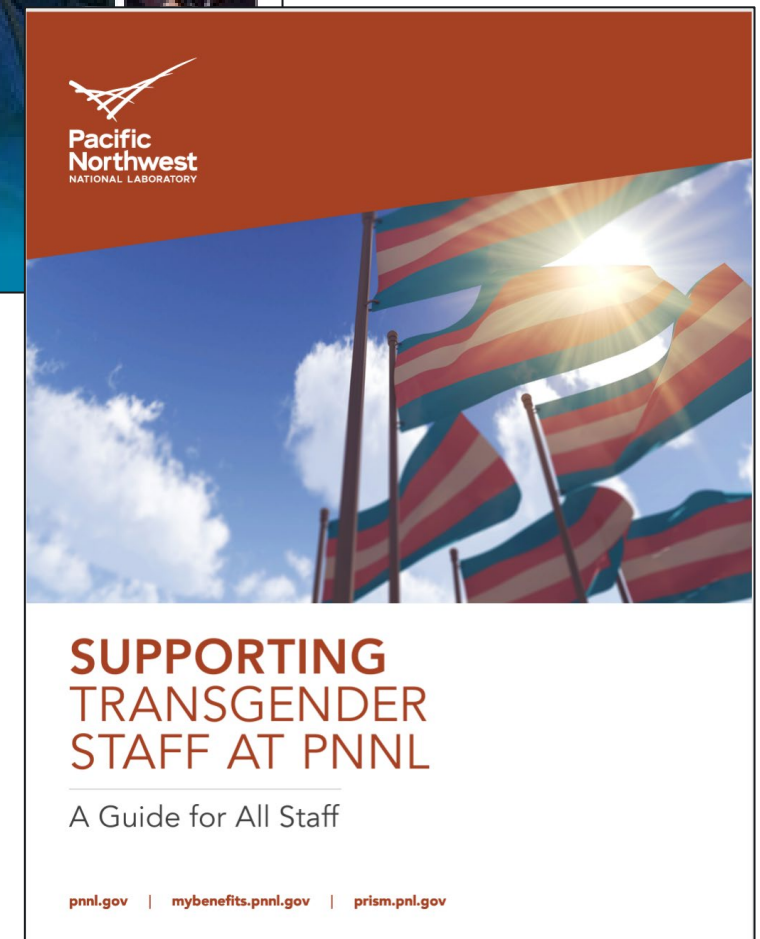
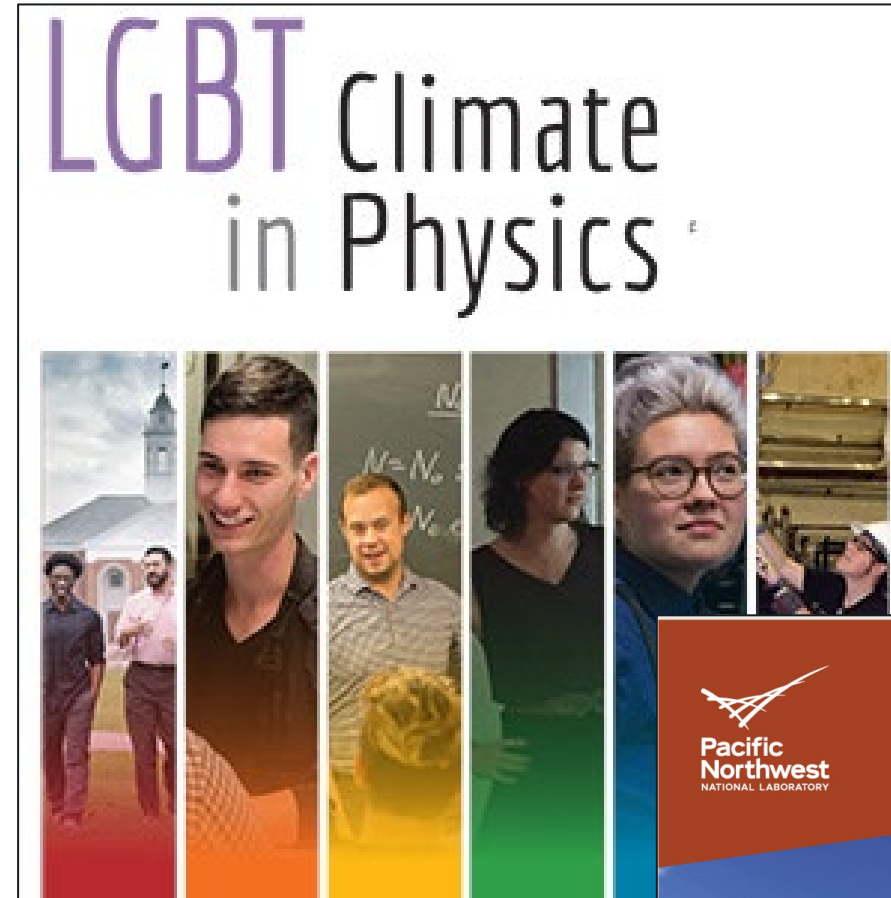


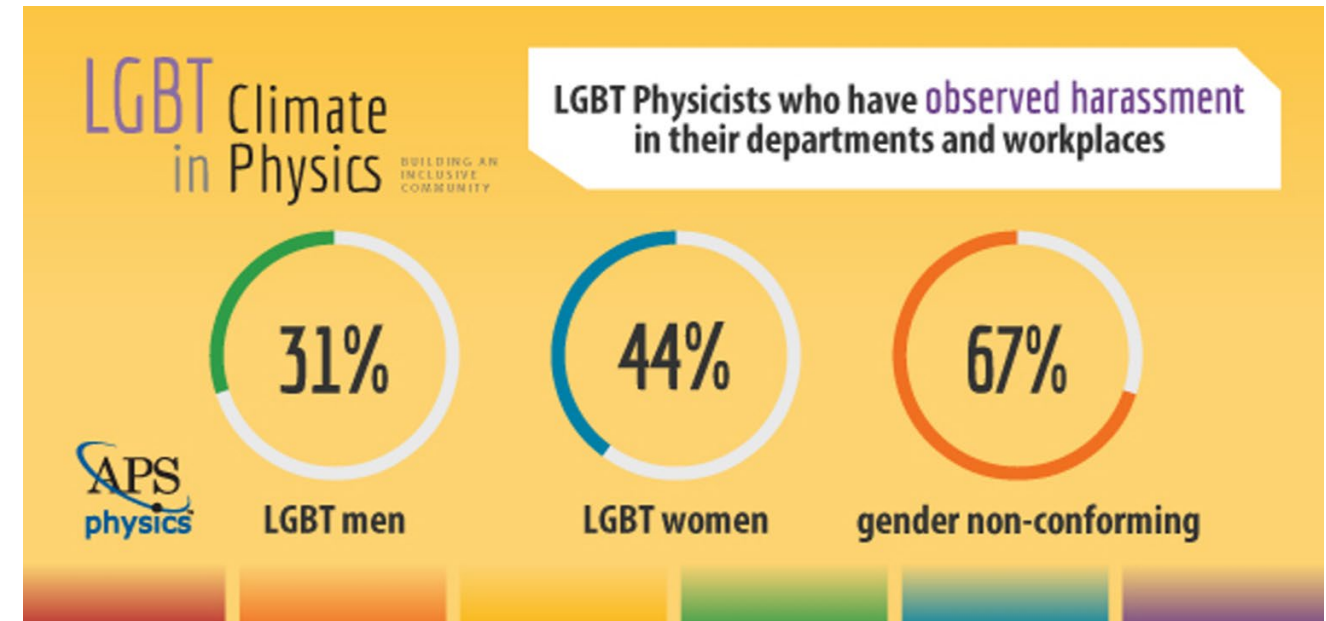
Institutional inclusivity: Resource guides to support transgender staff/students

- Issues for LGBTQ+ physicists
- Recommendations
- PNNL's Employee Resource Guides



Current status: Summary from APS Climate Survey

1. LGBTQ+ physicists have faced uneven protection and support from legislation and policies.
2. The overall climate experienced by LGBTQ+ physicists was highly variable.
3. In many physics environments, social norms established expectations of closeted behavior.
4. **Isolation was a common theme for many LGBTQ+ physicists.**
5. A significant fraction of LGBTQ+ physicists have experienced or observed exclusionary behavior.
6. LGBTQ+ physicists with additional marginalized identities faced greater levels of discrimination.
7. **Transgender and gender-nonconforming physicists encountered the most hostile environments.**
8. **Many LGBTQ+ physicists were at risk for leaving their workplace or school.**
9. LGBTQ+ physicists reported trouble identifying allies to help mitigate isolation, exclusion, or marginalization.



OBSERVATION OF HARASSMENT

■ Yes ■ No



EXPERIENCE OF HARASSMENT



36%

Considered leaving their workplace or school in the prior year

Recommendations from APS Survey

- Ensure a safe and welcoming environment at APS meetings.
- Address the need to systematically accommodate name changes in publication records.
- Develop advocacy efforts that support LGBTQ+ equity and inclusion.
- Promote LGBTQ+-inclusive practices in academia, national labs, and industry.
- Implement LGBTQ+-inclusive mentoring programs
- Support the establishment of a Forum on Diversity and Inclusion.

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DNP
Allies



DOE National Laboratories
Name Change Initiative For
Published Research Outputs



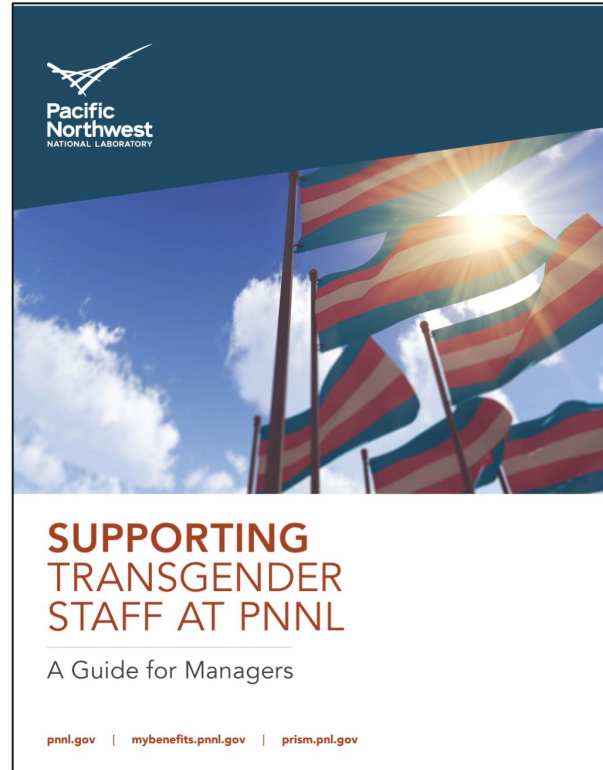
“I’ve identified two professors at [University] who are okay working with queer, LGBTQ people and one of them was actually my thesis advisor. And the reason I was able to identify him was because he had a little rainbow sticker on his window. And I would kind of see some of these... and that was kind of a cue for me to be a little more comfortable around him in terms of just talking about my family life or just opening up in general...”

How PNNL Has Approached DEIB



Eight Employee Resource Groups: www.pnnl.gov/diversity-inclusion

ERG's Developed Resource Guides



- PNNL's non-discrimination and anti-harassment policy
- Clarifications on common terminology
- Guidance on names/pronouns
- Information that dispels common misconceptions
- Specific examples of how to support your colleagues
- Links to external resources

www.pnnl.gov/diversity-inclusion

"I deal with not having my choice of pronoun respected every day. Sometimes these situations affect me deeply on an emotional level and affect my ability to work for several hours." – APS Climate Survey

Specific Guidance for Transitioning Staff



Answers common questions such as:

- Am I protected and welcome at PNNL as a transgender person?
- How to communicate to managers and colleagues that I am transitioning?
- What information is kept confidential?

Provides useful information for:

- How to transition at work, including a workplace transition planning guide.
- How to change your name, gender, and photos in internal system?
- External Resource Links
- Community Support Organizations
- Legal Resources
- Medical Resources

Concluding thoughts

2015 LGBTQ+ Climate Survey is still relevant today and their recommendations can be used in the current LRP to improve DEIB efforts in nuclear physics.

PNNL ERG efforts as examples of ways to further support our LGBTQ+ colleagues and are openly available to adopt at your own institutions.

