

Diversity, Equity, Inclusion and Accessibility (DEIA) FY22 Update

Winter Hall A Collaboration Meeting



Aurora Realin, DEIA Program Manager

January 2023

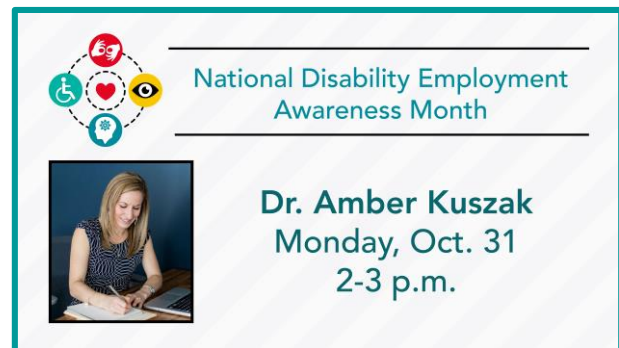
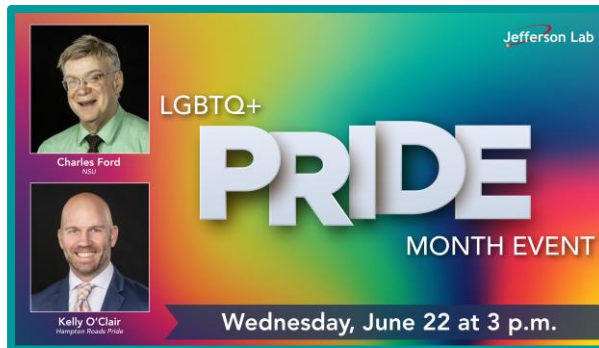
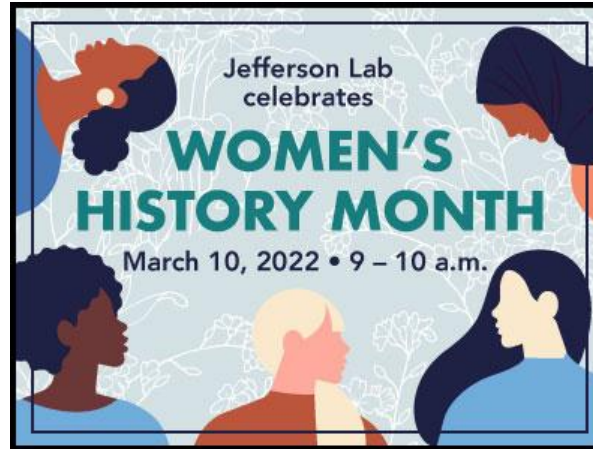
FY 2022 Progress/Accomplishments



- **Remote Work Policy**
- **Paid Parental Leave**
- **DEI Course: Safe Zone/LGBTQ+**
 - In FY22, we held **9** courses with **95** attendees
- **DEI Course: Overcoming Barriers to Communication**
 - In FY22, we held **4** courses with **59** attendees
 - **Three Get Connected events** – meet and greets held, open to the lab community
 - **Mobility-friendly gate added to the Accelerator site**
 - **Two new Mother's/Wellness Rooms**
(Bldg. 28 Room 7A and Bldg. 55, Room 2519)
 - **Developed a 2022 DEIA Report to be shared internally and externally**
 - **Launched new Applicant Tracking System**

Staff and User Community Events

DEI Virtual Events - In FY22, we held **seven** events with **295** attendees



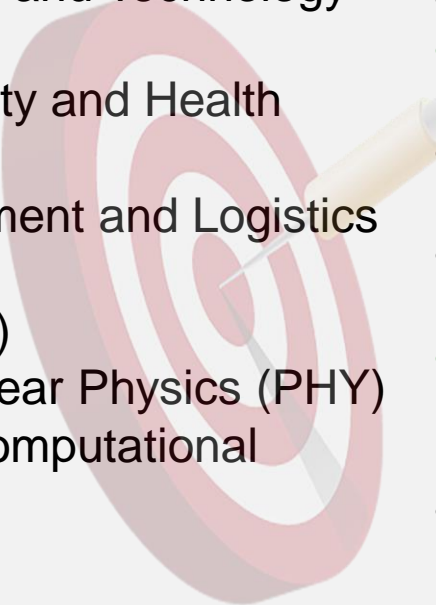
Winter Hall A Collaboration Meeting

Women in Science Wall

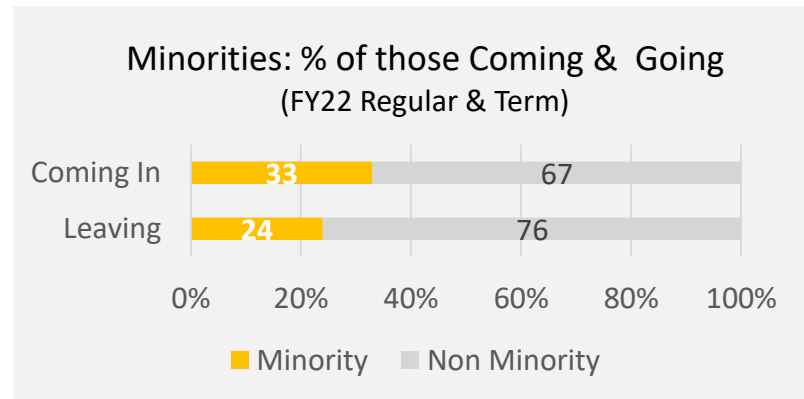
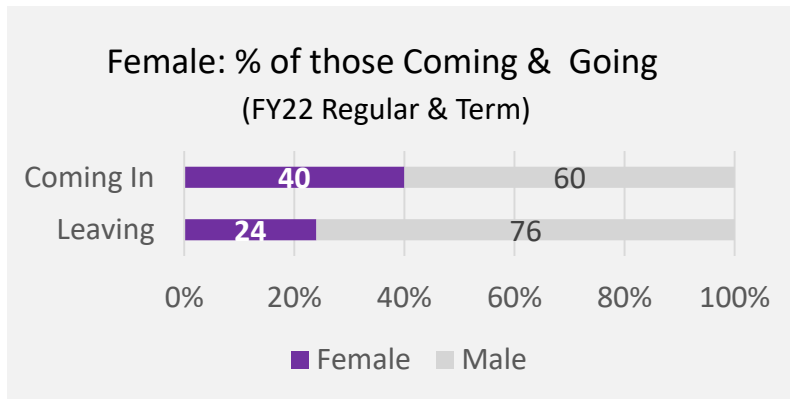
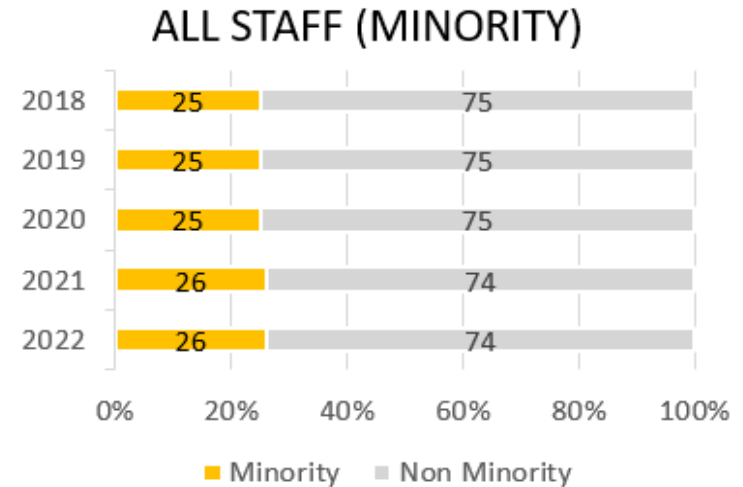
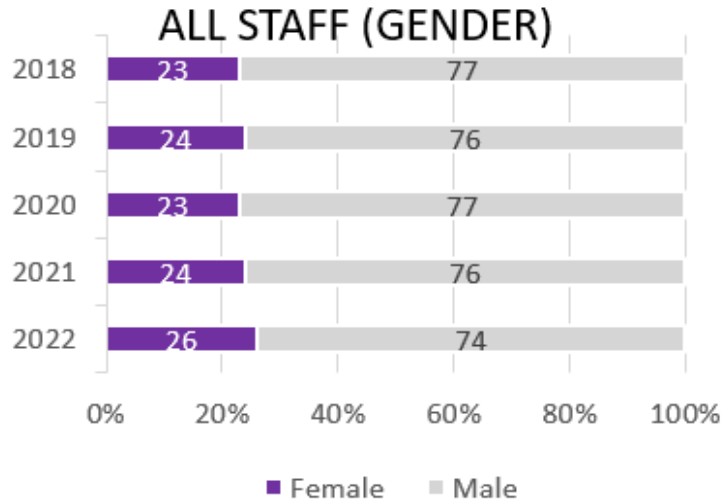
DEIA Council recognizes women in STEM fields who have made a difference in the work we do at the lab today.



DEIA Division Goals/Progress

DIVISION	GOALS/PROGRESS
 <ul style="list-style-type: none">• Accelerator Operations, Research and Development (ACC)• Chief Financial Office (CFO)• Chief Operating Office (COO)• Chief Planning Office (CPO)• Computer Science and Technology (CST)• Environment, Safety and Health (ES&H)• Facilities Management and Logistics (FAC)• Engineering (ENG)• Experimental Nuclear Physics (PHY)• Theoretical and Computational Physics (THY) <p data-bbox="177 1182 755 1302">SAMPLE</p>	<ul style="list-style-type: none">• Increase ICP completions followed up with supervisor review• Routine All Staff meetings with divisions• Host departmental “Get Connected” events (e.g. Chili Cook off)• On the job cross-training• Encourage staff training and certification• Increase in staff selection for posted job opportunities – career pathing• Allowing to have a professional name and legal name in JList• Open door policy approach within division leadership• Feedback form created to address real time issues and promote customer service• Education for division leadership on appraisal and promotion process• STEPUP partnership with FRIB to engage young minority researchers in nuclear science• Implemented onboarding procedure for integration of junior group members

FY 2022 DEIA Demographics



- **168 Positions Filled, 115 External, 53 Internal (73 New, 95 Replacements)**
- **Overall Female representation increased to 26%. Overall Minority remains static**
- **40% of External Hires were female**
- **33% of External Hires were minorities**

* **Minority Includes:** African American/Black, Hispanic/Latino, Native American/Alaskan Native, Asian & Asian American, Pacific Islander, Native Hawaiian, **Excludes:** two or more races

2023 Inclusion Survey – <https://jlab.org/inclusionsurvey>



- **January 11 – 27**
- User Goal 25%, **12%** completed (as of 2pm, 1.25.23)
- Questions similar to 2020 survey focusing on Engagement, Inclusion, Belonging, Equity, Opportunities and Resources, Growth, Decision Making, Voice and Diversity
- Confidential, administered by third party vendor – Culture Amp
- Results will be communicated to the lab late Spring 2023
- Questions? Contact Aurora Realin realin@jlab.org or 407.493.2255

DEIA Planned Initiatives

- Communicate results from Inclusion Survey, benchmark progress from 2020 Inclusion Survey results, assess progress and identify new opportunities
- Host biannual Demographic Focus Group Meetings (*April 2023*)
- Continue targeted outreach and communication plan to reach MSIs and HBCUs (*e.g. The Road to Jefferson Lab*)
- Expand learning and development training curriculum for management
- Develop a specific ICP for postdocs
- DOE to conduct DEIA external peer review at Jefferson Lab (*Summer 2023*)



DEIA Website - <https://www.jlab.org/diversity>



A comprehensive resource for **Diversity, Equity, Inclusion and Accessibility (DEIA)**

- Lab Director's vision statement on DEIA
- JLab's DEIA Definitions
- Community Standards and Ethics Information, reporting concerns
- Info on DEIA Holidays, Course Offerings and Schedule, Past Event Archives
- Current Lab Demographics
- DEIA Council and Demographic Focus Group Leadership Sponsors Org Charts
- DEIA Strategic Plan, DEIA Policy, DEIA Council and Demographic Focus Group Charters
- Additional DEIA Resources, and much more.....

Need more Assistance

Contact me!

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407.493.2255