrg/african-school-of-physics/>



DuPage County ACT-SO | NSBE Jr.



ACT-SO is the Afro-Academic, Cultural, Technological and Scientific Olympics. Students work with mentors to identify, develop, and complete a research project.



The Pre-Collegiate Initiative (PCI) program is designed to stimulate students interests in STEM fields. Students discover first-hand how engineering and technology relate to the world around them

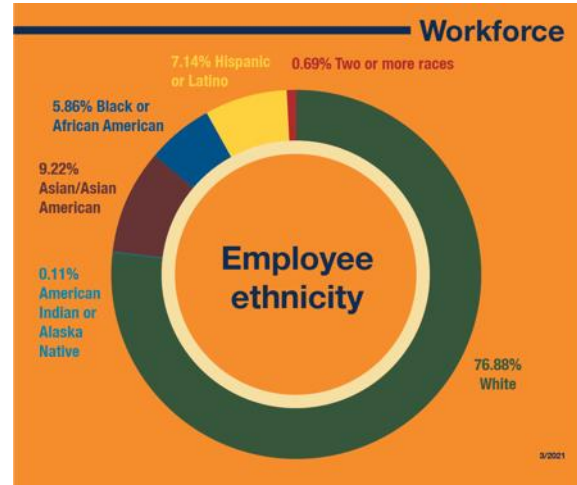
Why at Fermilab? How to get involved?

- Assist with ACT-SO Research Project Competitions
- Assist with NSBE Jr. Workshops and Competitions
- Advising the next great generation

Fermilab Asian Pacific Association (FAPA) Introduction

Mission

- FAPA LRG is voluntary, employee-driven, and centered on creating a positive workplace culture through a collective group of Asian-Pacifics' distinct interests, qualities, and goals
- Together we hope to develop a community that will allow our members to get connected, appreciate each other's cultures, have a better sense of belonging and thrive as professionals



FAPA Leadership

- **Co-leaders:** Genfa Wu, Yi Xie, and Sudeshna Ganguly
- **Members:** Arun Saini, Cindy Joe, Meghna Bhattacharya, Meredith Lee, Yun He, Zunping Liu
- **Executive Sponsor:** Amber Kenney



From left to right: Genfa Wu, Anahi Ruiz Beltran, Meredith Lee, Meghna Bhattacharya, Yun He, Sudeshna Ganguly, Zunping Liu



Shown from right to left, second row: Cindy Joe, Amber Kenney



Arun Saini



Yi Xie

~ 200 members including non-AAPI allies

Fermilab Asia Pacific Association Lunar New Year 2023



Fermilab Asia Pacific Association Diwali 2022



FAPA Events 2023

Lunar New Year celebration on January 27, 2023

Lunar New Year Celebration 2023

Our Lunar New Year celebrations in 2023 were a great success thanks to everyone's participation! A wonderful evening of food, games, and festive spirit was enjoyed by all!

2023 Lunar New Year celebration

February 3, 2023

East Asians celebrate Lunar New Year to mark the beginning of a new year on the Lunar calendar. Fermilab's Asian/Pacific Association hosted a celebration on Jan. 27 in honor of Lunar New Year, the year of the rabbit in the Chinese zodiac. Despite a blizzard outside, approximately 50 lab community members and families enjoyed the food, decorations, and fun activities in Building 327.

The event started with a multicultural lucky food sampling, followed by a dumpling making demonstration, Mahjong tournament and poker card playing. Asian Pacific-themed Jeopardy highlighted cultural uniqueness.

Group Picture

The event details are as follows:
Lunar New Year Celebration 2023 (in person)
Date: January 27, 2023
Time: 3:00 pm - 6:00 pm
Location: Building 327, Fermilab
Hope to see you there!
Fermilab staff can RSVP using the calendar accept. If you want to participate in the Mahjong games, please indicate it when we also want to have several volunteers to help make the dumplings. Please sign-up on SharePoint.
For family members, an invite webpage is available to obtain site visitor access.

Best regards,
FAPA leadership team and Fermilab EDC office

Please use the following link to register family member attending the event.

Asian, American Native Hawaiian, and Pacific Islander Heritage Month celebration on May 24, 2023

Seminar by Yuelin Li on Chinese Calligraphy, An Exploration of Its Visual Aesthetics and Cultural Relevance

Yuelin Li from Argonne National Lab presented a seminar on the visual aesthetics and cultural significance of Chinese calligraphy on May 24. Please see the recording below. Services log-in is required.
<https://fermilab.fnal.gov/org/ocedi/diversitycom/Shared Documents/Chinese Calligraphy An Exploration of Its Visual Aesthetics and Cultural Relevance.mpl>

For more pictures, please see here: Pictures.

Article on Fermilab Today:

News at work

Fermilab Asia Pacific Association hosted a seminar on Chinese calligraphy

June 1, 2023 | Genfa Wu

May 24, 2023, was a special day at Fermilab for Fermilab Asian Pacific Association, as they hosted a seminar to celebrate Asian American Native Hawaiian and Pacific Islander Heritage Month. The seminar was given by Yuelin Li, a physicist from the Argonne National Laboratory, who shared his passion and expertise in Chinese calligraphy. Fermilab's EDC/Office supported the event.

The event was a hybrid format, with 40 people joining through Zoom and about 35 people coming to the conference room. In addition, some of the remote attendees joined from other DCE laboratories.

Invitation to the in-person seminar

Date: May 24, 2023
Time: 11:00 AM - 12:00 PM CDT
Venue: Curia II, Wilson Hall, Fermilab

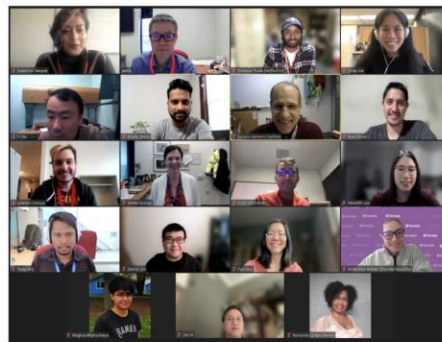
There will be opportunity for discussion with the speaker from 12:00 PM - 1:00 PM along with light refreshments at Wilson Hall 2nd floor cross-over.

To get a zoom link, scan the QR code on the flyer below.

FAPA has been a vibrant community!

Upcoming FAPA Events in 2023

- Next hybrid FAPA monthly meeting on **July 20, 2023**
 - First in-person community gathering since the lab re-opened
- AAPI ERG meeting (including members from other DOE national labs) on **August 4, 2023**
- **Upcoming events:**
 - **Mid-autumn Festival: Mooncake social & Star-gazing on September 29, 2023**
 - **Diwali in November 2023, date TBD**



FAPA Community Gathering, December 9, 2022



Stay Connected!

- Cultural events: appreciate/celebrate a diversity of culture
- Monthly meetings: self-introductions, community updates, engagement
- Stay in solidarity: Covid pandemic, Anti-Asian sentiment, etc.
- Career advancement: workshops, discussions

The screenshot shows the FAPAA SharePoint Home page. At the top, there's a navigation bar with the FAPAA logo and text: "FAPAA Home", "FAPAA Office Sharepoint", "FAPAA Office Public Website", and "Home". Below this is a "Members" section with a list of names: Y. He, Sudeshna Ganguly, Anur Saini, Cindy Joe, Meghna Bhartacharya, Meredith Lee, Yun He, Zumping Liu, and Amber Kenney. There's also a "Leadership" section with a photo of a group of people on stairs and a caption: "May 19, 2021, Photo credit: Mely Marghy". A "Documents" section lists various files like "FAPA Listening Tour with FAPA", "Diversity Festival of Lights", "September Meeting", "Midwestern Social and Star Gazing", "Energy Festival Get-together", "Book Club Packaged", "Heritage Month", and "Virtual Talk by Ken". At the bottom, there's a "Members List" table.

Getting to know each other		
Yun He	Sudeshna Ganguly	Yi He
Yu-Dai Tsai	Anur Saini	Meredith Lee
Ao Liu	Cindy Joe	Kavin Anandhan
Sudeshna Ganguly	Meghna Bhatnagar	Anur Saini
Ryan Foster	Shirley Ramesh Joshi	Kaika Wang

FAPA SharePoint: <https://fermipoint.fnal.gov/org/wdrs/eao/fapa/SitePages/Home.aspx>

Please subscribe to listserv: asian_pacific_americans@listserv.fnal.gov



Hispanic Latino Forum

Leadership: Adrian Orea, MiguelAngel Marchan, Sahily Santiago, Juan Vallejo, Benjamin Galan, and Fatima Rodriguez

Focused on:

- Creating a community for Hispanic/Latinos (HL) at Fermi
- Engaging with the neighboring communities
- Celebrating HL culture and traditions

Planned events:

- Juntos en STEM Conference
 - Hispanic/Latino high school students from the community
- Quarterly Socials!
- Virtual Monthly Membership Meetings → Wednesday, July 12 from 11-11:45 p.m.

Join our listserv at hispanicerg@fnal.gov



Hispanic Heritage Month: Alebrijes Window Painting



Cinco de Mayo Social

Inclusivity Journal Club

- A broad and deep body of academic literature addresses current best practices regarding inclusion and diversity in STEM workplaces.
- Most of us don't get exposed to this material as part of our education and training, but **everyone contributes to a welcoming and safe workplace culture.**
- What sorts of papers do we read?
 - T.S. Dong et al., "**How Discrimination Gets Under the Skin: Biological Determinants of Discrimination Associated with Dysregulation of the Brain-Gut Microbiome System and Psychological Symptoms**", J. Biological Psychiatry, 2022.
 - N. Hatfield, et al., "**Do introductory courses disproportionately drive minoritized students out of STEM pathways?**", 2022, PNAS Nexus, 1(4), pp. 167.
 - M. Dancy and A. Hodari, "**How well-intentioned white male physicists maintain ignorance of inequity and justify inaction**", arXiv:2210.03522
- What are our club's goals? Like every other journal club:
 - As individuals, we want to learn and improve at our jobs.
 - We can share what we learn with colleagues and lab management so that we stay closer to the front of the field on these issues.
 - Please reach out to dbowring@fnal.gov if you'd like to learn more!

Women's Initiative

Mission: to build and support an inclusive, diverse, and safe community of women, gender minorities, and allies through encouragement of an equitable workplace environment for all by creating awareness of and advocating for issues women and other marginalized groups face in the workplace, and empowering individuals to own and grow their careers and support each other through networking, professional development, and outreach.

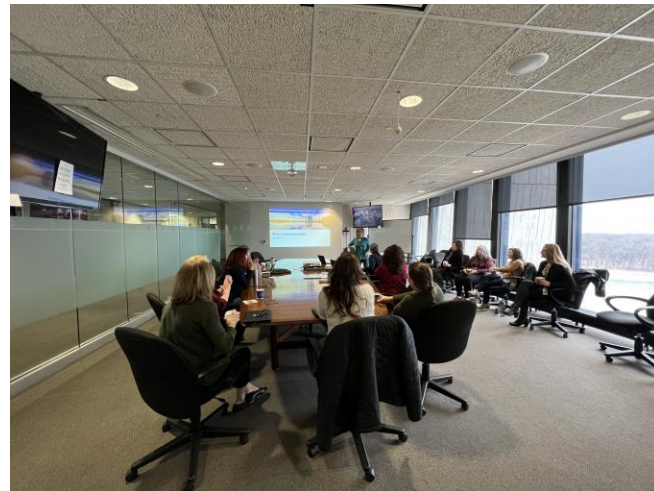
Vision: To be an advocate of change that establishes an equitable environment and voice for all women, gender minorities, and allies at Fermilab, the Women's Initiative is committed to creating an environment where work/life balance and mental health are prioritized, accountability is valued, and proportional representation in employment and leadership is attained.

Programs:

- Tea Talks (usually in partnership with other LRGs)
- Book Club (usually in partnership with other LRGs)
- One-on-one networking
- Partnerships with women's groups at other DOE labs
- More in development...

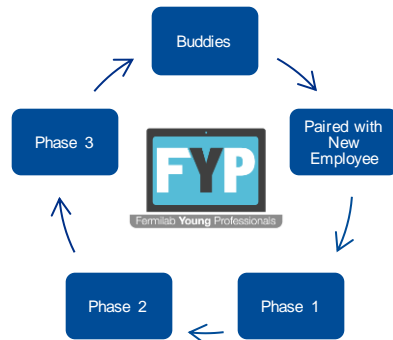
Want to get involved?

- Email wiboard@listserv.fnal.gov to be added to the mailing list (womens_initiative@listserv.fnal.gov)



Fermilab Young Professionals

Co-Leaders	Events Coordinators	Tours Coordinator	EDI Task Force Representatives	Executive Sponsor
Michael Geelhoed	Kerry Aschenbach	Trevor Nichols	Roshanda R Spillers	Kevin Burkett
Jeny Teheran	Mohammed Elrafih	Nicholas Peregonow	Lorena Lobato Pardavila	
			Ahmed Syed	



Starved Rock State Park

Fermilab Young Professionals



Sidecar Batavia, IL



Bikes, Bison, and Brews



PIP-II Cryo Plant Tour



Two Brothers Aurora, IL

Fermilab Veteran's Lab Resource Group

To provide continuing camaraderie, support, and advocacy for all veterans in the Fermilab community, including employees, students, and contractors, as well as family and friends of veterans.



Fermilab Veteran's Laboratory Resource Group

The Veterans Group promotes workplace inclusion and employment efforts by building collegiality, visibility, and providing an information-sharing network for the veteran community at Fermilab.



Fermilab Veteran's Laboratory Resource Group

DUAL FOCUS OBLIGATION

An individual group with an interest in assisting Fermilab Veteran's with professional and emotional support.

A component of the Laboratory's Lab Resource network, which provides support and positive reinforcement of the Laboratory's overall Equity, Diversity, and Inclusion efforts.

Fermilab Veteran's Laboratory Resource Group – What We Do

Advocate veteran opportunities at Fermilab by engaging Human Resource in promotion of outside resources available for the advancement of the Fermilab veteran population.

Promote celebration and recognition of veteran membership of the Laboratory workforce with an annual luncheon on/near Veteran's Day each year.

Fermilab Veteran's Laboratory Resource Group – Veteran's Programs

Fermilab's Chief Equity, Diversity and Inclusion Officer secured excellent program funding for the VALOR program. The VALOR program is a robust extension of the Lab's Vet Tech program. Both programs have been established to promote veteran opportunities at Fermilab.



Fermilab strengthens commitment to U.S. veterans with new \$4 million workforce development program

Fermilab has created the new workforce development program in coordination with the Department of Energy's Office of Science to offer military veterans valuable hands-on training experiences and full-time technical career placement at Fermilab.

May 4, 2022

Fermilab Veteran's Laboratory Resource Group – Veteran's Programs

Fermilab's VALOR program, a very robust program for the benefit of veteran opportunities at Fermilab.



Fermilab Veteran's Laboratory Resource Group – Veteran's Luncheon

Fermilab Veteran's annual luncheon



Fermilab Veteran's Laboratory Resource Group - Leadership

Leadership

Brian Niesman

bniesman@fnal.gov

Brandon White

bjwhite@fnal.gov

Chandler E. Lawrence

lawrence@fnal.gov

Executive Sponsor

Susan Simpkins

susans@fnal.gov

Spectrum - Fermilab's LGBTQ+ Resource Group

Members from various LGBTQ+ communities and allies

- Co-chairs: Erica Snider and Pete Cholewinski

Want to get involved or show support? Join Spectrum!

- Visit our website for resources and join our listserv
- Find out about our social events
- Put your pronouns in your Zoom profile and email signature
- Volunteer time for our activities (Spectrum website and social committee)

Current & ongoing activities:

- Year 2 of marching in the Aurora and Chicago Pride Parades
- SafeZone Training in the 2023 Inclusion Matters series (July)
- HRC Corporate Equality Index score coming in January
 - First LGBTQ+ benefits booklet, website, and transition guide
- Gender neutral forms and restrooms
- oSTEM conference presence (with recruiting support!)
- Raising the Progress Flag
- Trans Awareness Week in November

←Spectrum website



Fermilab Accessibility Communities (FACts)

- New Fermilab Laboratory Resource Group launched in alignment with Disability Pride Month (July 2022)
- We invite any member of the Fermilab Community who wants to learn about or contribute to a better understanding of disability and accessibility
- Focus areas:
 - Understanding what physical, psychological, and intellectual accessibility looks like for employees, visitors, and guests
 - Building a system of support based on individual experience and sharing of resources
 - Organizing accessibility programming and learning opportunities for teamwork and advocacy
 - Championing accessible workplace tools and platforms

Upcoming events:

July 12, 1 – 3 p.m. – Building Disability Culture: Solidarity Not Charity Workshop

October 25, 11 a.m. – 12 p.m. – Americans with Disabilities (ADA): Requesting Reasonable Accommodations and What You Need to Know

