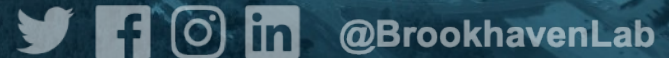




# Modeling the BNL DEI Leveraging Effort

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*Chief Diversity Officer*

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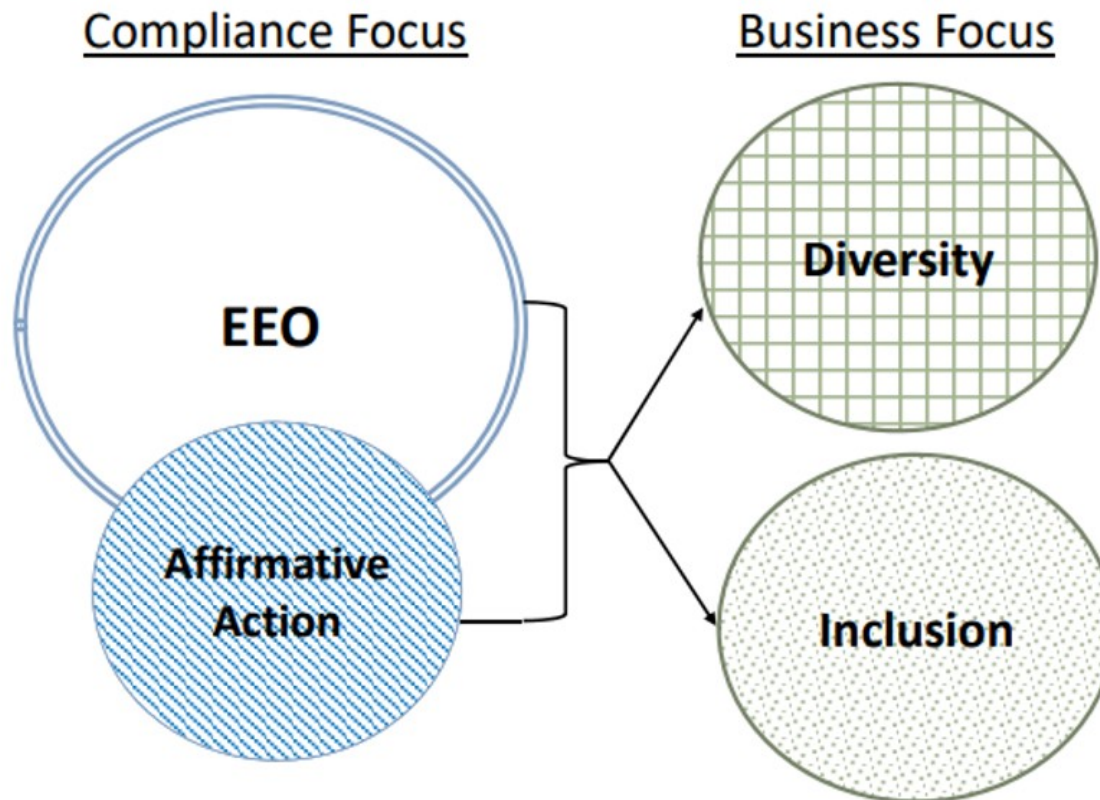


# Presentation Takeaways

- Re-framing of DEI
- Culture – Major Barrier
- An Approach to Move the DEI Needle
- Suggestions

# Historical view of DEI

EEO/AA/D&I: Compliance and Business Focus

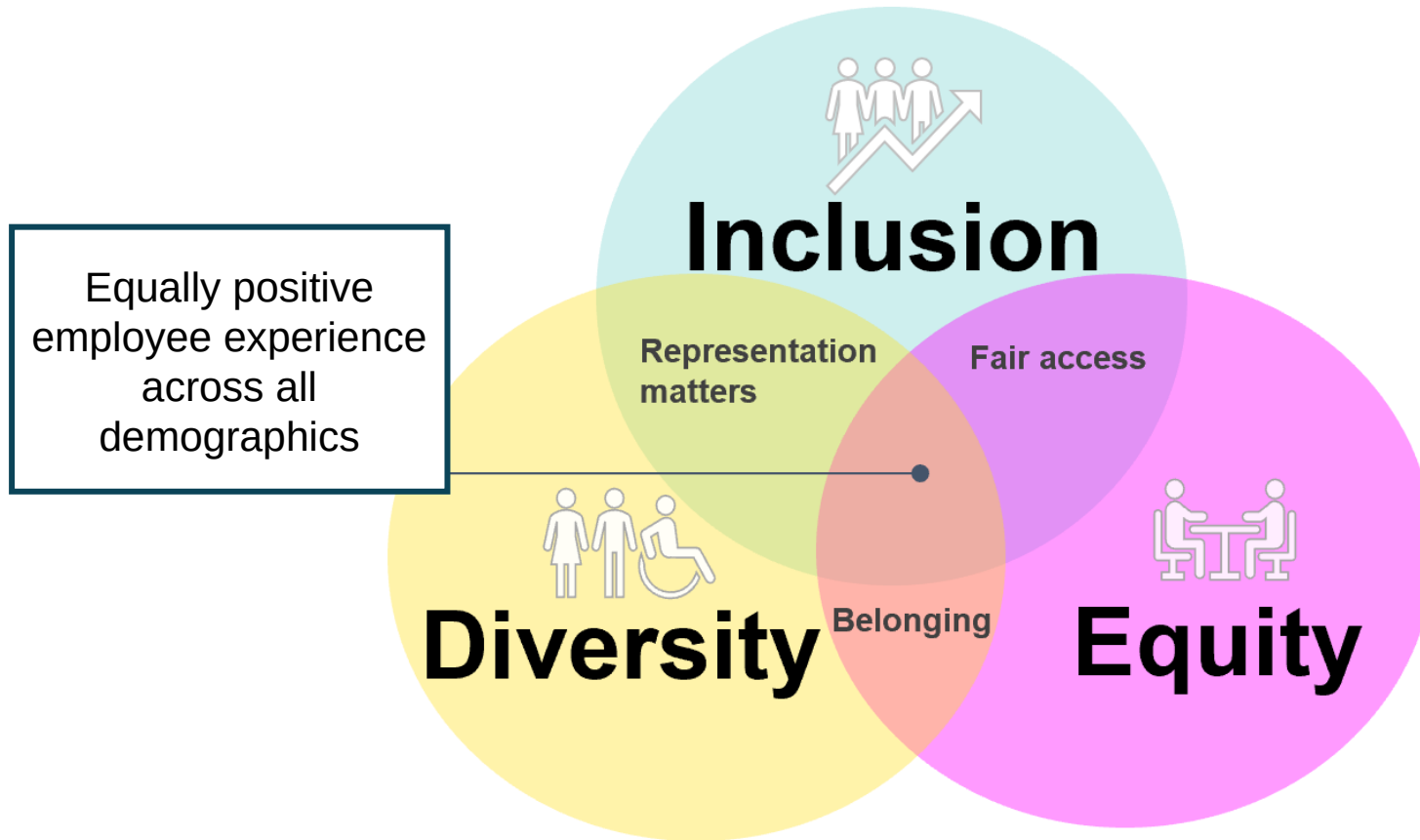


# Diversity, Equity & Inclusion:



“Diversity is being invited to the party. Inclusion is being asked to dance. Equity is being a member of the party-planning committee.” – Verna Myers\*

# DEI: 3 Different Elements but 1 Core Value



# At BNL:

*Brookhaven continues to view culture change—altering behaviors and perspectives—as the primary challenge in advancing its Diversity, Equity, and Inclusion (DEI) Vision.*

**To accelerate the DEI effort at the Lab, our strategic plan is based on:**

- Developing a psychologically safe and respectful workplace where everyone is valued for their perspective
- Fostering a sense of belonging
- Creating a welcoming environment
- Increasing access for communities unfamiliar with the U.S. Department of Energy enterprise's focus on the solutions offered by science.

# Need to Plan & Track Progress

## Suggested Approach:

- Leadership Commitment
- Addressing Structural Issues
- Engagement
- Outreach and Education

## Tracking:

- Annual climate survey
- Inclusion metrics
- Longitudinal metrics to track progress



# DEI 4-Pillar Strategy

## Leadership Commitment

Addressing the primary challenge of culture change must start with leadership that models daily behaviors which encourage and include different perspectives, styles, and backgrounds. Leaders must also hold their direct reports accountable to daily behaviors that exemplify inclusion and equity.

## Addressing Structural Issues

Barriers that hinder our workplace culture from being diverse, equitable, and inclusive. We are comprehensively reviewing our workplace policies, practices, and physical infrastructure to identify opportunities for improvement and to standardize best practices that promote DEI. Actions include improvements to our recruitment and hiring policies; expanding our DEI training and learning & development programs; expanding our Quality-of-Life programs; and improvements to our lab campus.

## Engagement

With all personnel including guests, users, visitors, students, and foreign nationals. An engaged individual is highly motivated and committed to the organization's DEI core value. The Lab regularly gathers information on how to improve our value proposition through several engagement mechanisms including climate surveys, lab-wide and local meetings with leadership, DEI councils, and our employee resource groups.

## Outreach and Education

To strengthen the Lab's brand and goodwill throughout the community and to develop a diverse STEM pipeline.



# DEI Goals Overview

- Based on Impact:
  - Personal
  - Group or Departmental
  - Organizational
- Activity Examples Categorized by DEI Elements
  - Diversity
  - Equity
  - Inclusion
- A Minimum DEI Activities as your DEI Goal:
  - Suggested will be two DEI activities
  - Dependent on you and your supervisor's expectation

# ERGs & Special Lens Program

## Employee Resources Groups:

- **African American Advancement Group (AAAG)**
- **Asian Pacific American Association (APAA)**
- **Brookhaven Veterans Association (BVA)**
- **Brookhaven Women In Science (BWIS)**
- **Early Career Resource Group (ECRG)**
- **Hispanic Heritage Group (HHG)**
- **Pride Alliance**

## Special Lens Groups:

- **Admin Forum**
- **Association for Students and Postdocs (ASAP)**



# Suggestions:

- De-centralize the DEI Effort
- Identify and collect your promising practices
- Develop training programs to educate staff on DEI
- Be deliberate and intentional
- Hold staff accountable at **all** levels
- Maintain consistent messaging about DEI
- Invest in your people to create that sense of belonging
- Develop a “Code of Conduct” to create a respectful workplace



We can make the difference together.

