



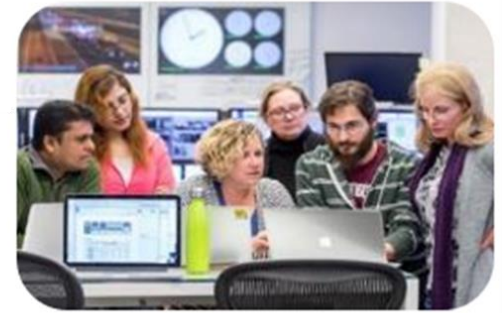
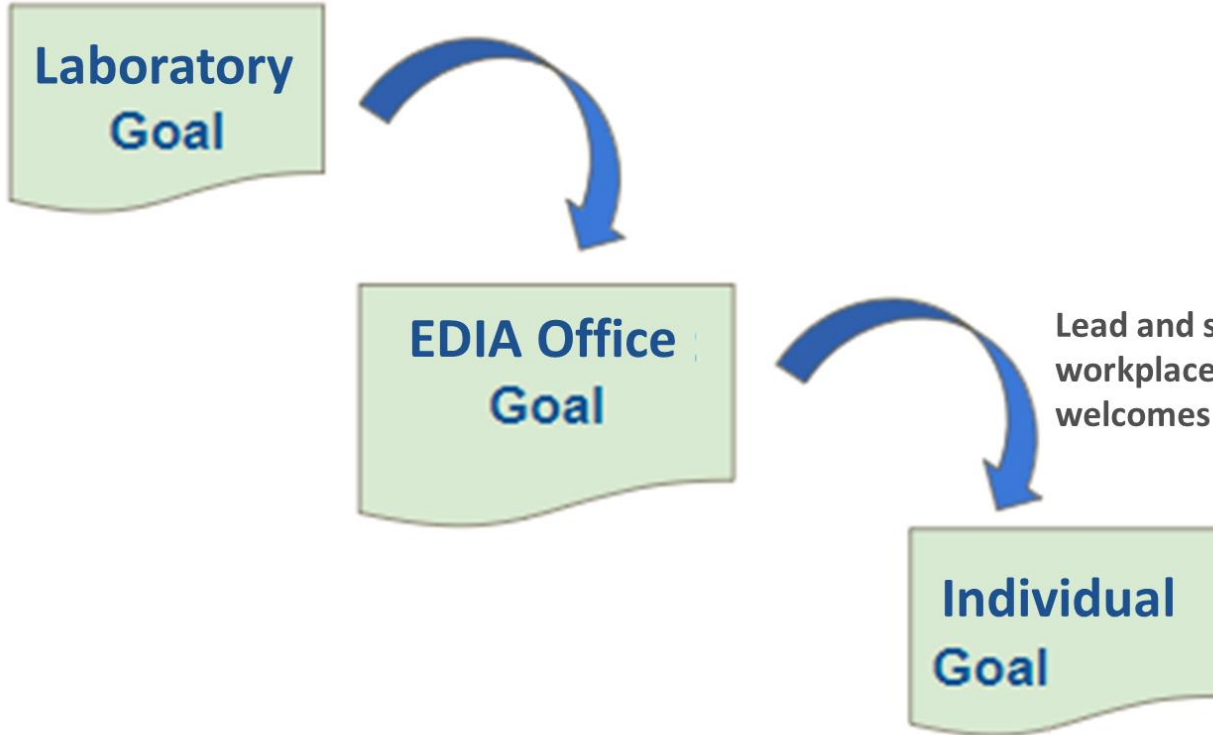
# Physics Advisory Committee

Sandra Charles

Office of Equity, Diversity, Inclusion and Accessibility

11 January 2024

# Labwide Commitment to EDIA



**Diversify & empower  
our workforce**

Lead and support efforts to build a workplace culture of belonging that welcomes a diverse workforce.

- Execute/contribute to strategic initiatives that invite talent to the laboratory's workforce.
- Support the diverse needs for belonging, professional development, and career mobility of all identities.

# All-Hands Effort

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.

# Laboratory Diversity & Inclusion Plan (LDIP)

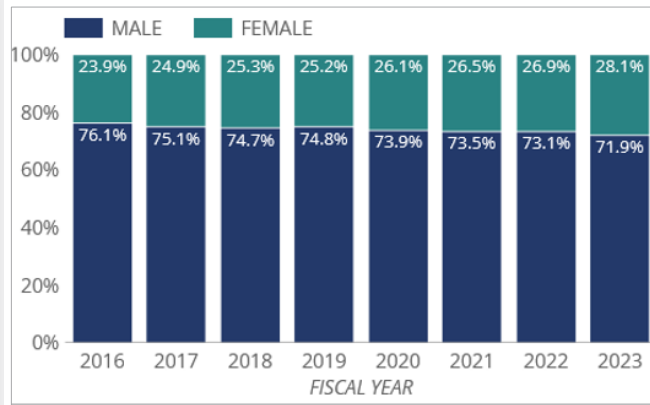
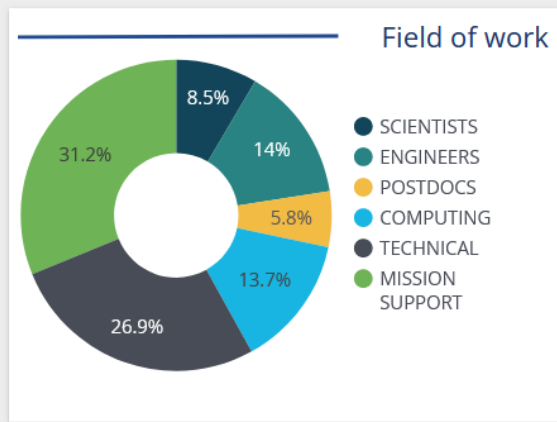
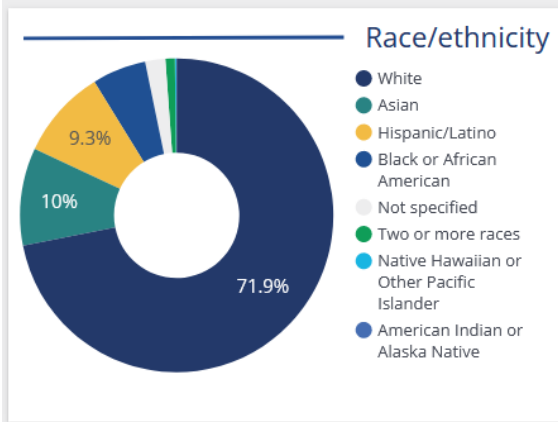
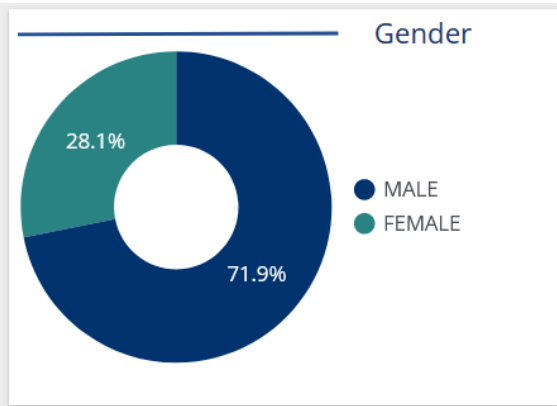
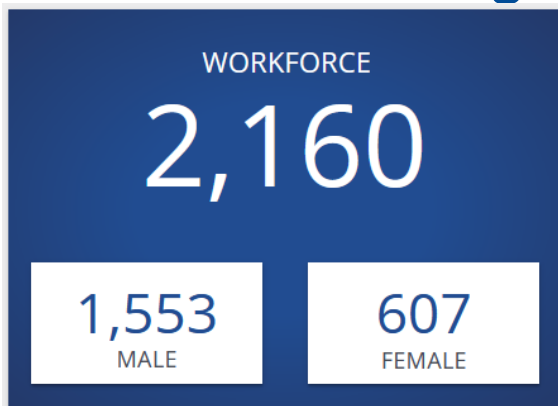
- Annual reporting of efforts:
  - to improve diversity, equity, inclusion, and accessibility (DEIA) at the laboratory, and
  - to continuously assess policies, processes, and practices for cultivating professional, respectful, equitable, inclusive, and safe work environment.
- Areas of focus:
  - Recruiting 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 & Undergraduate

# 2024 OEDIA Strategic Goals

STRATEGIC AREA	Specific Objective	Measurable Unit	Action	Relevance to Strategy
STRATEGIC INITIATIVES	<ul style="list-style-type: none"> <li>MSI Engagement</li> <li>Female Veterans (+)</li> <li>Disabled Communities (+)</li> <li>STEM EEs ntl/interntl reach</li> <li>Physical - Gaps/Opportunities</li> <li>Diversify Applicant Pools</li> </ul>	<ul style="list-style-type: none"> <li>Internship Participation</li> <li>VALOR Apprentice (+5)</li> <li>Workforce/Internship (+)</li> <li>10+ Touch points</li> <li>External Evaluation</li> <li>Conferences/Career Fairs</li> </ul>	<ul style="list-style-type: none"> <li>School Visits</li> <li>Robust outreach plan</li> <li>Outreach</li> <li>Talks/Visits/Seminars</li> <li>ISD collaboration</li> <li>HR-TA collaboration</li> </ul>	<ul style="list-style-type: none"> <li>Educational Outreach</li> <li>Workforce Development</li> <li>Workforce Development</li> <li>Workforce Engagement</li> <li>Accessibility – Inclusion</li> <li>Workforce Development</li> </ul>
OPS EXCELLENCE	<ul style="list-style-type: none"> <li>EDIA Goals ALDs &amp; EEs</li> <li>Dir/Div EDIA Plans</li> <li>Demographics</li> <li>Dress Code Policy</li> <li>Internship Policies</li> </ul>	<ul style="list-style-type: none"> <li>Completion Rate</li> <li>Completion Rate</li> <li>Interactive Display</li> <li>Required format</li> <li>Required format</li> </ul>	<ul style="list-style-type: none"> <li>Configure Workday</li> <li>Publish internally</li> <li>IT/Coms collaboration</li> <li>Publish policy site</li> <li>Publish policy site</li> </ul>	<ul style="list-style-type: none"> <li>Accountability</li> <li>Accountability/Transparency</li> <li>Transparency/Compliance</li> <li>Lab Culture</li> <li>Organizational Structure</li> </ul>
ANALYTICS	<ul style="list-style-type: none"> <li>Intern conversion rate</li> <li>VetTech, VALOR &amp; Skillbridge</li> <li>IM program evals</li> <li>Fermilab Alumni Network</li> <li>EDIA-EPE P/T Code Usage</li> <li>Intern ITNA Completion Rate</li> </ul>	<ul style="list-style-type: none"> <li>2016 -2023 count</li> <li>2016-2023 count</li> <li>FY22 &amp; FY23 offerings</li> <li>2007-2023 participants</li> <li>Directorate/Division/Office</li> <li>Directorate/Division/Office</li> </ul>	<ul style="list-style-type: none"> <li>Narrative / Pp</li> <li>Narrative / Pp</li> <li>White paper</li> <li>Narrative/Pp</li> <li>Narrative/Pp</li> <li>Narrative/Pp</li> </ul>	<ul style="list-style-type: none"> <li>Workforce Development</li> <li>Workforce Development</li> <li>Workforce Engagement</li> <li>Workforce Impact</li> <li>Workforce Engagement</li> <li>Compliance</li> </ul>
COMMUNICATION	<ul style="list-style-type: none"> <li>FY23 Intern MSI engagement</li> <li>Heritage Month recognition</li> <li>EDIA Website</li> <li>Internship Website/Portal</li> <li>LRG Impact / Influence</li> <li>EDIT Impact / Influence</li> </ul>	<ul style="list-style-type: none"> <li>Institution Leadership</li> <li>Timely during FY24</li> <li>Monthly</li> <li>Monthly / Weekly Summer</li> <li>FY23-23 Business/Social</li> <li>FY23-24 Business</li> </ul>	<ul style="list-style-type: none"> <li>Email Campaign</li> <li>FT/ Zoom background</li> <li>Review/Update</li> <li>Review/Update</li> <li>Pp</li> <li>Pp</li> </ul>	<ul style="list-style-type: none"> <li>Educational Outreach</li> <li>Lab Culture</li> <li>Accountability</li> <li>Accountability</li> <li>Lab Culture</li> <li>Workforce Engagement</li> </ul>

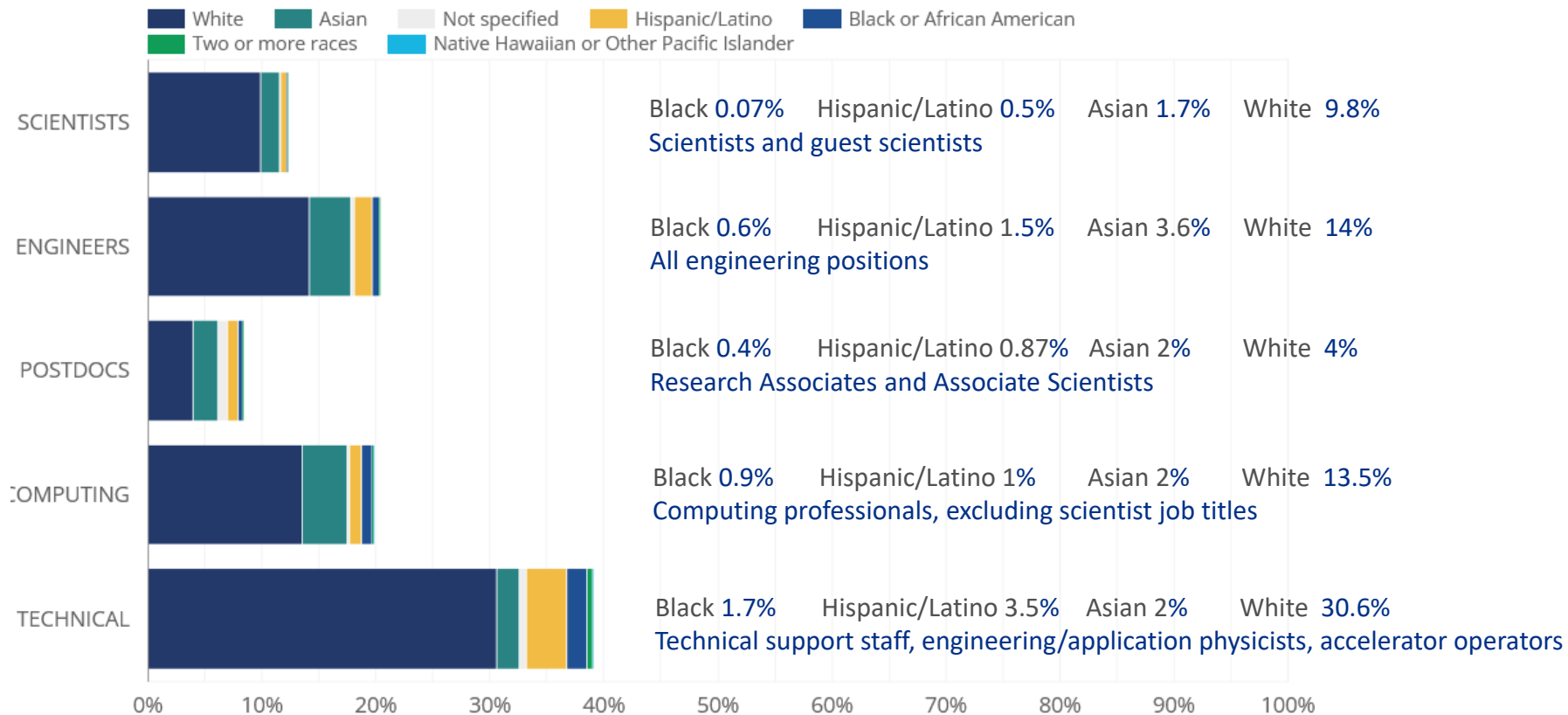


# Workforce Demographics

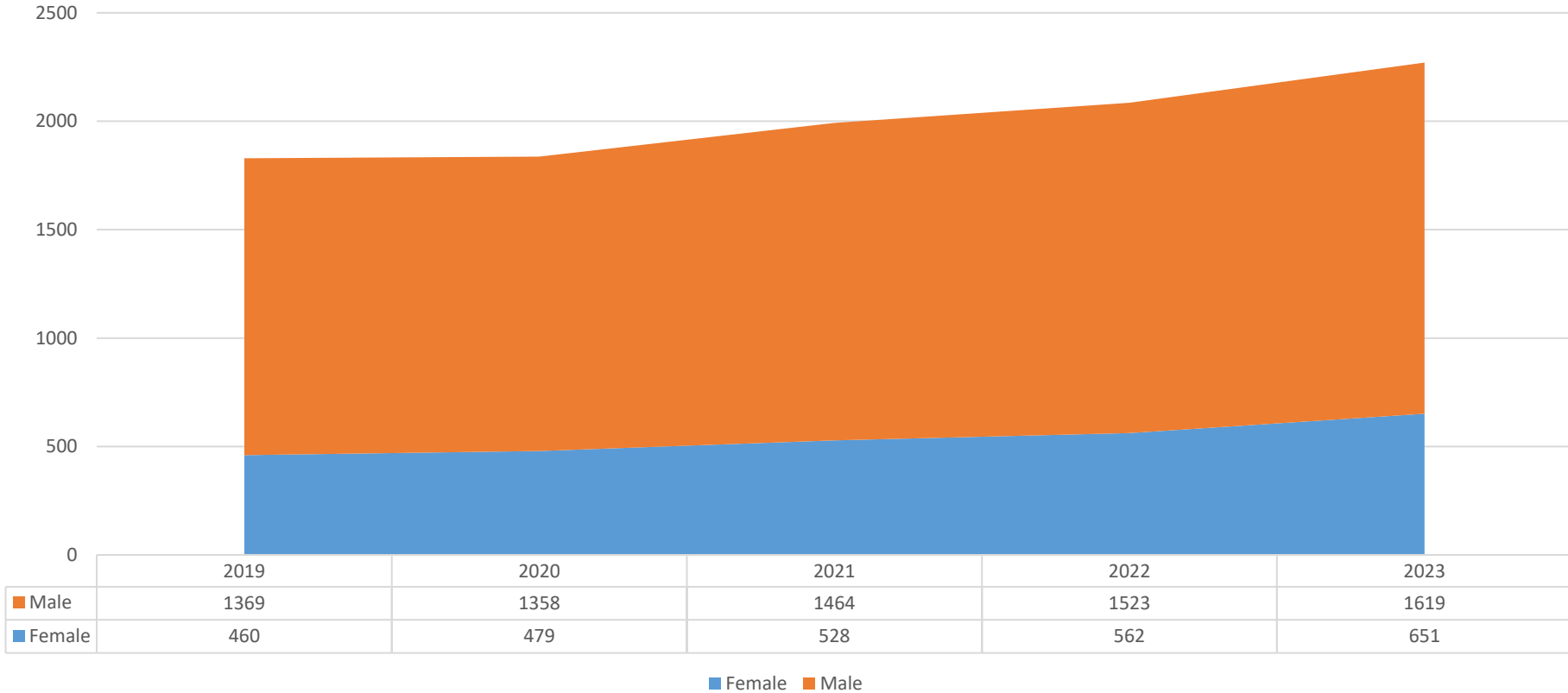


As of September 30, 2023

# Demographics in STEM Professions

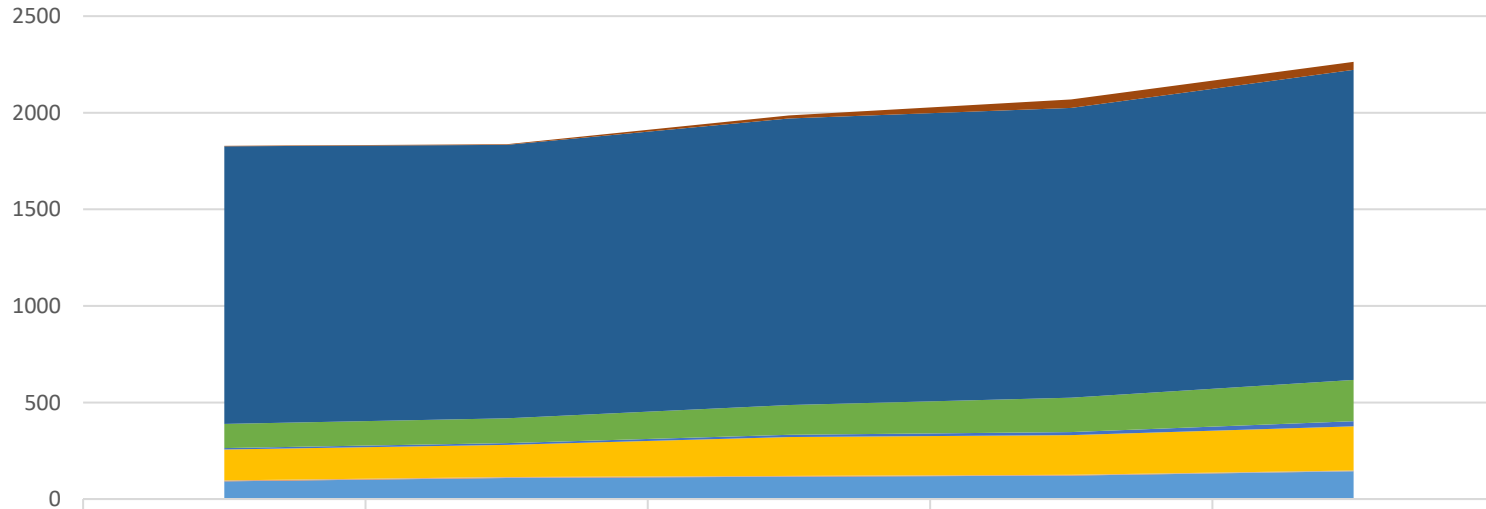


# '19 - '23 Workforce - Gender





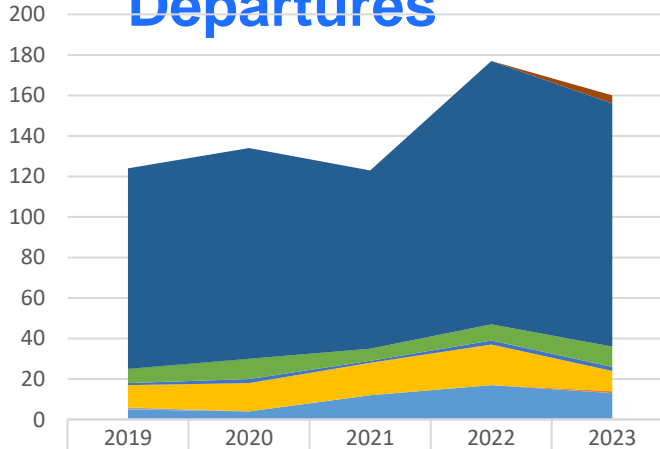
# '19 - '23 Workforce - Race/Ethnicity



	2019	2020	2021	2022	2023
Did not provide	3	3	16	44	42
White	1437	1416	1483	1500	1605
Hispanic or Latino	125	128	154	178	214
Two or more Races	7	9	12	16	26
Asian	160	167	201	205	229
Native Hawaiian or Other Pacific Islander	2	2	2	2	3
American Indian or Alaska Native	3	3	2	2	1
African American/ Black	92	109	116	122	144

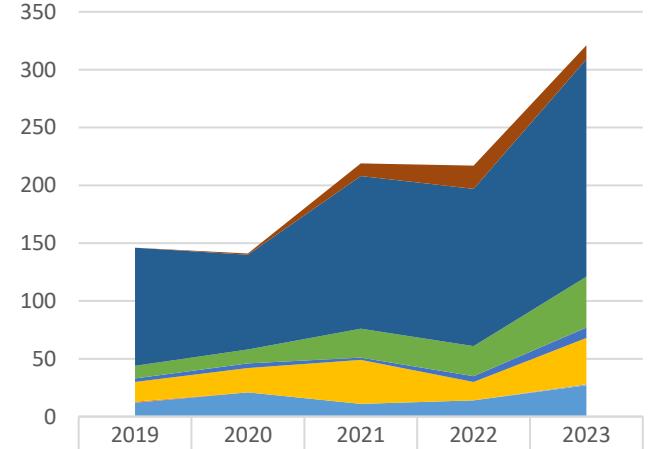
# Workforce Race/Ethnicity:

## Departures



	2019	2020	2021	2022	2023
African American/ Black	5	4	12	17	13
American Indian or Alaska Native	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	1	0	0	0	0
Asian	11	14	16	20	10
Two or more Races	1	2	1	2	2
Hispanic or Latino	7	10	6	8	10
White	99	104	88	130	120
Did not provide	0	0	0	0	4

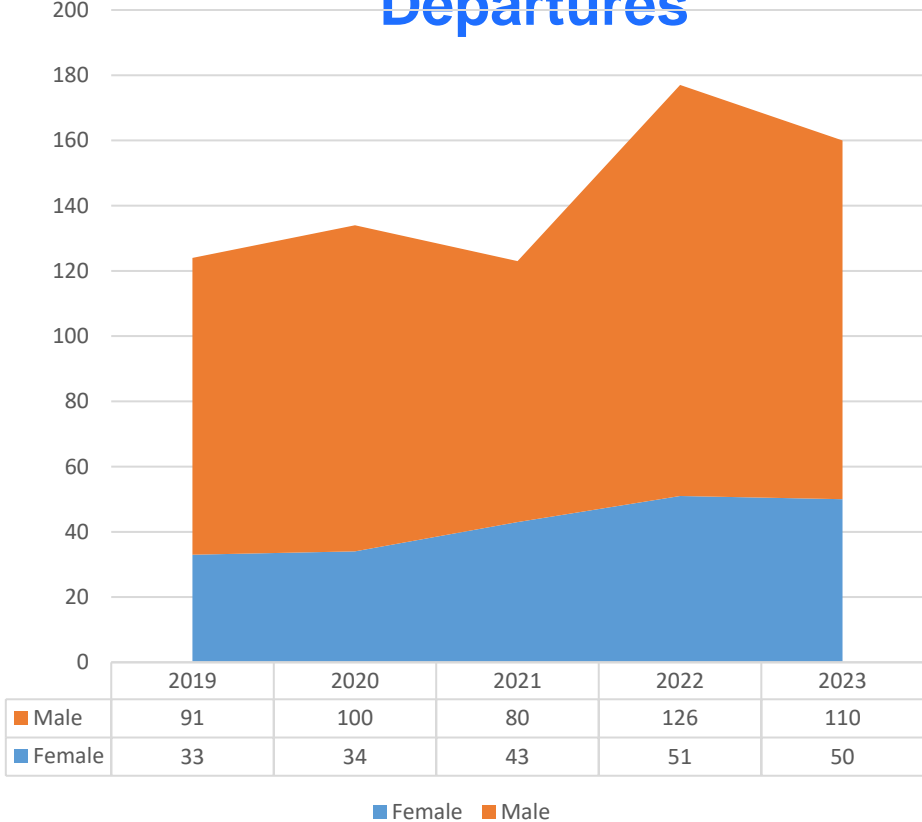
## Hires



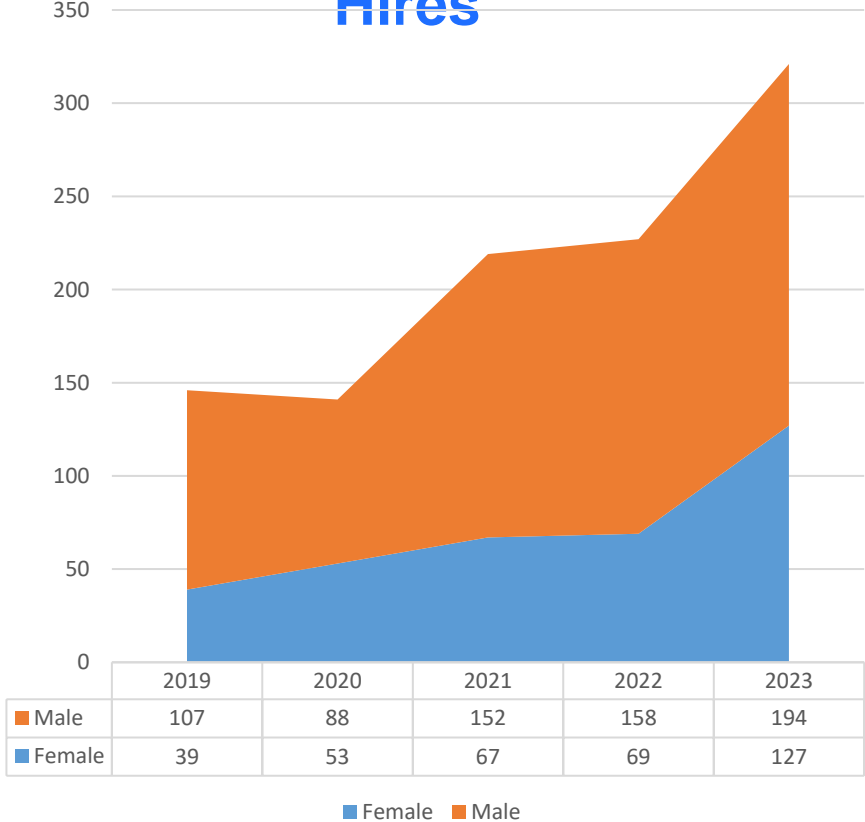
	2019	2020	2021	2022	2023
Did not provide	0	1	11	20	12
White	102	82	132	136	188
Hispanic or Latino	11	12	25	26	44
Two or more Races	3	4	2	5	9
Asian	17	21	38	16	40
Native Hawaiian or Other Pacific Islander	0	0	0	0	1
American Indian or Alaska Native	1	0	0	0	0
African American/ Black	12	21	11	14	27

# Workforce Gender Identity:

## Departures



## Hires

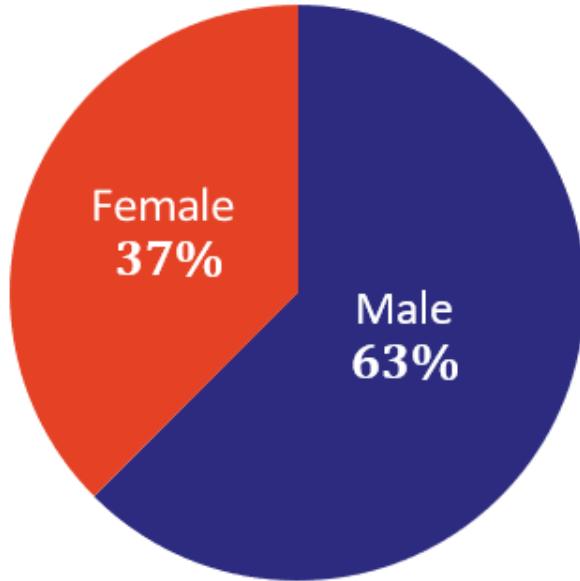


# Internships

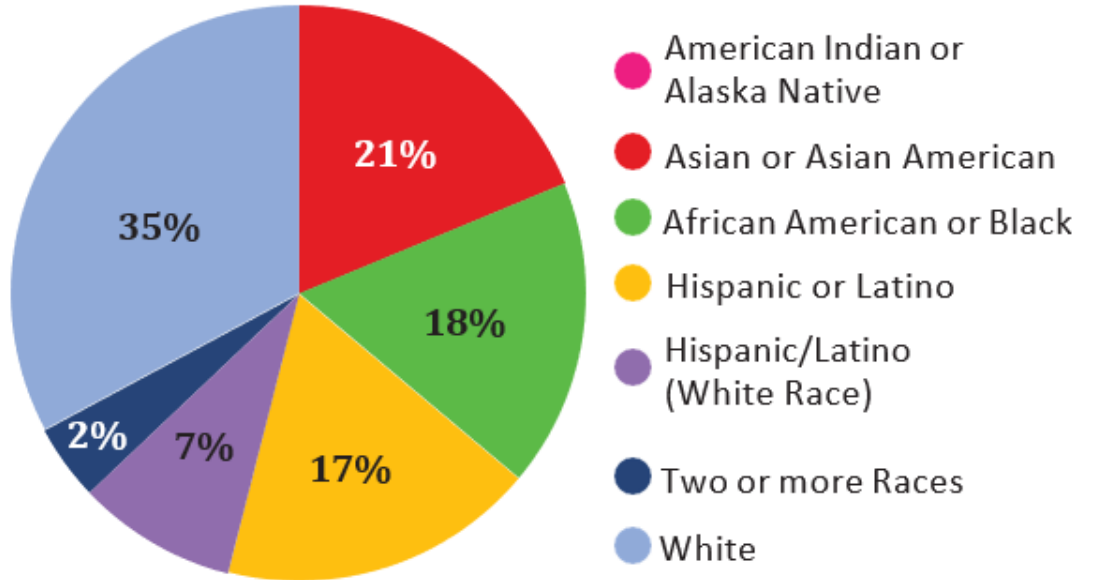


# Inviting, Engaging & Supporting Diverse Identities – Summer 2023

## Gender

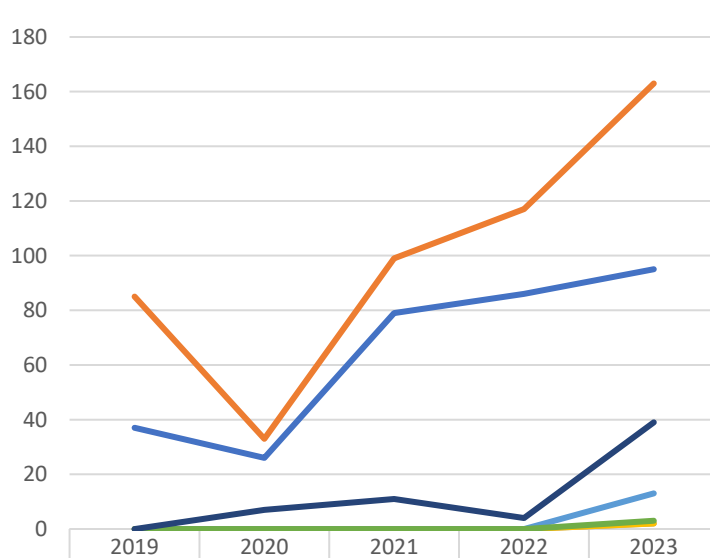


## Race and Ethnicity



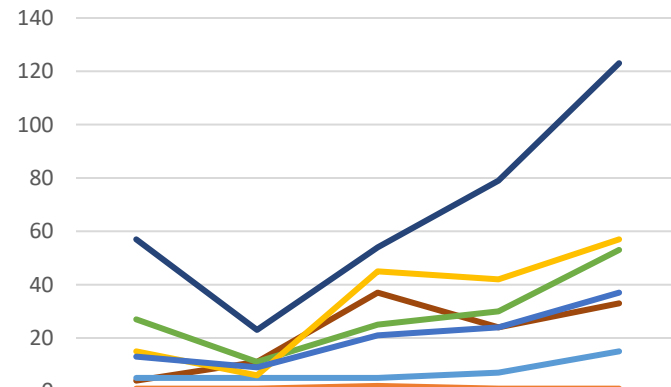
- American Indian or Alaska Native
- Asian or Asian American
- African American or Black
- Hispanic or Latino
- Hispanic/Latino (White Race)
- Two or more Races
- White

# '19-'23 Intern: Gender Identity



	2019	2020	2021	2022	2023
Female	37	26	79	86	95
Male	85	33	99	117	163
Trans Female	0	0	0	0	2
Trans Male	0	0	0	0	2
Non-Binary	0	0	0	0	13
Other	0	0	0	0	3
Decline to Answer	0	7	11	4	39

# Race/Ethnicity

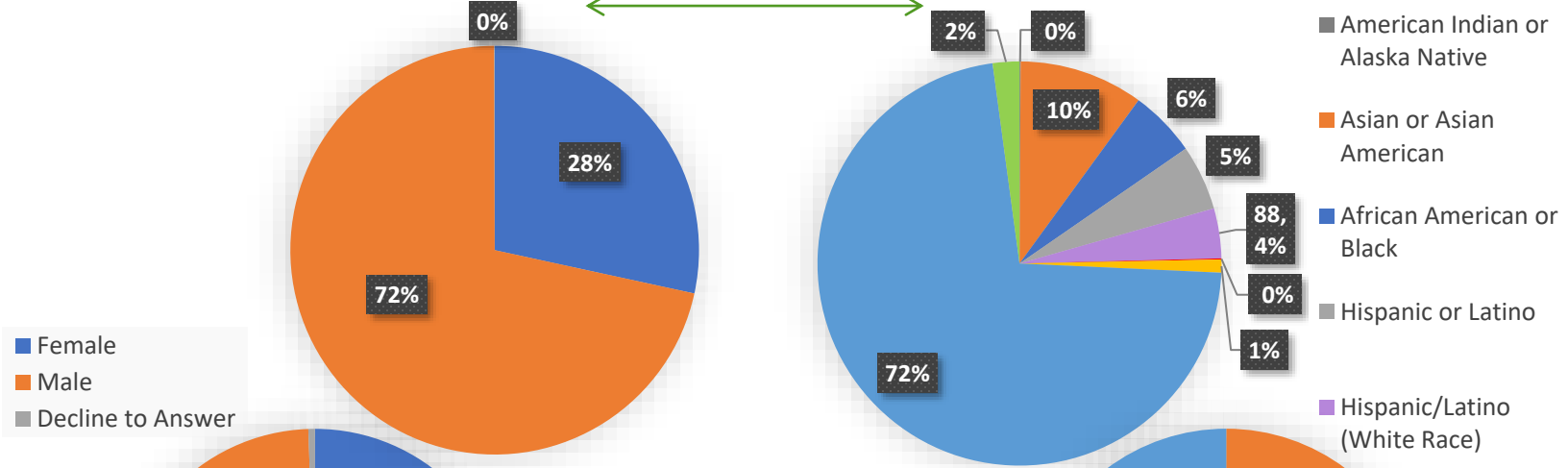


	2019	2020	2021	2022	2023
Decline to Answer	4	11	37	24	33
White	57	23	54	79	123
Hispanic or Latino	27	11	25	30	53
Two or More Races	5	5	5	7	15
Asian or Asian American	15	6	45	42	57
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
American Indian or Alaska Native	1	1	2	1	1
African American or Black	13	9	21	24	37



# 2023

## Current Employees



## Summer Interns

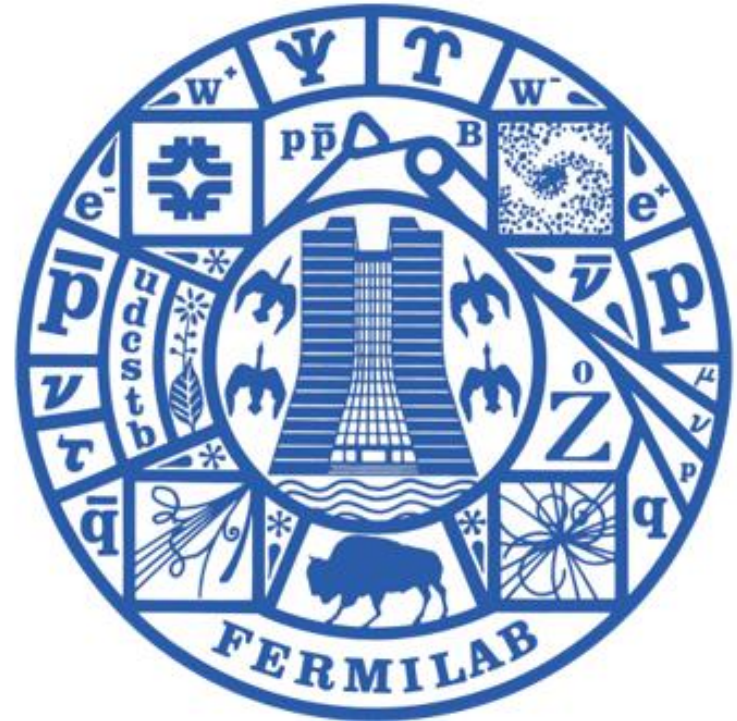




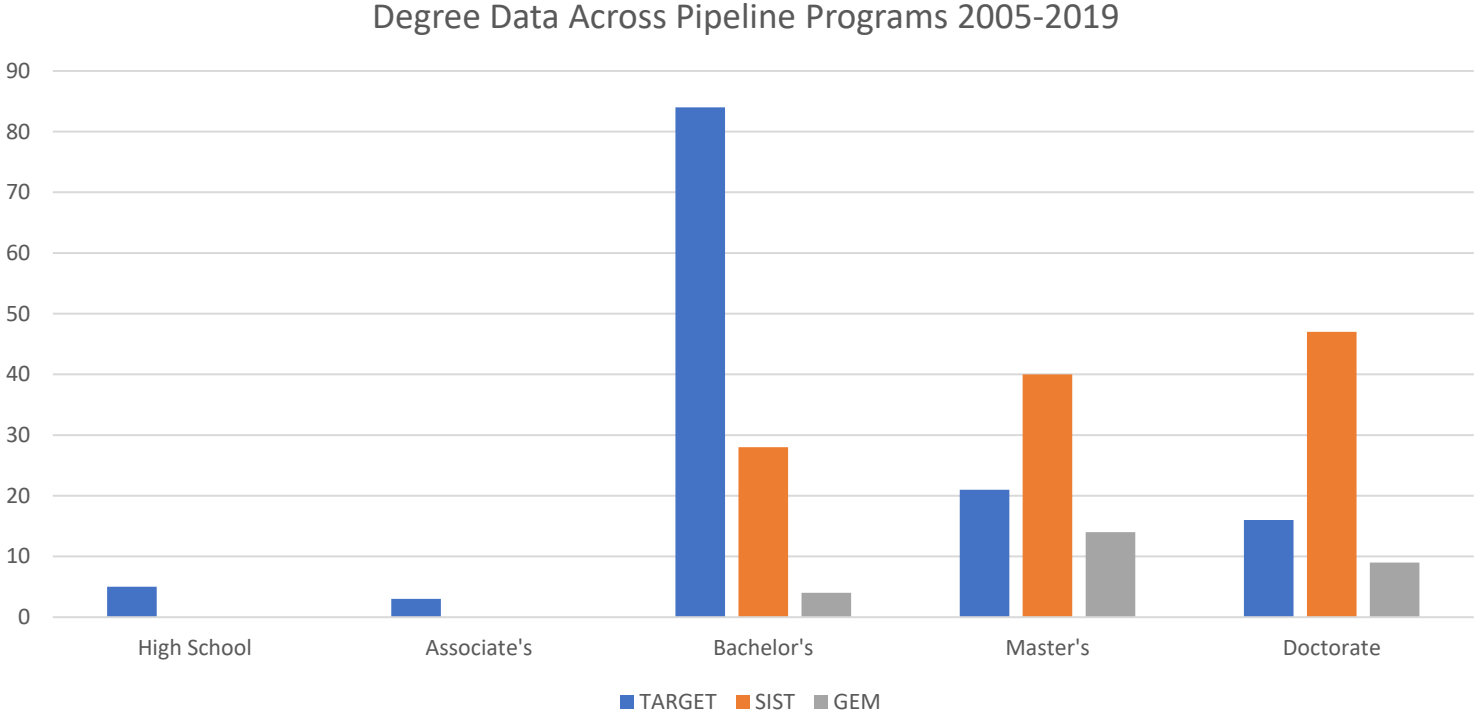
# Fermilab Alumni Network

The dynamic repository captures the academic and career profiles of past interns and supports hiring teams to identify and reach early-career talent and seasoned alumni to fill critical workforce needs.

The FAN helps to keep interns and staff connected, to encourage intern to full-time conversions, and to track the academic and career STEM trajectories of alumni.



# Alumni Degree Data from the FAN



# Alumni STEM Data from the FAN

