



Users Meeting:
DEIB Discussion and Fermilab Resources
By Richard A. Wallace

Meet Your Speaker

Richard A. Wallace

- Title: Workforce Development Liaison
- Division: Accelerator Directorate
- Pronouns: He/Him/His
- Education: BA -University of Illinois-Chicago
MSEd-University of Kansas
- Work Background: Student Affairs
- Hobbies: Improv Comedy, Build Lego, Traveling the World



What is Equality?

What is Equity?

Equality vs. Equity

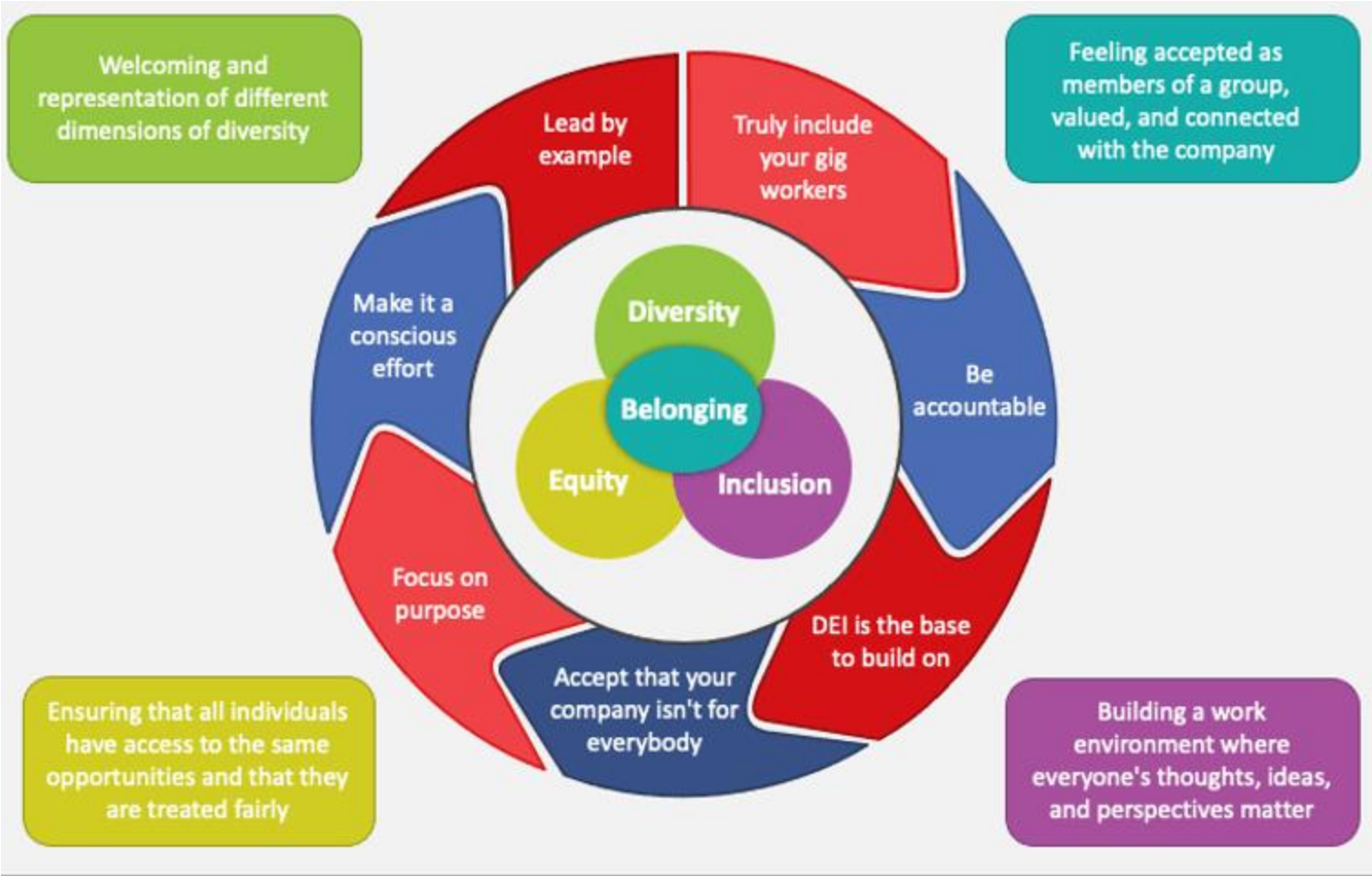
- Equality – Providing consistent and equal care throughout.
- Equity - Providing care that does not vary in quality because of personal characteristics such as gender, ethnicity, geographic location, and socioeconomic status.

How do these differ?

- Equality – providing the entire time with the same pair of shoes
- Equity – providing everyone with a pair of shoes that fit



What is DEIB?



Doing the Work!



Share
knowledge



Be polite



Be helpful



Learn how to
pronounce
people's
names



Respect a
difference in
opinion



Ask for
pronouns

Safety

Physical
Safety gear
Clothes
Shoes

Mental
EDIA team
Mental health days
See something say something



“I expect everyone in the Fermilab community of employees, visitors, and guests will continue to recognize, respect and appreciate the identities, experiences and needs of all. Our commitment will ensure we all do our best work and have access to the same opportunities. Harassment and discrimination have no place in our workplace, and we are all accountable to each other. If you ever have need to report a concern, several channels are available, including Integrity Counts and the open doors of HR and the Office of Equity, Diversity, Inclusion and Accessibility.”

– Sandra Charles, Chief EDIA Officer

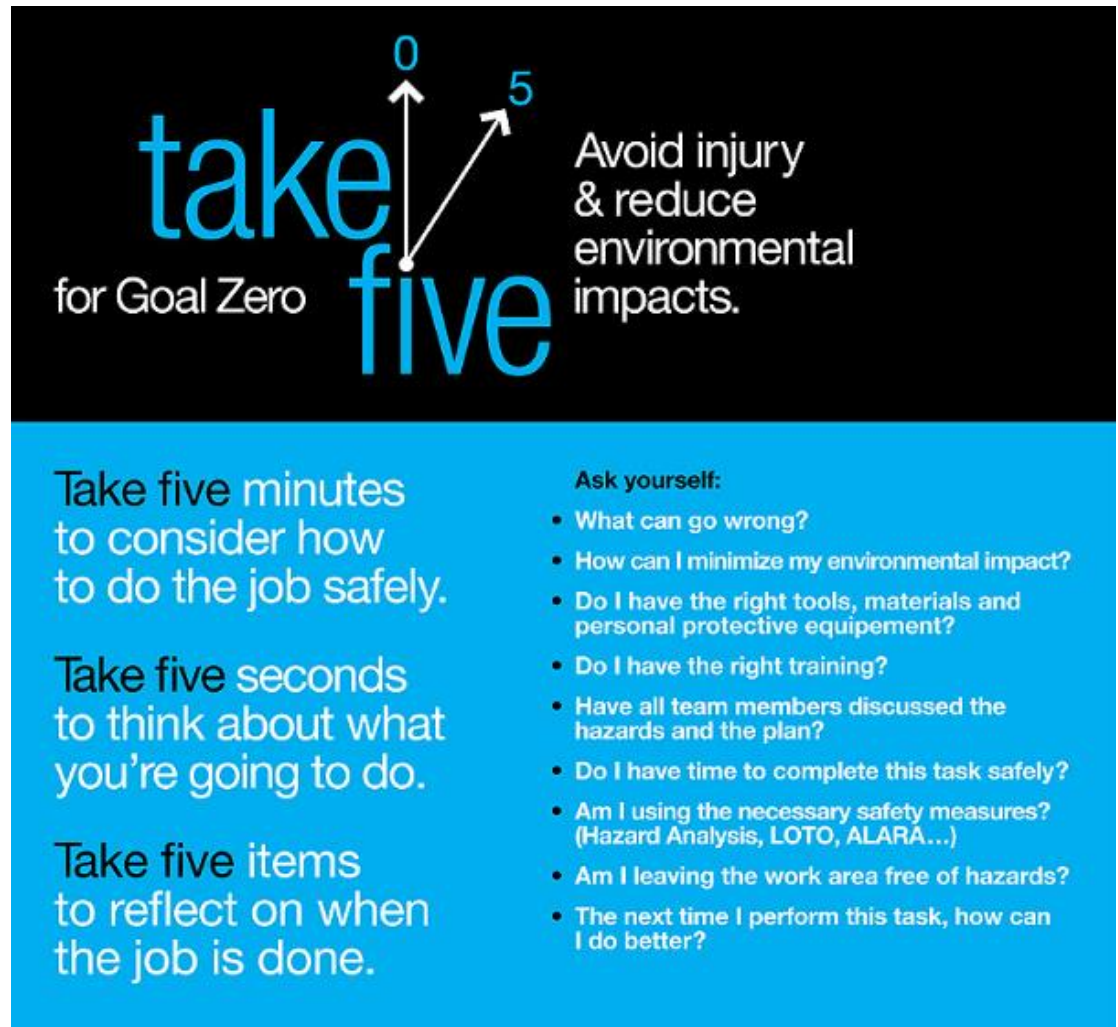
Safety

In case of
emergency, dial:

630-840-3131

or

x3131



The graphic features the words "take" and "five" in a light blue, lowercase, sans-serif font. The word "take" is positioned above "five". A white dot is located at the bottom right of the letter "e" in "five". From this dot, two white arrows originate: one points vertically upwards to the number "0", and the other points diagonally upwards and to the right to the number "5". To the right of the word "five", the text "Avoid injury & reduce environmental impacts." is written in a white, sans-serif font. Below the main graphic, on a solid blue background, are three paragraphs of white text and a list of questions.

for Goal Zero

Avoid injury
& reduce
environmental
impacts.

Take five minutes
to consider how
to do the job safely.

Take five seconds
to think about what
you're going to do.

Take five items
to reflect on when
the job is done.

Ask yourself:

- What can go wrong?
- How can I minimize my environmental impact?
- Do I have the right tools, materials and personal protective equipment?
- Do I have the right training?
- Have all team members discussed the hazards and the plan?
- Do I have time to complete this task safely?
- Am I using the necessary safety measures? (Hazard Analysis, LOTO, ALARA...)
- Am I leaving the work area free of hazards?
- The next time I perform this task, how can I do better?

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/>

Concerns Reporting Resources

Office of General Counsel

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

Home

Services

Prime Contract

How to Report Concerns or Violations

About Us

Resources and Links

General Counsel internal site

Search this site...

Search

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

Fermilab Office of General Counsel (OGC)

Main OGC: 630-840-3572
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)

U.S. DEPARTMENT OF ENERGY
OFFICE OF INSPECTOR GENERAL

Contact us if you suspect:
Fraud, Waste, or Abuse

Involving DOE Programs, Employees, Contractors, or Grant Recipients

IGHotline@hq.doe.gov

HOTLINE COMPLAINTS
Office of Inspector General
1000 Independence Avenue SW
Washington, DC 20585

Complaint Form: www.energy.gov/ig/complaint-form
Telephone: (202) 586-4073
Toll Free: (800) 541-1625
Fax: (202) 586-4902



Concerns Reporting Resources

<https://diversity.fnal.gov/report/>



Equity, Diversity, Inclusion and Accessibility

- Policies
- EDIA at Fermilab
- Inclusion Matters >
- Laboratory Demographics
- Laboratory Resource Groups
- Contact

Pipeline Programs

- TARGET
- VALOR Program
- SIST
- Undergraduate Co-Op Program

How To Report Concerns

Search this site...

Upcoming Events

- No Events

Related links

- PIER Plan
- Fermilab Alumni Network (FAN)
- Join the Fermilab team
- Fermilab Small Business Program
- Education and Outreach Office
- DOE SC's DEI Webpage
- Internal EDIA Portal

How To Report Concerns

"I expect everyone in the Fermilab community of employees, visitors, and guests will continue to recognize, respect and appreciate the identities, experiences and needs of all. Our commitment will ensure we all do our best work and have access to the same opportunities. Harassment and discrimination have no place in our workplace, and we are all accountable to each other. If you ever have need to report a concern, several channels are available, including Integrity Counts and the open doors of HR and the Office of Equity, Diversity and Inclusion." - Sandra Charles, Chief EDI Officer

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Employee/Users Assistance Program

The Benefits and Wellness Office partners with ComPsych to continue to support and encourage well-being and healthy outcomes for our employees and users. Employees and users can visit guidance.resources.com and create an account following the instructions outlined here (login services required).

ComPsych's GuidanceResources is available 24 hours a day, 7 days a week.

Call: 866-586-1375
Online: guidance.resources.com
App: GuidanceNow
Web ID: fermieap

Fermilab Security Department

Emergency: 630-840-3131
Non-Emergency: 630-840-3414

Statement of Community Standards



The purpose of this Statement of Community Standards is to establish and communicate expectations for all members of the Fermilab community: employees, affiliates, users, subcontractors, and authorized guests.

We all are responsible for facilitating a safe and welcoming environment. These basic principles should help guide us in our work:



Build trust and credibility

We gain credibility by fulfilling our commitments or by acknowledging when we will not and taking responsibility for the consequences.



Communicate openly and honestly

We promote open communication, which emphasizes listening, creativity, growth and development, collaboration, and inclusion.



Respect one another We work in an environment where everyone is treated with dignity and respect. Interactions that interfere with an individual's research or performance, limit access to educational experiences or career opportunities, or negatively impact an individual's well-being are unacceptable.

No harassment will be tolerated from anyone, regardless of who they are; there are no circumstances under which we should not comply with the outlined guidelines.



To view Fermilab policies or to report concerns and violations, please scan this QR code. You'll be directed to resources to report directly or anonymously.





A Workplace Culture of Inclusion

Why Diversity Matters



A workplace culture of inclusion:

- Positively impacts productivity, morale and innovation;
- Fosters respect and values each employee's contributions; and
- Welcomes the experiences, perspectives and strengths of a diverse workforce to drive teamwork, innovation, critical analysis and creativity.

Fermilab's Workplace Culture



Thousands of scientists from around the world use Fermilab facilities for their research, contributing to our workplace culture. Fermilab is...

- Open-minded and inclusive
- Representative of a global community
- An international center for collaboration

Employee Resources



Fermilab has a number of policies and resources that promote work-life integration to foster an atmosphere to drive discovery.

- **Fermilab Wellness Office**
 - Educational Wellness Programs
 - Employee Assistance Program
- **Parent Resources**
 - Children's Center
 - Lactation Room
- **Flexible Work Program**
- **Professional Development**
 - Tuition Assistance
- **Public Events**
 - Art Gallery / Arts & Lecture Series
- **Fermilab Library (WH 15 floor)**
 - Ask a Librarian
 - Access to Journals & Databases

Professional Employee Groups



- Employee Advisory Group (EAG)
- Engineering Advisory Council (EAC)
- Scientist Advisory Council (SAC)
- User Executive Committee (UEC)
- Fermilab Student and Postdoc Association (FSPA)
- Fermilab Society of Women Engineers (Fermi-SWE)
- Fermilab Society of Hispanic Engineers (Fermi-SHPE)

Fermilab Student and Postdoc Association



FSPA represents the community of early career researchers at Fermilab including all undergraduate and graduate students, postdocs, summer students, and interns.

- Host social and informational events
- Serve as a resource for early career researchers

FSPA

Fermilab Student &
Postdoc Association

Website:

<https://fspa.fnal.gov>

Laboratory Resource Groups

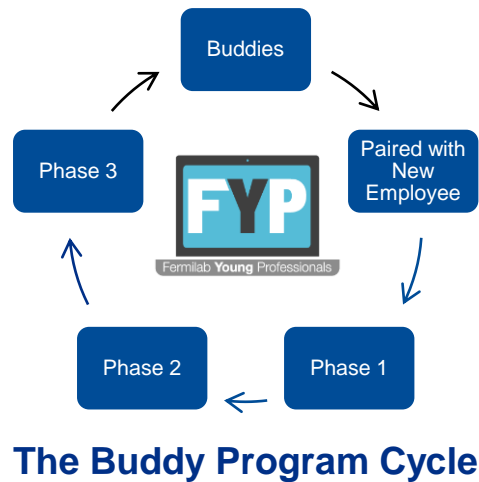
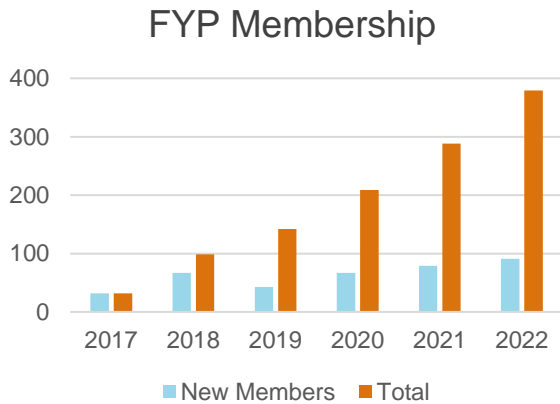


Voluntary employee-led groups managed by the Office of Equity, Diversity, Inclusion and Accessibility and open to the full lab community:

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

Fermilab Young Professionals

Co-Leaders	Events Coordinators	Tours Coordinator	EDI Task Force Representatives
Michael Geelhoed	Kerry Aschenbach	Trevor Nichols	Roshanda R Spillers
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 Brother's Aurora, IL

**Questions?
Connect with me below!**

