



Gertrude Scharff-Goldhaber Prize 2023 Ceremony

Diversity, Equity and Inclusion at BNL

Dmitri Denisov with thanks to Noel Blackburn

August 14, 2023



BNL DEI Vision

Support the Lab's mission by fostering a psychologically safe environment for everyone to be authentic and productive in a respectful and diverse workplace thereby BNL recognizes its fullest potential and remains relevant in the future

Develop the behaviors to produce the habits that result in the desired workplace

Moving Forward

Brookhaven continues to view culture change—altering behaviors and perspectives—as the primary challenge in advancing its DEI vision. To accelerate the DEI effort at the Lab, multi-year 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 for a diverse workforce
- Increasing access for communities unfamiliar with the U.S.

Strategy Behind BNL Vision



Leadership Commitment &
Accountability

Addressing Structural Issues

Engagement

Outreach and Education

DEI Strategy Pillars

Pillar I: Leadership Accountability

- Appointment of new CDO reporting to the Lab Director
- Strong Leadership support of Directorate DEI Councils
- Leadership increased support and communication with ERGs
- Directorate Leaders establishing/strengthening external partnerships through signed MoUs with MSIs

Pillar II: Structural Barriers

- New Performance Appraisal guidance for Lab staff Annual DEI goals based on impact to the Lab
- Appointed an Equity Officer
- Developed and conducted training workshops for ERGs and DEI Councils
- Developed workshop to encourage leaders to cultivate appropriate habits to address a more diverse workplace

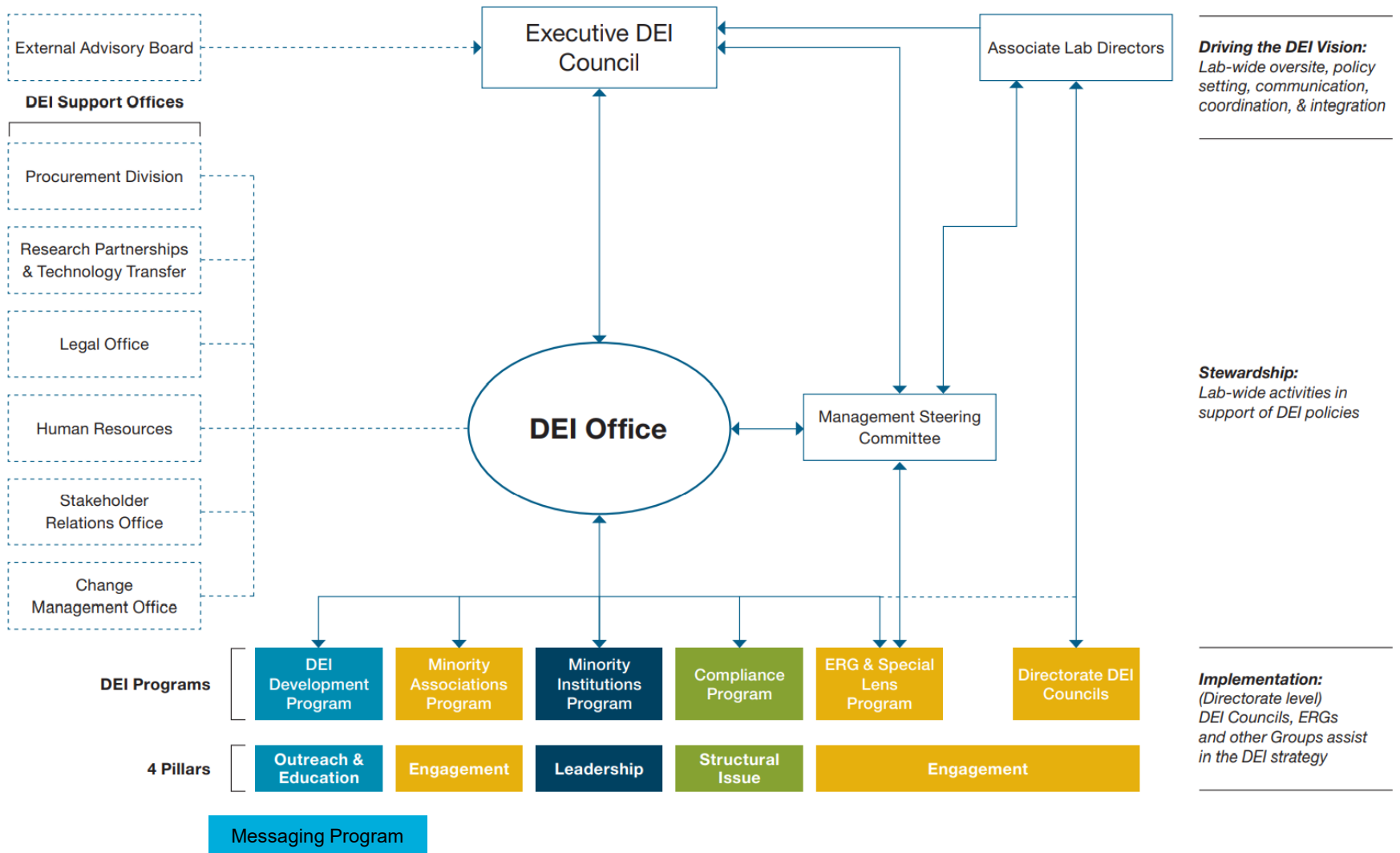
Pillar III: Engagement

- Management Steering Committee-DEI Executive Council-Employee Resource Group (ERG) leaders, Directorate DEI Councils and Special Lens Groups
- DEI Office promoting more directorate/departmental social activities
- DEI Office and SRO hosting a Recognition event for the Lab's 75th Anniversary
- Developing lab wide DEIA messaging to promote a respectful workplace

Pillar IV: Outreach & Education

- Partnership between Human Resources, DEI Office, Office of Educational Programs (OEP), Scientific Directorates targeted outreach programs
- Co-hosted energy course for NYC 11th and 12th grade URMs with AABE in FY22 & FY23
- Re-established the Professional Associates Program introducing two recent graduated undergrads to the support side of the Lab
- Collaborating with InCREASE to co-host a President Forum & Facility workshops introducing DOE-BNL to MSIs

Diversity, Equity and Inclusion Functional Chart



DEI Office Website

BNL | Diversity, Equity & Inclusion x +

https://www.bnl.gov/diversity/

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Brookhaven
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Diversity, Equity & Inclusion Office

U.S. DEPARTMENT OF ENERGY

Home | DEI Committees | Demographics | Employee Resource Groups | Programs | Resources | EEO | Events

Diversity

Diversity is difference in individual attributes like national origin, race, disability, gender, age, religion, socioeconomic status, sexual orientation, veteran status, and family structure.

Equity

An equitable work environment gives everyone access to the same opportunities. Support for equity acknowledges that people start out with different advantages and seeks to eliminate barriers to success.

Inclusion

Inclusion is the act of connecting employees to the workplace by encouraging collaboration and fairness so that everyone feels they can participate and contribute to their full potential.

An inclusive environment and diverse workforce are crucial for Brookhaven National Laboratory to successfully pursue its mission on behalf of the U.S. Department of Energy's Office of Science.

Innovation requires a work environment that promotes diversity of thought and perspective, allowing employees to

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DEI Office Website

Resources

DEI Performance Appraisal Guidance

Assistance for departments and staff in developing DEI goals for Performance Appraisals. DEI goals should aim to provide impact and value to the organization by first providing impact and value directly to employees – this includes the individual, others within the organization, and/or external to the organization in the spirit of and in representation of the Lab.

 [DEI Appraisal Guidance](#)

Quarterly Themes

Each quarter, the Lab focuses on a key DEIA theme or topic. Resources for each Theme include videos, discussion prompts, and suggested actions plans. Curated resources are provided that allow everyone to choose their own learning path.

[See DEI Quarterly Themes ▶](#)

Lab Diversity & Inclusion Plan (LDIP)

To achieve our DEIA vision and address the major DEIA challenges, a multi-year, strategic approach has been established. The Laboratory Diversity & Inclusion Plan lays out our DEIA strategy, documenting how we will cultivate an inclusive environment, recruit and retain a diverse workforce, develop partnerships with minority serving institutions, and more.

 [FY23 Diversity & Inclusion Plan](#)

PIER Plan

The DOE Office of Science requires that all project proposals include an appendix containing a Promoting Inclusive and Equitable Research (PIER) Plan that describes how applicants will promote DEIA in their project. Use the [BNL PIER Plan Template](#) (.docx) and the [PIER Guidance document](#) (.docx) to assist you in addressing PIER

MoU Program

Part of the Lab's 4-pillar DEIA strategy, the 'Expanding the Circle of Peers' pillar increases the trusted relationships managers, scientists, and engineers rely on when seeking qualified talent. Memorandums of Understanding (MoUs) between the Lab and Minority Serving Institutions establish a formal relationship that benefit both partners.

Many Activities are in Progress

- Workshop on Exploring Collaboration with Minority Serving Institutions in Nuclear and Particle Physics, July 18-19, 2023
 - 17 MSIs participated, including students
- Proposals submitted responding to DOE-SC FOAs on FAIR and RENEW programs in collaborations with MSIs have been successful
- Workforce development and pipeline: outreach, BNL summer Sundays, SULI, SCGSR and more
- And many other initiatives
- Brookhaven makes the Top 20 Government Employer List for 2023 Annual issue of Equal Opportunity Magazine

Top 20 Government Employers

1. National Aeronautics and Space Administration (NASA)
2. Federal Aviation Administration (FAA)
3. National Security Agency (NSA)
4. U.S. Environmental Protection Agency (EPA)
5. U.S. Nuclear Regulatory Commission (NRC)
6. Air Force Civilian Service (AFCS)
7. U.S. Naval Research Lab (NRL)
8. U.S. Department of State (DOS)
9. Central Intelligence Agency (CIA)
10. Transportation Security Administration (TSA)
11. U.S. Secret Service (USSS)
12. Brookhaven National Laboratory
13. The Air Force Research Lab (AFRL)
14. U.S. Department of Commerce (DOC)
15. Oak Ridge National Laboratory (ORNL)
16. Military Sealift Command (MSC)
17. Los Alamos National Laboratory (LANL)
18. U.S. Army Corps of Engineers (USACE)
19. National Geospatial-Intelligence Agency (NGA)
20. Sandia National Laboratories



Readers were asked to list the top STEM-focused government agencies for which they'd most like to work or which they believe would provide a positive working environment for members of minority groups and diverse cultures. Here are the results.

Workshop on Exploring Collaboration with Minority Serving Institutions



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