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Gay Pride Month
June 1 - June 30

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Diversity Management News

Dr. Satoshi Ozaki Recognized for Contributions in Science

On May 9th an event was held at the Charles B. Wang Center located at Stony Brook University to celebrate Asian Pacific American Heritage month. This event included Asian-American Films, cultural dances from different countries, multi-cultural booths with arts and craft displays, vendor booths, a tea ceremony, workshops and awards ceremonies. The event was organized by the Suffolk County Asian American Advisory Board, the Suffolk Office of Minority Affairs, the Charles B. Wang Center, in cooperation with the Asian Pacific American Association at Brookhaven National Laboratory, the Taiwanese American Association on Long Island and the Filipino American Community Organizations of Long Island.

During this event Dr. Satoshi Ozaki, a physicist at BNL, was honored as a distinguished Asian American professional. "I am honored to receive this recognition," Ozaki said. "I also appreciate the respect I have received from the colleagues with whom I have worked at Brookhaven Lab over many decades and from the members of the Laboratory's Asian Pacific American Association as a friend and a senior advisor."Ozaki was unable to attend the May 9th ceremony, so Lab Director Sam Aronson accepted a proclamation from County Executive Steve Levy on behalf of Ozaki.

Ozaki, with Brookhaven Lab's Michael Harrison, led the decade-long development and construction of the Laboratory's world-class accelerator, the Relativistic Heavy Ion Collider (RHIC). About 1,000 physicists from around the world run experiments at RHIC, colliding subatomic particles known as heavy ions head-on to study the type of matter that existed a millionth of a second after the Big Bang. In 2005, RHIC physicists discovered a "perfect" liquid, a type of matter that has not existed since the beginning of the universe. In 2002, RHIC became the world's first and only accelerator to collide high-energy beams of polarized protons — protons that spin in the same direction. Physicists at RHIC hope to solve the mystery of what causes proton spin.

Before Ozaki started the RHIC Project, he was invited in 1981 to join the National Laboratory for High Energy Physics, a research institute in Japan also known as KEK, to direct the construction of TRISTAN, the first major high-energy particle collider in the country. Ozaki completed TRISTAN on time and within budget. The facility accelerates and stores beams of electrons and positrons at 30 billion electron volts, the highest energy in the world at the time the accelerator started operations in 1987.

After earning a Ph.D. in physics from the Massachusetts Institute of Technology in 1959, Ozaki joined Brookhaven Lab as a research associate. He rose through the ranks to become a tenured senior physicist in 1972. He joined KEK in 1981 to work on TRISTAN, and then returned to Brookhaven in 1989 to head the RHIC Project. Besides completing the $660 million collider, Ozaki was instrumental in bringing polarized proton capability to RHIC with funding support from the RIKEN Institute of Japan.

Steve Hildebrand, deputy campaign manager for Barack Obama

Steve Hildebrand to Speak on 'The Obama Vision: Equality for All'

Gay and Lesbian Pride Month event
June 18

Steve Hildebrand, deputy campaign manager for Barack Obama in the 2008 presidential campaign, will give a talk titled "The Obama Vision: Equality for All" at the U.S. Department of Energy's Brookhaven National Laboratory on Thursday, June 18, at noon in Berkner Hall. Sponsored by the Laboratory's Diversity Office and the Gay, Lesbian or Bisexual Employees Club (GLOBE) at Brookhaven Lab — in honor of Gay and Lesbian Pride Month, the talk is free and open to the public. All visitors to the Laboratory age 16 and over must bring a photo ID.

"The election of President Obama was a major landmark in civil rights equality in the United States," said Hildebrand, the openly gay deputy director of President Obama's historic campaign. He maintains that President Obama and his supporters, especially voters of the "Millennial Generation" between the ages of 18 and 29, see it as their mission to bring the equality movement, including lesbian, gay, bisexual and transgender civil rights (LGBT) to the forefront of the nation's political agenda.

At Brookhaven, Hildebrand will update the audience on what the nation can expect from the Obama administration on the LGBT civil rights front. He will also discuss how the marriage-equality issue will play out nationwide and analyze how the Millennial Generation and their push for change will impact the future of the civil rights movement for all Americans.

Working with Barack Obama since September 2006, before then Senator Obama made the decision to seek the presidency, Hildebrand was at the forefront of all strategic decisions and helped to craft Obama's groundbreaking grassroots presidential campaign strategy. Hildebrand's marketing techniques, including the use of the Internet and the appeal to small donors, helped the campaign raise a record $750 million for the candidate.

In 2005, Hildebrand and Paul Tewes founded Hildebrand Tewes Consulting, a full-service consulting firm that specializes in communications, candidate research, and grassroots strategy. Based in Washington, DC, and Sioux Falls, South Dakota, Hildebrand Tewes Consulting is considered one of the premier political firms in the U.S.

Hildebrand's past campaigns and current and past clients include the Clinton-Gore re-elect campaign; Gore for president; Senator Tom Daschle; Senator Tim Johnson; Senator Robert C. Byrd; Senator Sheldon Whitehouse; Americans United to Protect Social Security; America's Voice; Environmental Defense; several unions, including the AFL-CIO; and numerous other organizations.

For more information about this event, call 631 344-2345. Brookhaven National Laboratory is located on William Floyd Parkway, one-and-a-half miles north of Exit 68 of the Long Island Expressway.

Table of Contents

1 Strategies for Change
1 BWIS: 30 Years
2 Highlighting Women's Issues
2 Advancing Women
2 Women and Physics
2 Strategies for Change (cont'd)
3 Workforce Demographics
3 FEW Conference
3 BWIS Charter
4 Dr. Satoshi Ozaki
4 Steve Hildebrand to Speak on 'The Obama Vision: Equality for All'

June 1 - June 30
Gay Pride Month

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.

Strategies for change:

Senior level woman describes exclusionary treatment
By Bobbi Mooney

In my work community, a large Fortune 500 company, the diversity dimensions on which I differ most are gender and personality type. I am a woman and I am introverted. These characteristics are consistently in the less dominant groups within my workplace population, particularly in leadership roles.

As a woman, I am comfortable with my gender. Because gender differences have the greatest impact on me at work, I decided to write about my experience as a senior woman leader in a large Fortune 500 company today.

As an American, working internationally in a global company also placed me in a third subordinate group. Sometimes my religion places me in an additional subordinate group. I agree with those who say there is a multiplicity phenomenon when it comes to diversity dimensions; they do not add up, but rather multiply in the face of exclusion.

Disclaimers

It is difficult to talk about what it is like being female in a male-dominated society and workplace. I worry that both men and women will classify me as a "man basher". On the contrary, I like men. The male relationships with my father, brothers, husband, son, and many friends and colleagues are a wonderful part of my life. I have never felt I was the victim of viciously intentional discrimination or blatant sexual harassment.

Yet, as a collective group, the dominant male community has consistently made me feel excluded, as if I could not be in their world without losing some integrity of my identity. I often find myself implicitly and quietly excusing or discounting my own feminine characteristics, or even emphasizing my "masculine" traits as I assimilate into my male dominant environment.

Subtle discrimination of exclusion

Sometimes other women tell me they do not understand the big deal about gender diversity because they have never experienced blatant discrimination or prejudice in the workplace. Neither have I. What I have experienced, and still experience often, is the more subtle discrimination of exclusion.

My stories below tell the times I have felt excluded by being treated differently or reacting differently because of my gender difference. I don't talk about these "little" stories to male colleagues very often. They can easily annoy men or reinforce the "here's another whining female with petty complaints" image. And that only serves to further alienate me from the community of men with whom I so much want to get along and be a part.

Strategies for change (cont'd on pg 2)

BWIS: 30 Successful Years

In keeping with its goal of offering lectures by prominent speakers that are of interest to the BNL community and the general population, and to celebrate its 30th anniversary, BWIS sponsored a lecture at the Lab by astronomer Jill Tarter, Director of SETI, the Search for Extraterrestrial Intelligence Research, on March 11. Berkner Hall was filled almost to capacity as Tarter spoke about the new telescope array being developed for SETI that will provide the first systematic look at the transient radio universe, in which radio signals from distant civilizations may be transmitted.

Later in the month, BWIS sponsored a Founders Day luncheon, where BWIS members and others from the Lab community welcomed several of the initial members of BWIS, including its founders, Harriet Martin and Vicki McLane, now Brookhaven Lab retirees. In 1979, Martin and McLane initiated BWIS with the goal of encouraging students to consider careers in science and related fields. Since then, BWIS's role has expanded to promote the advancement of women in science, both at the Lab and in the community.

For example, BWIS is credited with initiating studies that led to the Child Development Center at Brookhaven, and it promoted the establishment of a credit union on site. In addition, BWIS administers several scholarships that benefit women interested in pursuing a career in science and holds high school career days for female high school students, focusing on careers in science.

Also to celebrate its 30 years of achievements, BWIS showcased a new video, titled "Brookhaven Women in Science — Promoting Women, Advancing Science," produced by Alex Reben of BNL's Photography and Graphic Arts Division. The video may be accessed at the BWIS website: http://www.bnl.gov/BWIS/default.asp.

BROOKHAVEN NATIONAL LABORATORY

DIVERSITY MATTERS

BWIS Celebrates 30th Anniversary

Strategies for change (cont'd)

In isolation each story can seem very insignificant; however, the significance grows with the repetition. The stories don't happen occasionally. They happen every day.

Here are the stories, the events or patterns that I experience.

My ideas frequently get discounted by colleagues in meetings, only to be accepted when a man repeats them a few minutes later.

I walk into meeting after meeting where other women number zero to three. The further I move up in the organization the more masculine the business meetings become.

I have lower self-confidence than most of my male colleagues and I've found this to be a common thread amongst women throughout my company and other companies.

Throughout my career, I have over compensated job performance so that no one can possibly think that I'm not qualified for that job.

Decisions do still seem to get made in the men's toilet on meeting breaks. Sometimes they are shared and sometimes not.

Men tend to look past or over me when standing in a group.

I still see personal questions about marital status and children during job interviews in countries outside of the U.S.A. which cause us to lose good women hires.

I often say, and hear other women say, that it takes more energy for a woman to do the same job than a man.

Women watch the ratios of men to women on leadership teams. Ratios matter to women in our company because it tells them the extent to which they are represented, or understood, by management.

I've noticed that women who tend to rise further in the ranks in our company and many other companies tend to be ones who stifle characteristics considered to be more feminine and emphasize their masculine behaviors. They talk louder, act more assertive/aggressive, compete harder, etc.

In a 20-year career with over a dozen bosses, I have only had one female boss and only one male boss whose wife worked outside the home in a professional job.

I've experienced the tendency that women do not do as well as men with professional networking or mentoring. We tend to ignore each other or compete rather than create supportive structures for one another.

Several women outside of the U.S. have expressed that they could never even imagine having the courage to sit with our executives to discuss their feelings about being a woman in our company the way that American women have done.

When I recruit or talk to university age family/friends, women still question our company's and industry's poor reputation for progressive attitudes towards women in the workplace.

Uncomfortable or demeaned

I feel uncomfortable or demeaned when men:

Put down their wife/mother/mother-in-law/etc. over something that is stereotypically female

Are given the bill by the wait staff when I'm the one intending to pay

Tell "dumb blonde" jokes

Touch me if they don't know me very well

Use sports and military analogies excessively

Look to me to take meeting notes, book the taxi/restaurant, etc.

Laughingly "apologize" for any of the above but continue to do it anyway.

Kudos to all the men who take the time and care to become more aware of language and behaviors that perpetuate exclusion. I celebrate those accomplishments. But my current experiences that continue into the 21st century remind me that exclusion in the workplace is still my foe.

Bobbi Mooney is a senior level leader with a Fortune 500 company.

Highlighting Women's Issues in the Workplace

Women's issues in the workplace were highlighted at Brookhaven Lab during the first quarter of 2009, as Brookhaven Women in Science (BWIS) commemorated the 30th anniversary of its founding during March, the month designated by the U.S. Congress as Women's History Month.

Advancing Women

In February, the Director's Office sponsored a talk by Abigail Stewart titled, "Advancing Diversity in Science and Engineering." Stewart is the Sandra Schwartz Tangri Distinguished University Professor of Psychology and Women's Studies at the University of Michigan (UM) and Director of the UM ADVANCE Program, a National Science Foundation grant-funded project to promote diversity with respect to women faculty in science and engineering.

Stewart discussed UM's campus-wide effort to increase the diversity of faculty in science and engineering. Recognizing that organizational change was a necessary precondition for the success of these efforts, the university focused on recruitment, prevailing attitudes, and institutional policies. The UM ADVANCE program has been successful, increasing the recruitment of women faculty in science and engineering from 13 percent to 19 percent, and the number of women departmental chairs from none to nine.

Women and Physics

In another BWIS-sponsored talk at Brookhaven, held on April 8, Christine Nattrass, a graduate student at Yale University and winner of the 2008 Gertrude Scharff-Goldhaber Prize, gave a talk titled "Women and Physics: An International Perspective." Nattrass attended the third International Conference on Women in Physics sponsored by the International Union of Pure and Applied Physics in September 2008, where women from around the world discussed common issues facing women in physics and traded strategies for dealing with them. Nattrass discussed the resolutions made at the conference and what is being done to help ensure that women have an equal chance with men to succeed in physics.

Nattrass said that it is rare to find women in physics. According to 2006 statistics, 43 percent of all physics departments in the U.S. had no women faculty, and the trend was essentially the same across the world.

Nattrass spoke of several societal and educational issues that may account for the lack of women in physics, including a mostly inadvertent "double standard, " or "inherent bias" applied to women. For example, girls' perception of their abilities is generally not as positive as boys' self-perception, which Nattrass attributed to societal bias.

Both Stewart and Nattrass indicated that diversity in the workplace helps science to flourish. Providing opportunities for both women and men in the workplace enhances the range of talent and creativity, and increases the chances for excellence.

Workforce Demographics

Promotions: Minorities/Women/White Males/Total

Group	CY 04 % of Pop	CY 05 % of Pop	CY 06 % of Pop	CY 07 % of Pop	CY 08 % of Pop
Minorities	8.9	13.1	11.3	16.0	13.0
Females	13.1	10.7	11.7	15.9	11.5
White Males	7.8	7.4	8.8	10.6	9.4
All Employees	9.2	8.9	10.0	12.8	10.4

40th National Training Program – FEW Conference

The national organization of Federally Employed Women (FEW) will once again sponsor the annual National Training Program (NTP) the week of July 20 – July 24, 2009 in Orlando, FL.

The FEW NTP offers workshops covering subjects in a variety of areas such as: career management, technology and technical skills, Personnel, EEO and Diversity issues, as well as work, family and health issues. These high-quality workshops are well run and relatively inexpensive when compared to other training courses. This training program has become very popular with the women who have attended because of the quality of the professional and personal development classes. Any requests to attend the Training Program should be directed to departmental managers/supervisors. All managers and supervisors are encouraged to rotate this professional development opportunity as widely as possible with their departments, division or work groups. This year's FEW coordinator is Susan Wong, ITD, ext. 7988 or sge@bnl.gov. Susan Wong is available to answer all questions pertaining to the FEW conference.

BWIS Charter

The organization's role is to increase the Laboratory's awareness of the accomplishments of women in science and to provide all members with role models of their own. To do this, Brookhaven Women in Science will:

- assist in the development of policies and practices which enhance the quality of life for BNL employees
- promote a long-term commitment to diversity in BNL staff
- promote the advancement of women in scientific and technical careers
- provide a forum for the exchange of scientific, technical, and professional information
- encourage students to consider careers in science, mathematics, engineering, and technology
- support each other's efforts on the job, and encourage each other's successes