



Diversity Management News

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Upcoming Events

- Understanding & Managing Gay Issues in the Workplace
Brian McNaught
Monday, June 4
10:00 - noon
Bldg. 911 (Live), Video streaming available in Bldg. 510 & 555, main auditorium
- Walk for Beauty
Sunday, September 30

Sept. 15 – Oct. 15 is Hispanic Heritage Awareness Month.

During this time period visit Berkner Hall for a vivid display on the many accomplishments of Latino scientists, engineers and other professionals. The Hispanic Heritage Club seeks to develop a stimulating and supportive network for all. Cultural Sharing is an important ingredient in creating a diverse and inclusive workplace.

APAH Month



Making of "The Triangle Project"
– A Lecture/Demo

Thursday, May 3, 2007
12:00 noon, Berkner Hall

The Artists: Nobuko Miyamoto of Great Leap, Inc. - contemporary Asian American songwriter PJ Hirabayashi of San Jose Taiko – taiko drummer, Yoko Fujimoto of KODO, Sado Island, Japan – Japanese folk singer

Asian Pacific American Heritage Month



May is Asian Pacific American Heritage Month, a nationally designated celebration established in 1977. In previous years, the Asian Pacific American Association (APAA) planned several cultural events to share with BNL employees and the community. Last year, APAA had the rare opportunity to invite the "Taipei Folk Dance Theater", a professional dance group from Taiwan, to perform at BNL. In the same month, APAA planned an all-day Japanese Spring Festival with local artists and performers. Due to its success, plans for the Spring Festival this year expanded and took place at the Wang Center, Stony Brook University on May 5, 2007.

Although the designated month is May, Long Island celebrated early this year with the 1st annual Asian-American Cultural Festival (AACF) on Long Island, held on March 11, 2007 at the Student Activities Center of Stony Brook University which the APAA was an active participant. With representation from the various Asian organizations that comprise the Asian American community on Long Island, the goal of this multi-group committee was to raise awareness and promote diversity through the sharing of our rich culture. Other participating organizations included the Suffolk

County Asian-American Advisory Board, the Charles B. Wang Center, and the world-renowned Tzu Chi Foundation. The festival began with artistic displays and family-oriented cultural activities. Many local corporate sponsors, including BNL, had display booths to share information, goods, and services. The evening program included an Awards Ceremony to recognize those who have exemplified leadership and dedication to the Asian American community. One recipient was the Suffolk County Executive, Steve Levy, who announced the formation of the Asian-American Advisory Board in Dec 2005 to advise the county on issues of importance to the growing community of Asian-Americans. To conclude this gala event, there was a variety of classical Asian performances and a delectable buffet dinner with cuisine catered by a local fusion restaurant. If you did not attend this year, we hope you will join us in celebrating diversity next year as we anticipate this to be the first of many Long Island Asian-American Cultural Festivals to come.

For other events please check the Bulletin or the APAA events web site periodically at <http://www.bnl.gov/bera/activities/apaa/default.asp>. Also, visit the APAA display showcasing Asian Pacific American heritage at Berkner Hall throughout the month of May.

Black History Month



The BERA club Ago Amé African Drum & Dance Circle gave a wonderful workshop on February 22 in honor of Black History Month. The workshop—a dance and open drum circle—was held at Brookhaven Center during lunchtime. A

number of people came to learn some basic dances and join in the open drum circle. Sarah Assamagan and Juanita McKinney led the dance part of the workshop and Ketevi Assamagan and Terrence McKinney led the drumming.

Sarah expressed her feeling about the workshop: "I love teaching African Healing Dance, and it's always great to see so many members of the lab community participate. I see them stepping out of their ordinary roles and responsibilities for an hour, so they can step into a different cultural space, one that lets them build and celebrate community through rhythm and movement. And that's wonderful!" The drummers created great percussive rhythms with the African djembe drums, and the dancers created a wonderful healing circle. *This event was co-sponsored by the ESOL Program, BERA & The Afro-American Culture Club.*

Women's History Month



In honor of Women's History Month (in March), Brookhaven Women in Science (BWIS) and the Diversity Office presented a one-woman play *Good Lessons from Bad Women* by Dorothy Leeds.

Hispanic Heritage Club

The Hispanic Heritage Club (HHC) at Brookhaven National Laboratory is proud to announce that it awarded the Club's first academic scholarships to three local high school seniors who will be pursuing a science or engineering degree in college. Two of the recipients are from Longwood High School and one is from William Floyd High School. The scholarships were awarded in recognition of the academic achievement and future academic goals of these Latino students. The students who received the awards attended the ceremony with their families and school counselors.



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Named "*the godfather of gay sensitivity training*" by The New York Times, Brian McNaught is

the best-selling author of three watershed books on gay issues, and is the country's leading corporate diversity consultant dealing with gay issues in the workplace.

**June 4, 2007 • 10 - noon
Bldg. 911**

Mission Statement

The Diversity Office supports the Laboratory's mission to do world-class science by implementing programs to provide a pipeline of qualified, diverse candidates; promoting an inclusive work environment; and recommending to the Laboratory Director policies and procedures that ensure (1) equitable treatment and opportunities for all employees; (2) an environment free from harassment; and (3) encourage respect for individual differences."

Are We There Yet? *Employer of Choice*

Ask any Fortune 500 CEO if the corporate brand of Employer of Choice has significant return on investment and you'll hear the same answer every time, "a-b-s-o-l-u-t-e-l-y". The road to reaching this lofty goal can be extremely challenging for many employers. It requires the work environment be one where respect for employees is paramount. When employees feel valued, productivity is higher and creativity thrives. So what does an organization look like when its brand is Employer of Choice?

A key ingredient to achieving and maintaining this brand is organizational leadership and commitment. More and more employers are making diversity a priority to ensure that the workplace is comfortable and accepting to all, regardless of race, age, gender, sexual orientation or disability. Not only does this attract and retain qualified individuals from different facets of society, it also increases exposure and understanding of issues affecting every employee. Leaders who employ model practices that are visible and transparent are essential for success. Leaders set the tone for a blossoming organizational culture because of their actions, not just their words.

Having an inclusive work environment where diversity practices flourish is essential to having a respectful and healthy organization. Employee training in diversity awareness topics is as important as any other required training for supervisors and managers. Fostering cultural sharing is also fundamental to creating an inclusive work environment. Knowledge gained through sharing visible and hidden dimensions of workplace culture add value to the process of group dynamics and teambuilding. By supporting Employee Resource Groups (ERGs), focus groups, advocacy councils, interdisciplinary and cross-functional work teams, leaders communicate trust and respect. Employer of Choice status is also strengthened by family-friendly policies.

Becoming an Employer of Choice isn't easy for any organization, but we have made great strides. BNL has been an international employer for decades. Our quality of life activities provide a welcoming community for visiting scientists and their families that is attracting top talent. Our inquiry for knowledge demands diversification in scientific research and diversity in our attraction and recruitment programs as well. While HR is the human capital strategic partner with hiring managers, we are all good will ambassadors in attaining genuine diversity. By embracing diversity we make Employer of Choice our brand and a reality.

By: Joy Adams, *Professional Associate*
Diversity Office

Skin Color and Salary: Lighter and Taller Equals a Bigger Paycheck for Immigrants

A new study by a Vanderbilt University professor of law and economics finds that legal immigrants in the University States with a lighter skin tone make more money than those with darker skin.

Dr. Joni Hersch used data from 2,084 men and women who participated in the 2003 New Immigrant Survey. An interview reported the person's skin color using an 11-point scale where 0 represented the absence of color and 10 represented the darkest possible skin color.

Even when taking into consideration characteristics that might affect wages, such as English language proficiency, work experience and education, Hersch found immigrants with the lightest skin color earned, on average, 8% to 15% more than immigrants with the darkest skin tone.

Hersch said the effect of skin color even persisted among workers with the same ethnicity, race and country of origin. Hersch's research also found height played a part in salary. Taller immigrants earned more, with every inch adding an additional 1% to wages.

Hersch said she considered various explanations for skin color's effect on wages, such as discrimination in country of birth, the possibility that darker skin color is caused by outdoor work, which is lower paying, and interviewer bias. Even with these alternative explanations, Hersch concluded that discrimination is the strongest explanation for why lighter and taller immigrants make more money.

Dr. Hersch presented her findings on February 19, 2007 in San Francisco, CA at the annual meeting of the American Association for the Advancement of Science.

www.vanderbilt.edu

D I V E R S I T Y M A T T E R S

ADA Committee

Chair



Stasia Ann Scocca
Requirements Mgmt
Coordinator,
Quality Mgmt Office



Ove H. Dyling
Asst. Director
for Design,
Conventional Facilities,
NSLS II - Project



S. Kendall
Manager,
Diversity Office



Joe Levesque
Fire Protection
Engineer, Emergency
Services Division



Rosa Palmore
Senior Diversity
Coordinator,
Diversity Office



Anthony Costantini
Real Property
Coordinator,
Plant Engineering
Division



Michael J. Paquette
Facility Inspector,
Plant Engineering
Division



Paul Blacher
Mechanical Design
Lead Engineer,
Plant Engineering
Division



Diane Greenberg
Senior Public Affairs
Rep, CEGPA
Directorate



Peter Stelmaschuk
General Supervisor,
Building Maintenance
& Services



Thomas McEvaddy
Project Architect,
Plant Engineering

Making BNL More Accessible for People with Disabilities

Since it was formed in October 1999, BNL's Americans with Disabilities (ADA) Committee has been resolving concerns about access to buildings and facilities on site by individuals with disabilities. Chaired by Shirley Kendall, Manager, Diversity Office, the committee is composed of eleven employees from Plant Engineering (PE); Community Involvement, Education, Government & Public Affairs; the Fire-Rescue Group; Quality Assurance and Diversity Office.

The committee's funds are limited and do not exceed \$50,000 each year. The primary goal of the committee's work is to provide accessibility and other ADA requirements to physically challenged Lab employees in order for them to perform their jobs.

"We prioritize the various projects undertaken by the committee according to available funding, needs of employees and the general public, in that order. The committee has made significant strides in improving accessibility to BNL facilities," said Kendall.

The improvements include installing wheelchair lifts and automatic door openers in Bldg. 510 and by the swimming pool; installing automatic door openers in Bldg. 185, formerly the Human Resources Office, Bldg. 703, Training & Qualifications Office, Bldg. 902C, Superconducting Magnet Division, and Bldg. 911, Collider-Accelerator Department; making hardware modifications to doors in Bldgs. 703 and 902C; and installing a handrail in Bldg. 120, Environmental and Waste Management Services Division.

In FY 2004, the entire ADA annual budget was spent to improve accessibility to Bldg. 911. The improvement project consisted of constructing concrete steps, a ramp and handrails to the building's service

entrance, providing one parking space with a curb cut for the handicapped, another curb cut at Lawrence Drive, and two automatic door openers and appropriate signage at the service entrance in the building.

In FY 2005, the committee installed automatic door openers in Bldg. 179, which houses the U.S. Post Office, and Bldg. 129, the former temporary home of the Teachers Federal Credit Union.

Part of the FY 2006 budget was spent on installing automatic door openers in Bldg. 510, Physics Department. This year, the committee plans to use its allocated funds for installing automatic doors in Bldg. 30, Brookhaven Center, and making a curb cut, plus repairing the sidewalk in front of the building. Also, rest room accessibility in the building will be reviewed.

"We are making these improvements voluntarily, since the law does not require that existing buildings be modified," said Ove Dyling, Senior Project Engineer, Light Source II, former chair the ADA Committee from FY 2000 to FY 2003. "But all new buildings, including the Research Support Building and the Center for Functional Nanomaterials, are ADA-compliant, as specified by law."

The Americans with Disabilities Act of 1990 and the Architectural Barriers Act of 1968 govern requirements for accessibility to public buildings by individuals with disabilities.

In the future, the committee hopes to gain additional funding for making rest rooms handicapped-accessible in Bldg. 488, Berkner Hall, where numerous functions are held for employees and the general public.

If anyone has suggestions for improvements to provide better access for individuals with disabilities in any BNL building or facility, contact your building manager, or Shirley Kendall, Ext. 3318, or kendall@bnl.gov.

Workforce Demographics

Report of Employment 3/31/07

Schedule	Black Male	Black Female	Hispanic Male	Hispanic Female	Am Ind/ Alk Native Male	Am Ind/ Alk Native Female	Asian/ Pacific Isl Male	Asian/ Pacific Isl Female	White Male	White Female	Total Male	Total Female	TOTAL
Management	1	3	-	1	1	-	6	2	106	28	114	34	148
Scientific Staff	2	1	9	4	-	-	82	8	287	26	380	39	419
Riken Fellows	-	-	-	-	-	-	2	-	1	-	3	-	3
Research Associates, Fellows, Visiting Scientists	1	3	2	1	-	-	51	12	50	16	104	32	136
Professional	13	2	11	1	-	-	32	12	259	44	315	59	374
Information Technology	3	4	5	-	-	-	29	13	144	36	181	53	234
Admin Monthly	3	35	2	17	1	1	-	6	49	282	55	341	396
Tech Monthly	13	3	10	1	2	-	9	1	371	18	405	23	428
Tech Weekly	-	-	-	-	-	-	-	-	6	2	6	2	8
Clerical Weekly	-	6	1	1	-	-	-	1	-	19	1	27	28
Union	48	29	20	5	5	-	1	1	261	33	335	68	403
Others*	6	3	1	2	-	-	4	-	10	22	21	27	48
TOTAL	90	89	61	33	9	1	216	56	1,544	526	1,920	705	2,625

Report of Employment 9/30/06

Schedule	Black Male	Black Female	Hispanic Male	Hispanic Female	Am Ind/ Alk Native Male	Am Ind/ Alk Native Female	Asian/ Pacific Isl Male	Asian/ Pacific Isl Female	White Male	White Female	Total Male	Total Female	TOTAL
Management	1	2	-	1	1	-	5	2	107	28	114	33	147
Scientific Staff	2	1	10	4	-	-	82	8	284	26	378	39	417
Riken Fellows	-	-	-	-	-	-	2	-	1	-	3	-	3
Research Associates, Fellows, Visiting Scientists	1	2	1	1	-	-	44	12	36	12	82	27	109
Professional	13	3	11	1	-	-	29	13	263	41	316	58	374
Information Technology	4	4	4	-	-	-	26	12	141	40	175	56	231
Admin Monthly	3	33	2	16	1	1	-	5	49	274	55	329	384
Tech Monthly	13	3	11	2	2	-	9	1	374	19	409	25	434
Tech Weekly	-	-	1	-	-	-	-	-	7	2	8	2	10
Clerical Weekly	-	6	-	3	-	-	1	1	-	19	1	29	30
Union	51	29	19	5	4	-	1	1	261	33	336	68	404
Others*	1	4	-	1	-	-	3	-	8	22	12	27	39
TOTAL	89	87	59	34	8	1	202	55	1,531	516	1,889	693	2,582

* "Others" includes standby labor, trainees, and joint appointments.

Source: Human Resources and Occupational Medicine Division Statistical Summary Report 3/31/07.

Worth Reading – Women as leaders: Breakfast with CEO Fiorina

In November, 2006, I had breakfast with Carly Fiorina, former CEO of Hewlett-Packard. Fiorina recently published her memoir, *Tough Choices* (published by the Penguin Group, ISBN 1-59184-133-X). This talk, co-hosted by Friends' Health Connection and New Jersey Association of Women Business Owners, was a stop on her book tour.

Fiorina talked about leadership, the difficulty of change, overcoming fear, and making tough choices without selling your soul.

Leadership vs. Management

She noted that leadership is not management, though management is certainly important and we need good managers.

Management is achieving acceptable results within known constraints. Leadership requires both realism and optimism. Leadership is changing the order of things, seeing and seizing possibilities to change for the better. Leadership is a choice to make a positive difference. A leader never stops learning or taking risks. Some people choose not to lead because they are afraid.

Today the media describes her as "fearless," because she has taken bold action. "But this is not accurate. Courage is acting in spite of fear."

Change

Change is like heaven: everyone wants to get there but nobody wants to die.

Change sounds good in theory but nobody actually wants to change themselves. People resist change because the natural momentum of any organization is to preserve the status quo. People who have power and influence want to keep it. It is human nature. Resistance to change is substantial. A leader needs to name it and muster sufficient motivation for others to overcome it.

Leadership Requires Diversity, Collaboration, and Character

Fiorina sees the diversity of the senior management team as a prime indicator of a business's health. Different people have different experiences, which leads to a higher quality decision-making process. — by Sue Dordard

For more info: <http://www.ewh.ieee.org/soc/ems/EMnewsletter/07Q1.pdf>