

SEPTEMBER 2024

DEIA AT THE ARGONNE



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MEET THE DEIA OFFICE

Helping the Lab become a more diverse and inclusive workplace



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A woman with long dark hair, wearing a dark blue textured blazer over a patterned top, is smiling warmly. She is in a professional setting, possibly a conference or meeting, with other people blurred in the background. The entire image has a semi-transparent blue overlay.

AGENDA

Culture of Inclusion

Why DEIA Matters to Our Mission

Overview of the DEIA Plan

A CULTURE OF INCLUSION

Grounding our work in social science

Organizational Culture

A system of shared beliefs, values, norms, habits, and assumptions that impact the organization's environment and influence how people behave within it.

Organizations with diverse leadership and teams can outperform those with homogenous leadership and homogeneous teams.

*A key part of successful and diverse teams is **enabling an inclusive workplace culture.***



Source: Global Diversity, Equity, and Inclusion Benchmarks (GDEIB), April 2021

A CULTURE OF INCLUSION

Grounding our work in social science

Inclusive Culture

Creates and sustains an organization where respect, equity, and positive recognition of differences are cultivated, diverse voices are heard, and everyone feels valued



Source: *Global Diversity, Equity, and Inclusion Benchmarks (GDEIB)*, April 2021

DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY

Creating a culture of inclusion using a seven-point model for DEIA

Social science research has identified seven key elements of workplace inclusion.

Using this model helps us ensure we are addressing all the areas that matter in creating a diverse, equitable, inclusive and accessible environment.



Source: *Ensuring All Voices Are Heard: an inclusive research approach to develop a framework for workplace inclusion*, Kaleidoscope Group, 2023.

WHY DEIA?

DEIA supports our workforce, workplace, community and research

Diverse Teams

- More innovative
- Make smarter decisions

Inclusive leaders enhance team performance, too.

Team Performance

 17%

Decision-making Quality

 20%

Team Collaboration

 29%

DEIA END-TO-END STRATEGIC PROCESS

What environment do we want to create?

Lab Director's Statement

- Vision
- Commitment to DEIA

Why is it important?

Strategic Mission

- Purpose
- Stakeholders
- Value Proposition
- Core Values

How will we accomplish it?

DEIA Plan

- Challenges
- Structure
- Goals
- Outcomes
- Timeline

When will we deliver?

Execution

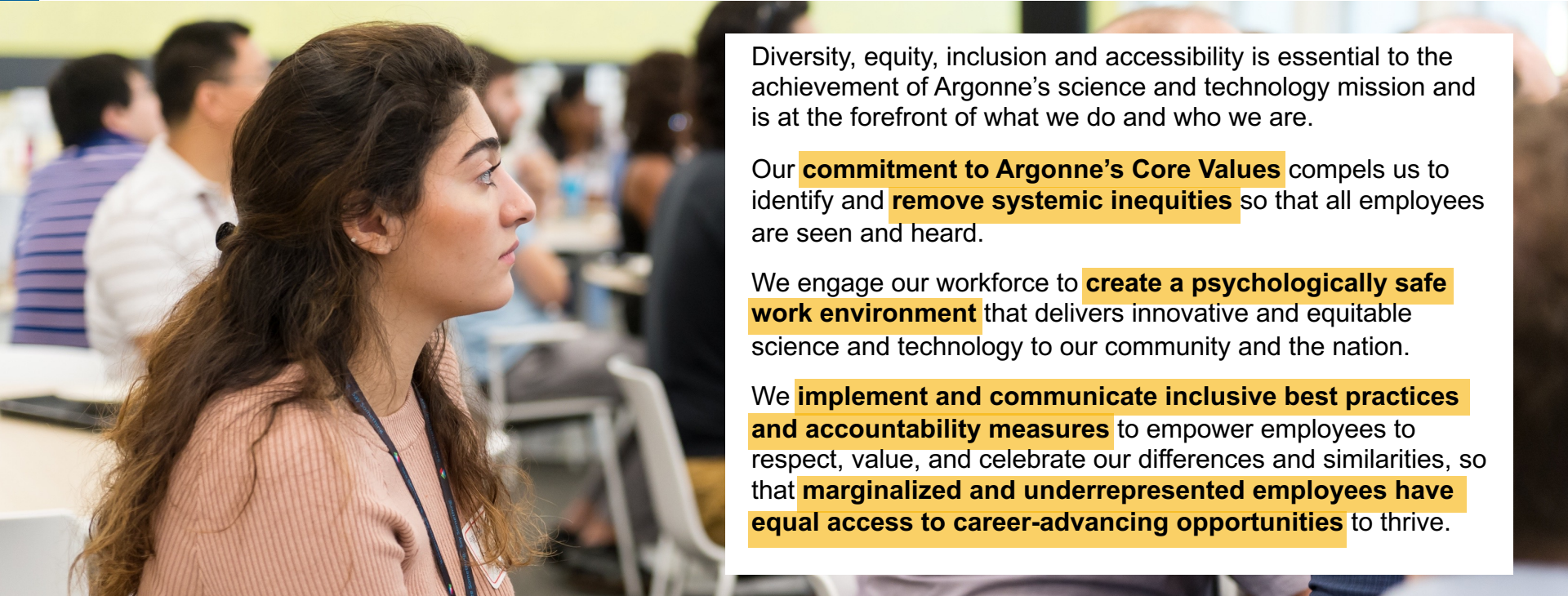
- Project Planning
- Change Management
- Deliverables

How will we define success?

Evaluation of Success

- Behavior Change
- Compliance
- Metric

DEIA MISSION STATEMENT



Diversity, equity, inclusion and accessibility is essential to the achievement of Argonne's science and technology mission and is at the forefront of what we do and who we are.

Our **commitment to Argonne's Core Values** compels us to identify and **remove systemic inequities** so that all employees are seen and heard.

We engage our workforce to **create a psychologically safe work environment** that delivers innovative and equitable science and technology to our community and the nation.

We **implement and communicate inclusive best practices and accountability measures** to empower employees to respect, value, and celebrate our differences and similarities, so that **marginalized and underrepresented employees have equal access to career-advancing opportunities** to thrive.

ARGONNE'S DEIA PLANNING PROCESS

INFORM OUR PROCESS

Proactive audit of Diversity, Equity, Inclusion, and Accessibility (DEIA) at the lab, performed by an external partner in 2022; next survey is Fall 2024

Recommendations from the Department of Energy's (DOE) Office of Science Peer Review of DEIA at Argonne (2024)

Assessment of the needs of our Employee Resource Groups (ERGs) and DEIA Councils, performed by an external partner (2023)

Recommendations of the National Academy of Science, Engineering, and Medicine's Action Collaborative for the Prevention of Sexual Harassment (2023)

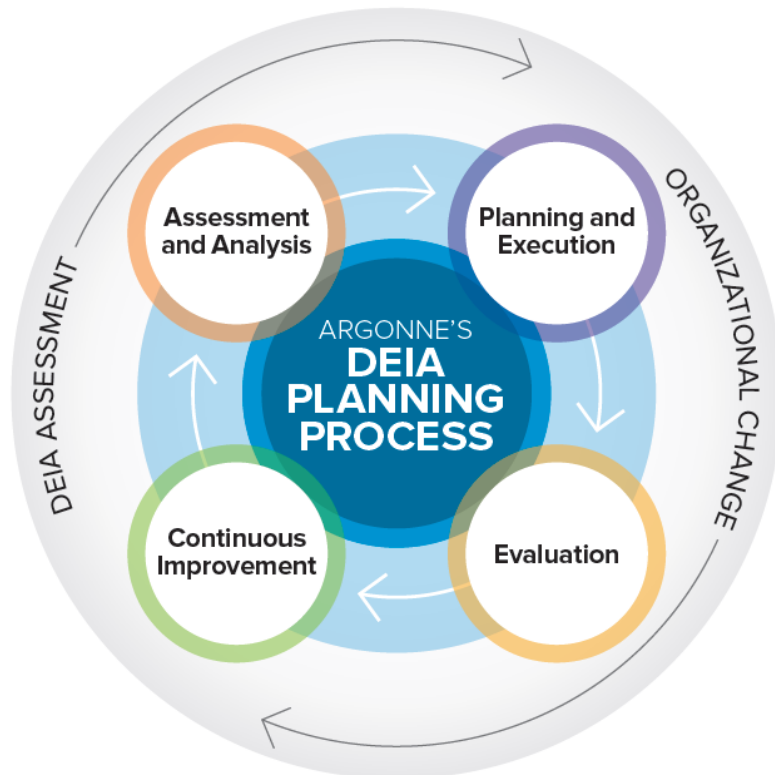
ADAPT OUR PROCESS

Argonne exists within a larger complex of laboratories across the nation and liaises with the DOE on DEIA matters

Stay aware of updates to policies and procedures, and adapt to changing dynamics as necessary

Ensure all identified recommendations are in alignment with Argonne's mission

Focus on our Core Value behaviors



ESTABLISH OUR GOALS

Increase diverse representation and retention of employees

Ensure employees have a voice and are willing to speak up about issues that concern them

Increase equity among employees; provide greater definition of roles and responsibilities for ERGs, DEIA Councils, and Executive Champions

Hold people accountable when inappropriate behavior occurs and increase leadership commitment to DEIA

MONITOR GOAL PERFORMANCE

Executive Leadership DEIA Council oversees implementation of the DEIA Plan, and in partnership with the DEIA Office and PMO, ensures that goals are met

Argonne will again partner with Kaleidoscope Group in 2024 to develop a comprehensive DEIA dashboard for the lab

The dashboard will provide comprehensive visualizations and analytics, enabling informed decision making and the ability to track progress toward DEIA goals

Information from the measurement plan, reporting strategy, and data from HRIS will be used to draft metrics for the dashboard



U.S. DEPARTMENT OF ENERGY

Argonne National Laboratory is a U.S. Department of Energy laboratory managed by UChicago Argonne, LLC.

HOW DO WE KNOW IT'S WORKING?



PEOPLE

- The racial and ethnic diversity of employees has increased from 24.5% in 2016 to 35.0% in 2024
- In 2024, at senior leader levels, we are at parity with 50% women.
- In 2023, 50% of all laboratory new hires were minorities (46% in 2021 and 2022).
- Hiring of people with disabilities has increased from 2.3% in 2020 to 10% in 2024.
- Veteran hiring has increased from 3% in 2018 to 5.5% in 2024.



ENVIRONMENT

- Pulse check surveys show increased trust in managers (77% positive in 2022 to 82% in 2024), sense of voice in decision making (61 to 63%), and fair treatment regardless of culture, background or perspective (61% to 67%)
- A total of total of 187 employees attended new workshops on Argonne's Core Values of Impact, Safety, Respect, Integrity, and Teamwork
- Argonne was recognized as a "Best Places to Work for Disability Inclusion" by Disability:IN for the fourth year in a row

QUESTIONS



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