



DEIA initiatives & Code of Conduct

A. Mattera (BNL)

on behalf of and with contributions from USNDP members



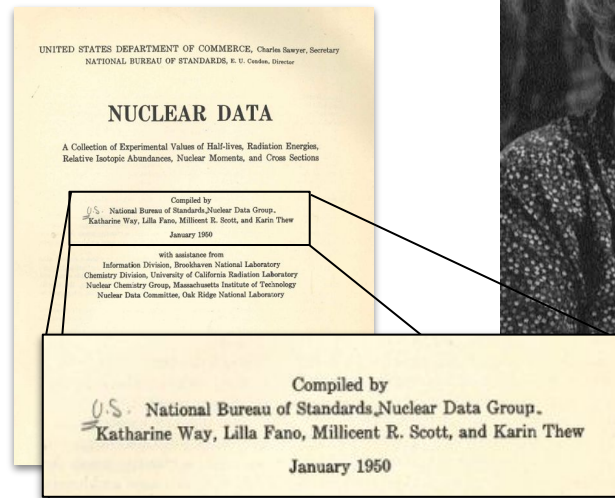
@BrookhavenLab

A brief history of diversity in Nuclear Data

From the earliest times, professionals from under-represented groups (URG) have worked in nuclear data. They advocated for improvements and facilitated the careers of the people that followed in their footsteps

Fay Ajzenberg-Selove (ENSDF, TUNL)
Yurdanur Akovali (ENSDF, ORNL)
Agda Artna-Cohen (ENSDF, ORNL)
Coral Baglin (ENSDF, LBNL)
Mikey Brady-Raap (ENDF, LANL)
Edgardo Browne (ENSDF, LBNL)
Samuel Hoblit (ENDF, BNL)
Luis Leal (ENDF, ORNL)
Victoria McLane (EXFOR, BNL)
Augustus (Gus) Prince (ENDF, BNL)
Sathia Ramavataram (NSR, BNL)
Yasuko Sanborn (Computing, BNL)
Virginia Shirley (ENSDF, LBNL)
Connie Walker (ENDF, TUNL)
Katherine Way (NDS, TUNL)

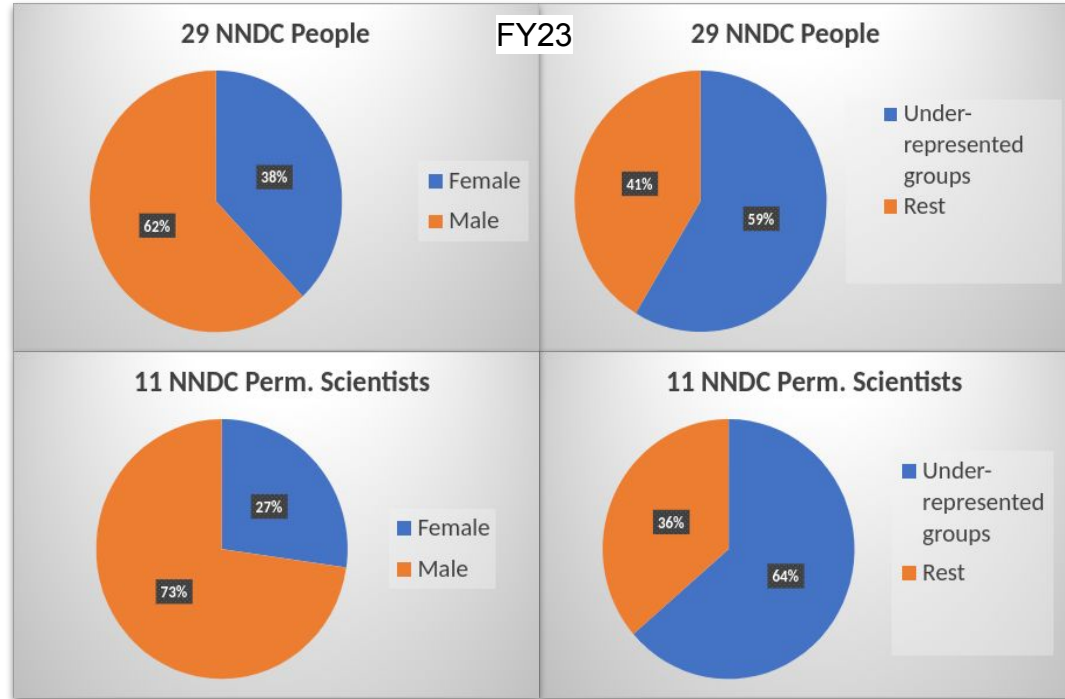
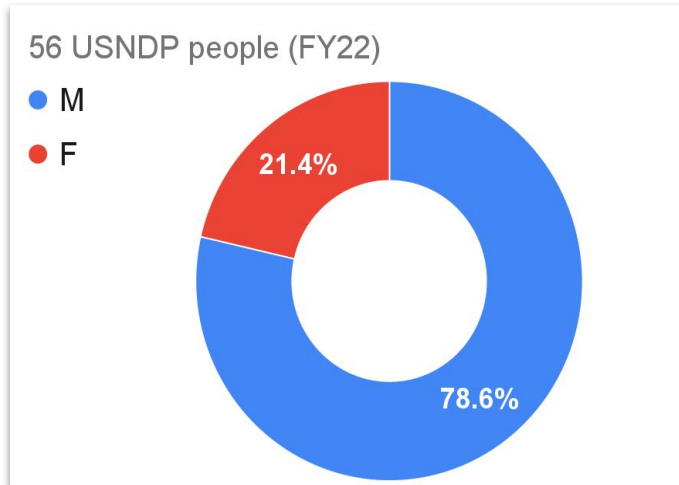
... and many more



recipient of the
President's National
Medal of Science 2007



USNDP Demographics



Action Plan on DEIA

Train and retain a diverse workforce that can sustain the future Nuclear Data effort

Diversity & Equity: expand the pool of candidates to introduce into the workforce path and ensure fairness in hiring and promotions

Inclusion & Accessibility: develop a healthy workplace culture that fosters mutual respect and ensures talent retention



The graphic features the US Department of Energy logo in the top left corner. The title 'US DEPT OF ENERGY 2022 DEIA STRATEGY MAP' is prominently displayed in white text on a dark blue background. Below the title, the text 'Office of Economic Impact & Diversity' is visible. The main content is a 5x4 grid table with a dark blue header and footer, and light blue body cells. The table lists five strategic areas in the first column, each with three corresponding sub-strategies in the following columns.

US DEPT OF ENERGY 2022 DEIA STRATEGY MAP			
Office of Economic Impact & Diversity			
Diversity	Assess Representation Gaps	Attract and Cast a Wide Net	Provide Support for Advancement
Equity	Measure and Evaluate Trends	Remove Barriers to Opportunities	Advance Equitable Outcomes
Inclusion	Employee Experience	Learning and Development	Organizational Culture
Accessibility	Reasonable Accommodations	Physical and Digital Access	Disability Inclusion
Sustainability	Organizational Structure and Resources	Leadership Engagement	DEIA Integration

from: [U.S. Department of Energy DEIA Strategic Plan 2022](#)

The strategies and Action Plan follow DOE's

Action Plan on DEIA

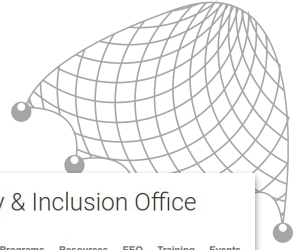
Cast a wider net: raise awareness of Nuclear Data production and evaluation as a career option for graduate students, targeting MSIs and URGs as a new source of talent that has not been leveraged in the past

Begin recruitment with outreach events and internship opportunities targeted at undergraduate students to introduce them to Nuclear Science/Nuclear Data careers

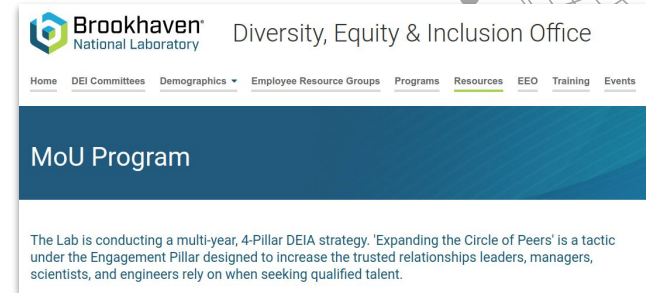
Retain a diverse workforce reinforcing a set of core values, e.g., through the adoption of a Code of Conduct (CC) for collaboration meetings



MoU and projects with MSIs



BNL-signed MoU with Wellesley College led to 1 SULI and 1 NPT interns joining the NNDC
(E. McCutchan, S. Ota - BNL)



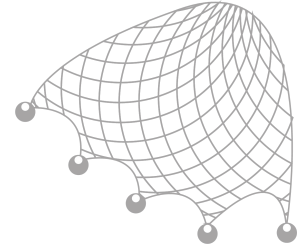
ND Project funded at UMass-Lowell (MSI) as a part of FAIR (Funding for Accelerated, Inclusive Research)
(S. Ota - BNL, co-PI)

- address data needs identified in GRIN
- NNDC detectors will be used at UMass-Lowell
- UMass-Lowell grad student(s) will be trained at NNDC on nuclear structure evaluation



The Mixed Array of Detectors (MAD) at UMass Lowell

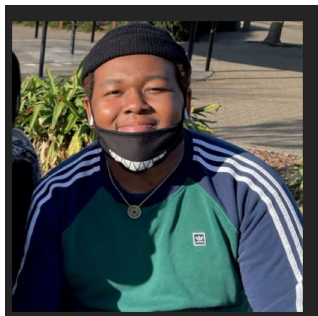
Berkeley Lab - UC Berkeley GREAT-NS program



The Nuclear Data Group at Berkeley Lab actively engages with UC Berkeley and other institutions to train students at all stages of their educational journey on a wide variety of projects in nuclear data.

The Berkeley group also worked with the GREAT-NS program - a DOE-supported initiative that provides traineeships for students from HBCUs and MSIs. GREAT-NS trainees work side-by-side with national lab scientists, network with their peers, and attend a series of introductory lectures to learn the basics of nuclear science and nuclear data.

Recent Bay Area Nuclear Data Group URM Students



*Deon Demby B.S.
SF State (2022)
“Activation Database for
Space Effects” GREAT-NS*



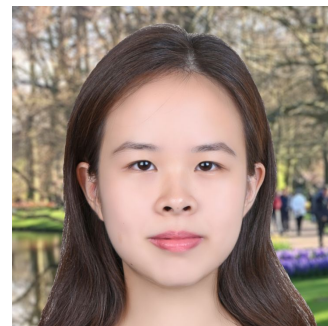
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“GENESIS Air scatter”*



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“Sb(p,x) to 200 MeV”*



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“Precision Decay Data for
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“Reaction Modeling of
Tl(p,xn γ) to 50 MeV•A”*



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“Neutron detection”
GREAT-NS*



*S. Goyal UCB B.S. (2026)
“Heavy Charged Particle
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“NucScholar” URAP*



*N. Brown UCB B.S. (2026)
“Inelastic Scattering”
GREAT-NS*



*A. Mammadsoy Cal State (2022)
“NucScholar” GREAT-NS*

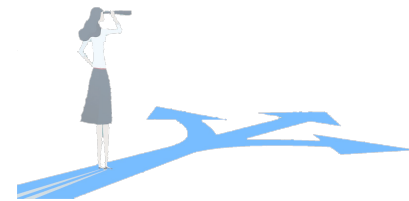
Outreach activities

Promote Nuclear Science and Nuclear Data as a career path at the Undergrad level

Women In Science & Engineering
(2 outreach events in FY23)

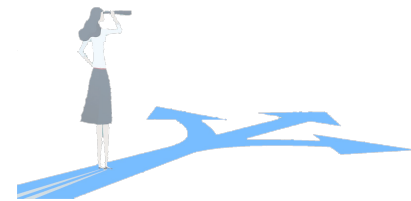
A total of 70 STEM students from Stony Brook University visited the NNDC for a full-day of Nuclear Science / Nuclear Data activities

Hands-on labs and presentations



WISE students take part in seminars and lab activities at the NNDC. (March 2023)

Outreach activities



Reaching a New Energy Sciences Workforce

Milind Diwan PI (BNL, NPP)

2 outreach events in FY23,
2 more years planned

50 URM students visited the NNDC
for an afternoon of activities as part
of a 1-week stay at BNL

Activities developed for WISE could
be quickly deployed and adapted
for the larger RENEW cohort



RENEW students visit the NNDC and participate in hands-on activities. (July 2023)

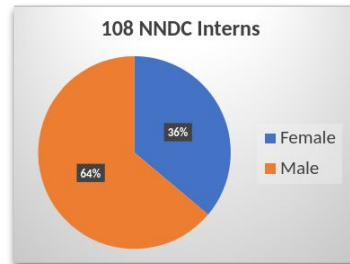
Internships

SULI/SURP internships - 10-16 weeks, 3 terms/yr

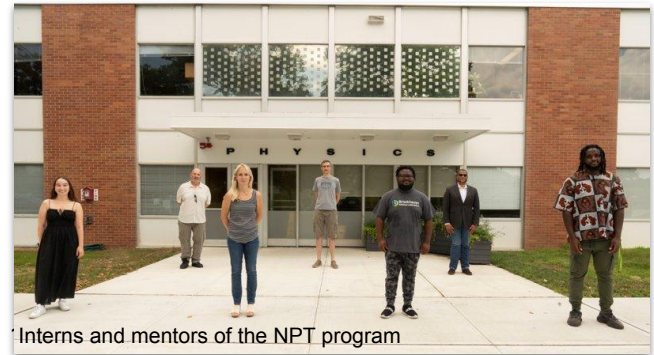
[Nuclear Physics Traineeships \(NPT\)](#) interns - continued contact throughout the year. NPT is a DOE pilot program to diversify the NP community through research traineeships for undergraduates from HBCUs and other MSIs

28 NNDC interns in FY22, half from URGs
108 interns since 2014 | 53% from URG

NNDC interns and mentors in Summer 2022



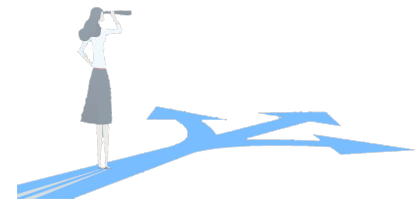
Interns often participate at APS-DNP meetings



Sept. Interns and mentors of the NPT program

Internships

Where are they now?

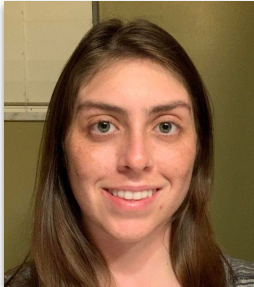


Amanda Lewis



Ben Shu

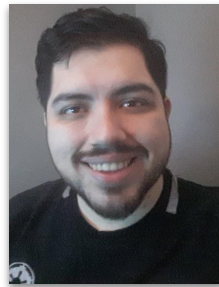
About $\frac{1}{3}$ of the interns continue in
Physics / Nuclear Science



Elizabeth Rubino



E. Gass



Donnie Mason

1 in 21 pursued a career in
Nuclear Data (~ 1 intern / FY)

An inclusive and respectful work environment



A Code of Conduct (CC) for USNDP & CSEWG meetings was developed in 2021 modeled after APS's

Nuclear Data Week 2023 (CSEWG-USNDP-NDAG)

13–17 Nov 2023
Berkner Hall
America/New_York timezone

Enter your search term

- Overview
- Timetable
- Contribution List
- Registration
- Participant List
- Code of Conduct

Code of Conduct

It is the policy of the organizers of the CSEWG meeting that all participants, including attendees, vendors, staff, volunteers, and all other stakeholders will conduct themselves in a professional manner that is welcoming to all participants from any form of discrimination, harassment, or retaliation. Participants will treat each other with respect and care to create a civil, collegial, inclusive, and professional environment at the meeting. Creating a supportive environment that enables scientific discourse is the responsibility of all participants.

Participants will avoid any inappropriate actions or statements based on individual characteristics such as age, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, ability, educational background, or any other characteristic protected by law. Disruptive or harassing behavior of any kind is not tolerated. Harassment includes but is not limited to inappropriate or intimidating behavior and language, unwelcome comments, unwanted touching or attention, offensive images, photography without permission, and stalking.

Violations of this code of conduct policy should be reported to the organizers. Sanctions may range from verbal warnings to ejection from the meeting, to notifying appropriate authorities. Such disciplinary actions will be performed in accordance with the host organization's policies. Retaliation for complaints of inappropriate conduct will not be tolerated. If a participant observes inappropriate comments or actions and personal intervention seems appropriate and safe, they should intervene. Consideration of all parties before intervening.

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Miscellaneous USNDP DEIA activities

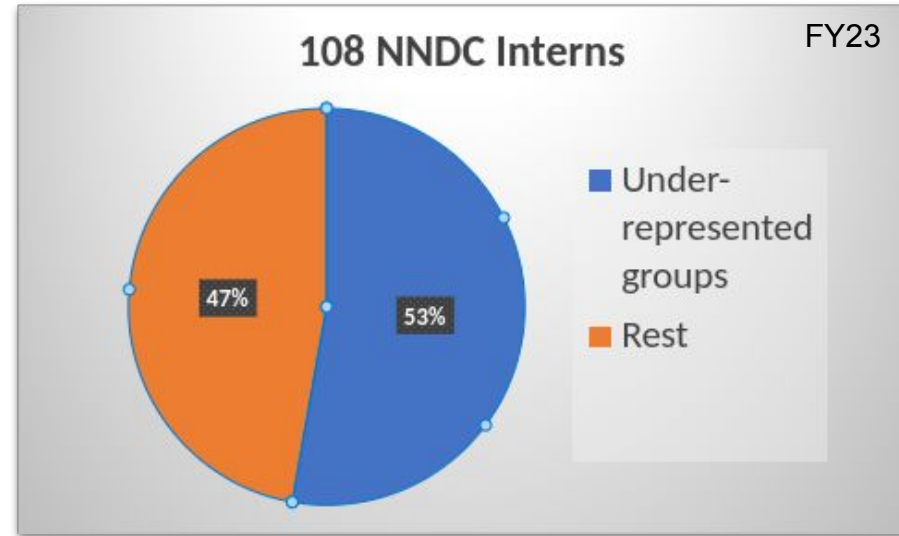
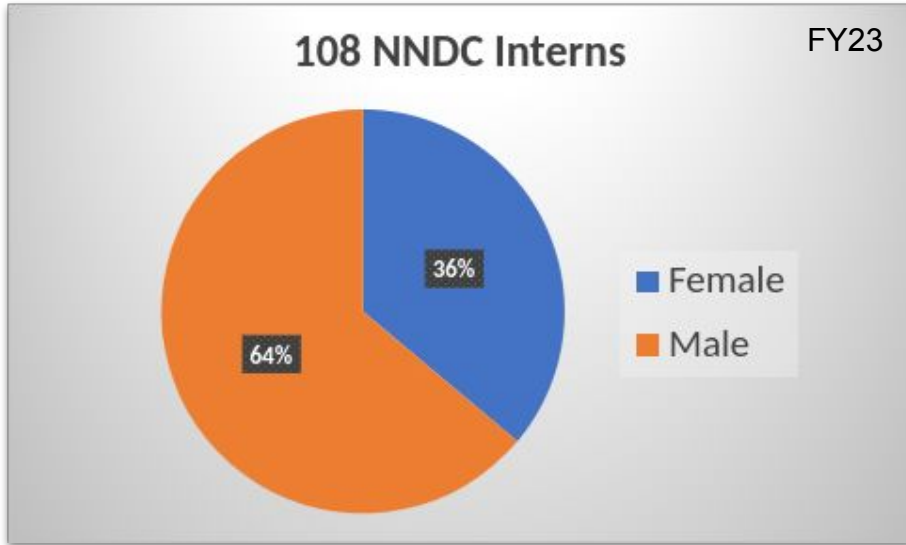
- A. Sonzogni (BNL) was part of the Long-Range Plan DEI committee
- Several NNDC staff play an active role in Employee Resource Groups at BNL
- Visiting Faculty program - faculty from MSIs (D. Brown, G. Nobre)
- 2023 CEU Mentoring program for undergraduate students in collaboration with the DNP Diversity Equity and Inclusion Committee (D. Mason)

DEIA initiatives & Code of Conduct

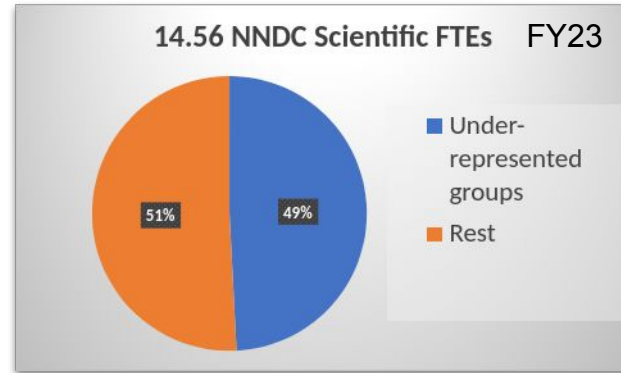
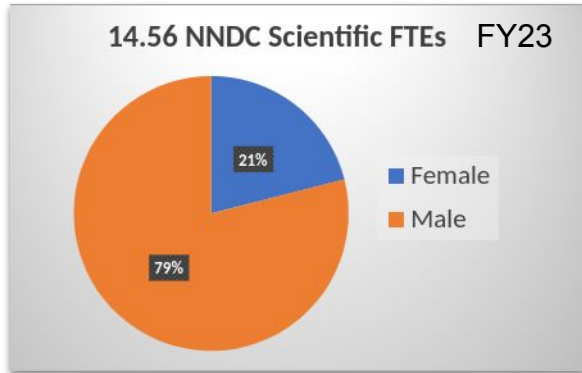
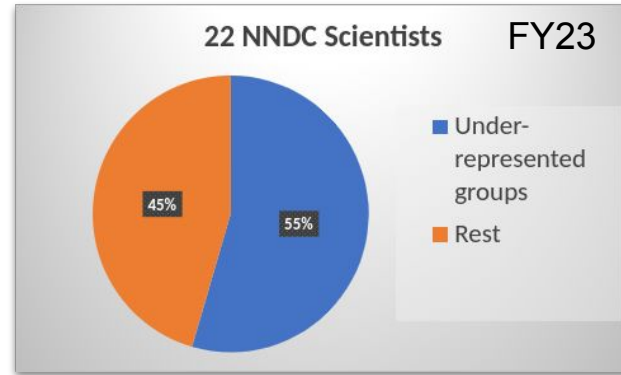
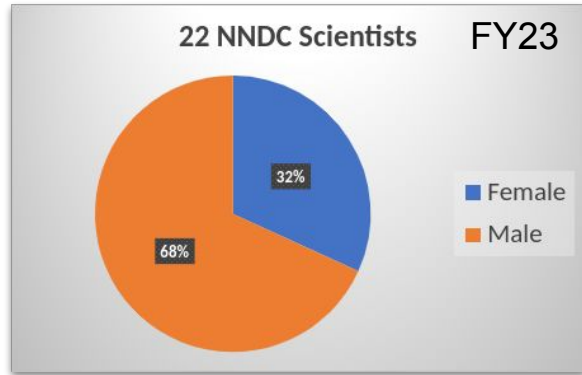
A. Mattera (BNL)
with contributions from other USNDP members

Supplemental Material

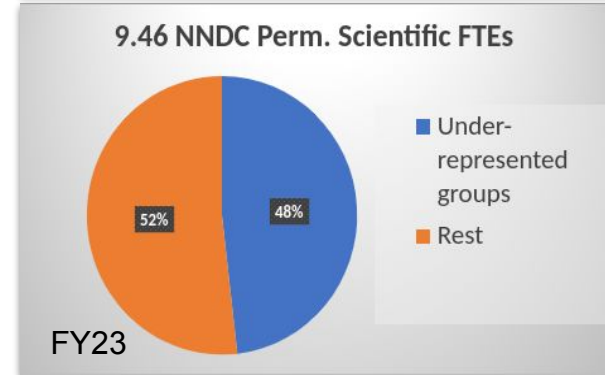
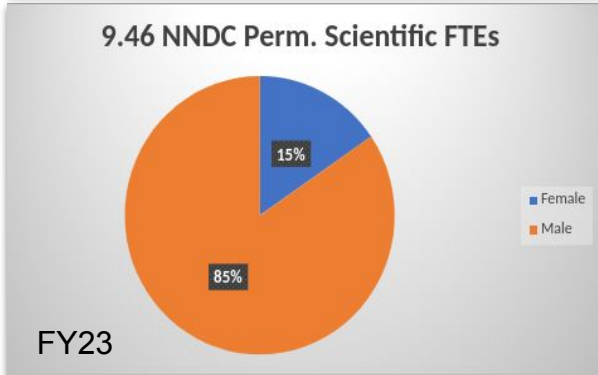
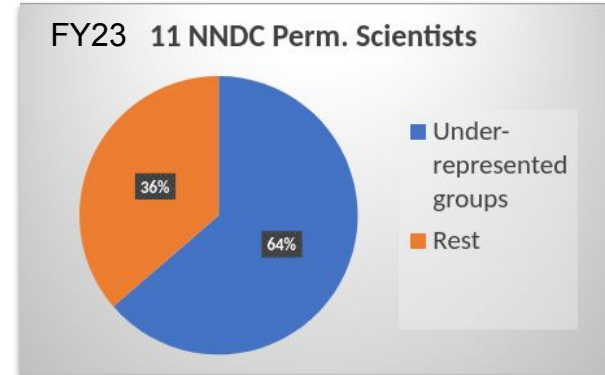
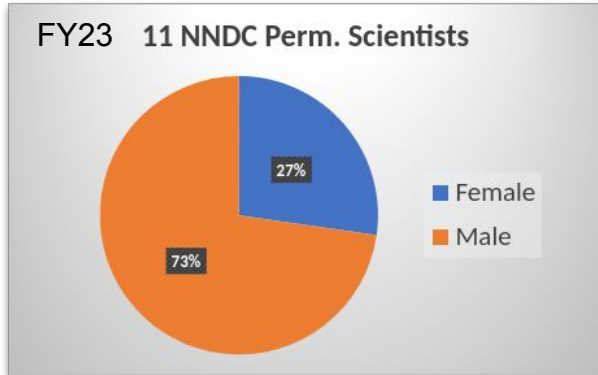
NNDC interns - demographics



NNDC demographics



NNDC demographics (ctd.)



DoE DEIA Goals



US DEPT OF ENERGY - 2022 DEIA GOALS SUMMARY

Office of Economic Impact & Diversity

Diversity

Welcome and engage all people and perspectives; endeavor to develop a workforce that looks like America

Improve outreach, recruitment, hiring, and promotion practices; address gaps in demographic underrepresentation; include DEIA content in leadership skills programs; grow and train pipeline of promotion-eligible candidates.

Equity

Ensure fair outcomes and access to opportunities

Require hiring managers to complete DEIA training on inclusive hiring and career advancement practices and bias mitigation; leverage dashboard technology for barrier analysis and assessing gaps; determine pay study strategy; promote paid internships; advance LGBTQI+ equity; determine ways to expand employment opportunities for formerly incarcerated individuals.

Inclusion

Create an environment where everyone belongs and can thrive

Develop curriculum for DEIA learning and development; adopt framework to prevent and address workplace harassment, discrimination, and retaliation; promote resources for employee assistance and DEIA tools for supervisors; establish plan to respond to Federal Employee Viewpoints Survey (FEVS) DEIA indices; determine process improvements for religious accommodations and promote inclusion best practices; develop communications plan for advancing DEIA.

Accessibility

Establish ease of use for all abilities

Promote recently revised and expanded policy for reasonable accommodations; ensure policy content is included in supervisor trainings; ensure accessibility compliance under Section 508 for DOE technology; establish new Employee Resource Group (ERG) for disability inclusion and determine improvements needed for accessibility.

Sustainability

Ensure long-term impact and organizational capacity

Reestablish Office of DEIA with continued support, budget, and resources; integrate DEIA in agency strategic plan, mission, and communications; advance accountability through DEIA performance goals for SES and supervisors; reestablish DEIA Council; develop data dashboard for talent analytics; establish ERG executive sponsors; expand diversity definition to include intersectionality.



BERKELEY LAB

Bringing Science Solutions to the World



U.S. DEPARTMENT OF
ENERGY

Office of Science

DEIA slides for NDAC

Bethany Goldblum & Lee Bernstein

Department of Nuclear Engineering

UC-Berkeley

Nuclear Science Division

Lawrence Berkeley National Laboratory

Briefing to the NDAC

September 13, 2023



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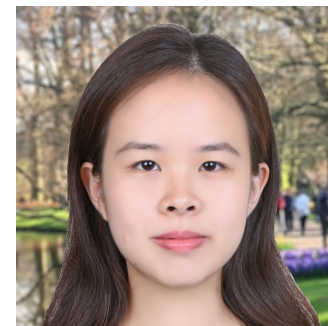
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