

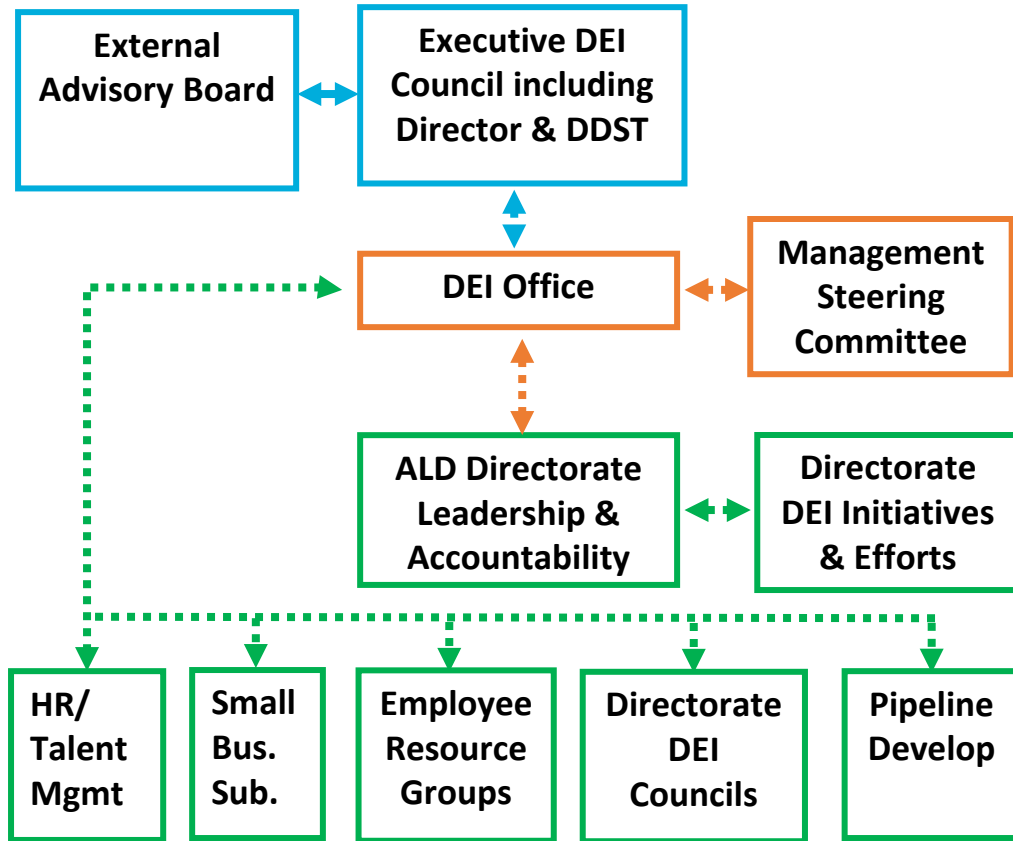
BNL CORE VALUE: Diversity Equity Inclusion (DEI)

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Lab-Wide DEI Structure



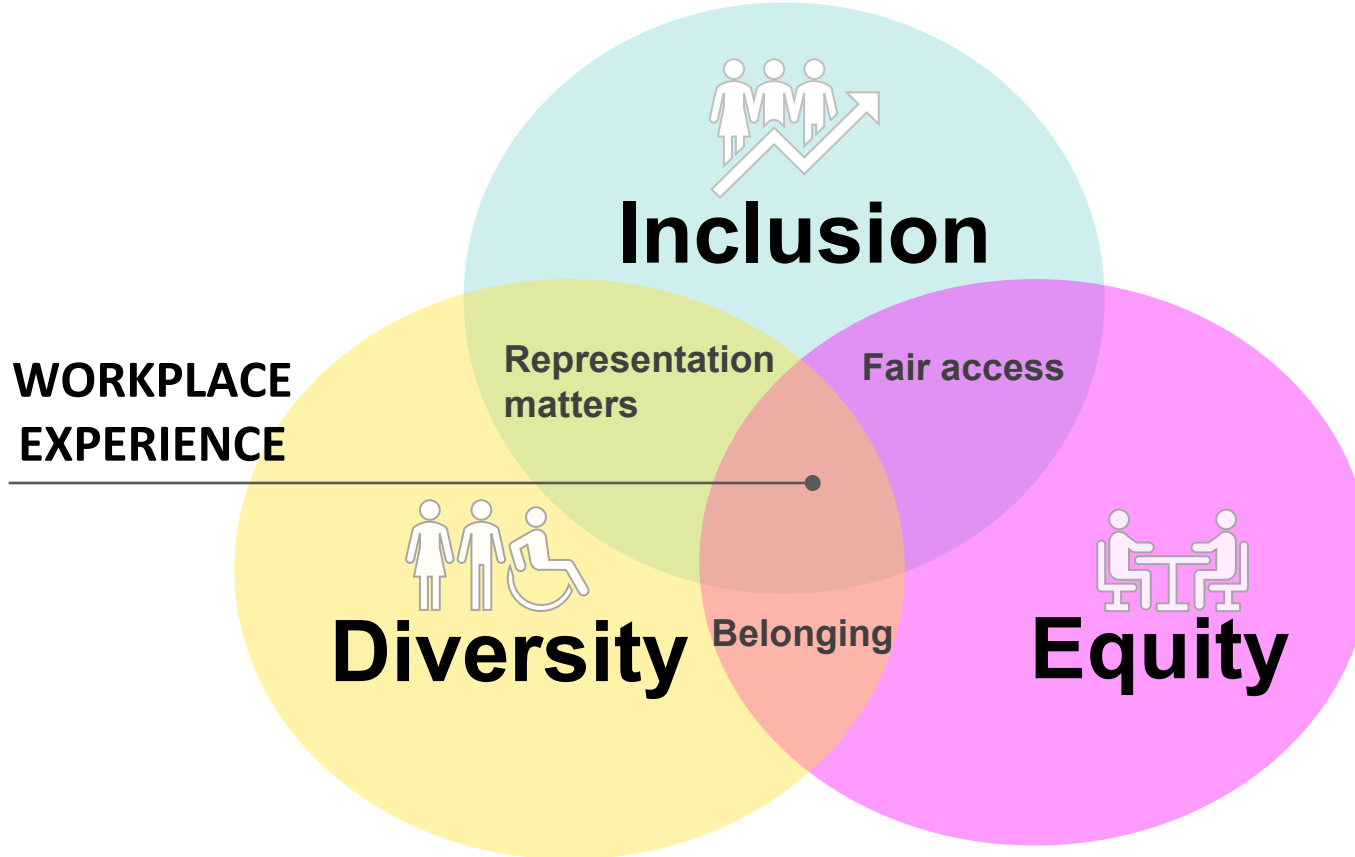
DRIVING THE VISION
Lab-wide oversight, policy setting, communication, coordination, integration

STEWARDSHIP
Lab-wide Activities in support of DEI Activities

IMPLEMENTATION
Directorate Level-Creating DEI Councils, Sr. Leadership demographics

DEI part of BNL's Culture

SYSTEMIC APPROACH



SYSTEMIC APPROACH



African School of Fundamental
Physics and Applications

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Mission

News

ASP ▾

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Teachers Program

Learners Program

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Mentorship Program

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About Us



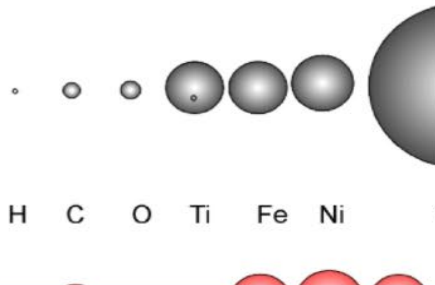
The African School of Physics (ASP)

Increase capacity development in fundamental physics and related applications in Africa.

The ASP has evolved to be much more than a school. It is a program of actions with directed ethos toward physics as an engine for development in Africa.



6th Edition of ASP



Next Online Lecture Series



ASP Study of COVID-19 Data from African Countries

SYSTEMIC APPROACH



Equity

FOCUS AREA

- Retention
- Internal Policies
- Internal Practices
- Infrastructure

KEY STAKEHOLDERS

- Cross Functional HR Teams
- Line Management
- Internal Stakeholders

DATA SOURCE

- Promotion Data
- Pay Equity
- Personnel Data

KEY STRATEGIES

- Reviewing Policies
- Infrastructure improvements
- Training line managers

SYSTEMIC APPROACH



FOCUS AREA

- Workplace Culture
- Preventative Measures
- Engagement/Belonging

KEY STAKEHOLDERS

- Leadership
- Line Management
- Learning/Development
- ERGs
- DEI Councils

DATA SOURCE

- Engagement Surveys
- Quantitative Data

KEY STRATEGIES

- Feedback on culture
- Training
- Mentoring
- Work-life Balance