

FY 2023
Office of Science

Laboratory Diversity & Inclusion Plan (LDIP)



Brookhaven National Laboratory is managed by Brookhaven Science Associates for the U.S. Department of Energy.

In accordance with DOE Contract Clause 1.104, DEAR 970.5226-1, Diversity Plan (December 2000), this report is prepared by the Brookhaven Science Associates, LLC for the Brookhaven Site Office and DOE Office of Science. The report is formatted to meet the Annual DOE Laboratory Diversity and Inclusion Plans, Fiscal Year 2023 Guidance dated November 2022.

Questions about this report or recommendations for improvement should be directed to Noel Blackburn, Chief Diversity, Equity, and Inclusion Officer, at blackburn@bnl.gov and 631-344-2890.

Cover Graphics

The DEI Office has adopted these symbols to represent Diversity, Equity and Inclusion.



DIVERSITY

of people and perspectives

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



EQUITY

in policy and practice

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

of all voices and visions

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.

Section 1: Overview of Laboratory's DEIA Strategy

i. Lab Overview

Brookhaven National Laboratory's vision is to enable discovery science and transformative technology that power and secure our nation's future. Its mission is to deliver expertise and capabilities to drive scientific breakthroughs and innovation for today and tomorrow. Primarily supported by the U.S. Department of Energy's (DOE) Office of Science, Brookhaven is a multidisciplinary laboratory with seven Nobel Prize-winning discoveries and 75 years of pioneering research. Brookhaven's initiatives include nuclear and high energy physics, clean energy and climate, artificial intelligence and quantum information science, isotope production, and accelerator science and technology. The Laboratory's approximately 2,750 staff members lead and support diverse research teams that are working to advance the DOE mission. Brookhaven Lab employees build and operate facilities that house unique tools used by researchers from Brookhaven, other national laboratories, academia, and industry. DOE Office of Science User Facilities located at the Lab include the Relativistic Heavy Ion Collider (RHIC), National Synchrotron Light Source II (NSLS-II), the Center for Functional Nanomaterials (CFN), and the Accelerator Test Facility (ATF). Brookhaven is the site of the future Electron Ion Collider (EIC), a one-of-a-kind nuclear physics research facility that will keep America at the forefront of nuclear physics research. DOE and Thomas Jefferson National Accelerator Facility are major partners in realizing the EIC, and New York State has committed strong support for the project. The future success of the EIC and Brookhaven Lab depends on the diversity, equity, inclusion, and accessibility (DEIA) strategies and initiatives that leadership creates today to ensure the Lab is relevant for tomorrow.

ii. DEIA Vision Statement

Brookhaven National Laboratory strives to create and maintain a diverse, equitable, inclusive, and accessible work environment in which all members of the Laboratory are respected and can work to their fullest potential.

Such a workplace will help the Lab attract and retain the top talent needed to achieve its current and future missions on behalf of the DOE. Attracting and retaining a diverse group of highly engaged employees is possible when a strong sense of support and belonging are nurtured by the organization's culture. With this, the members of the Lab community—including staff, guests, users, visitors, students, and all contributors— should be empowered to be their authentic selves, enabling them to pursue personal career growth and contribute to the Lab's efforts to make the nation—and the world—a better place.

Note: The Diversity, Equity, and Inclusion Office (DEI Office) executes the Diversity, Equity, Inclusion, and Accessibility (DEIA) effort for Brookhaven National Laboratory.

iii. Institutional Challenges

Brookhaven continues to address culture change by evolving staff behaviors and perspectives in order to advance our DEIA vision and one to which all other institutional challenges are tied. As noted in the fiscal year (FY) 2021 Laboratory Diversity and Inclusion Plan (LDIP), changing the way people understand and embrace DEIA issues is paramount for attraction and retention strategies. Therefore, we will continue to emphasize all staff embrace DEIA as our core values.

iv. Lab Feedback Process

The major feedback mechanism since FY19 is the series of engagement surveys administered by external vendor Perceptyx, Inc. (formerly Culture IQ). The first culture survey in FY19 was followed by a pulse survey in FY21 and a "DeepDive" survey in FY22. They measured dimensions such as collaboration, communication, engagement, growth and development, inclusion and diversity, safety and wellbeing, and valuing employees.

The survey provided a data-rich source of information for action planning. The results fostered working groups across all directorates

to address concerns and to implement solutions. In addition, the DEI Office hosted listening sessions conducted by Chatman Enterprises Inc., with nationally recognized DEI speaker/ author/trainer Tony Chatman, for the Lab's Employee Resource Groups (ERGs), DEI Councils, and randomly selected members of staff about the state of DEIA at the Lab. Users, visiting scientists, and students have expressed their concerns at townhall-style meetings, group meetings, via anonymous reporting, and through virtual DEI Office hours available to everyone.

v. Corporate DEIA Goals and Objectives

To achieve our DEIA vision and address the major DEIA challenges, a multi-year, strategic approach has been established consisting of four broad pillars in (1) Leadership Commitment & Accountability to address the primary challenge of culture change; (2) Addressing Structural Issues that hinder our workplace culture from being diverse, equitable, inclusive, and accessible; (3) Engagement of all personnel including guests, users, visitors, students, and foreign nationals, and (4) Outreach and Education to strengthen the Lab's brand and develop a diverse science, technology, engineering and mathematics (STEM) pathway for the Lab.

vi. Implementation of and Accountability for DEIA Strategy

DEIA is a core value, and our strategies and tactics are implemented in a holistic and systemic approach that encompasses the entire organization at all levels. At the very top of the organizational structure is the DEI Executive Council, comprised of senior leadership including the Lab Director, Deputy Director for Science & Technology, Deputy Director for Operations, science and operational Associate Laboratory Directors, cross-functional leaders from Human Resources (HR), Stakeholder Relations Office (SRO), Change Management, Legal, Research Partnerships and Technology Transfer, and the DEI Office. The DEI Executive Council is responsible for developing and driving the Lab's DEIA vision and provides Labwide oversight, policy setting, communication, coordination, and

integration of the Lab's DEIA mission for the entire organization. Moreover, the Lab Director's direct reports have mandatory annual DEIA performance goals to ensure leadership accountability. In addition to accountability at the leadership level, as of FY20, all Lab employees who are required to have an annual performance appraisal must include a DEIA goal. Thus, DEIA is everyone's responsibility at the Lab.

The DEI Office is comprised of five full-time professional staff led by the Chief Diversity, Equity, and Inclusion Officer (CDO), who since FY22 is a direct report to the Lab Director. The Office is charged with stewardship of Labwide activities in support of the Executive Council's implementation of the Lab's DEIA vision and strategy. The DEI Office partners with cross-functional stakeholders including the ERGs, directorate-level DEI Councils, HR, SRO, Procurement, Legal, Change Management, and Research Partnerships and Technology Transfer. The DEI Office also has partnerships with external stakeholders including an external DEI advisory board, colleges and universities including Minority Serving Institutions (MSIs), and Historically Black Colleges & Universities (HBCUs), and Minority Professional Associations. These relationships represent activities across the Lab.

vii. Data-Informed Actions and Implementation

Addressing our DEIA institutional challenges requires a rigorous and transparent approach to problem-solving. Data and analytics must inform our strategies and measure the impact of our actions. The Lab regularly gathers data that are quantitative (such as workforce demographics, hiring demographics, number of complaints received, pay equity analysis) and qualitative (such as feedback gathered from climate surveys, pulse surveys, ERGs, DEI Councils, anonymous reporting, and other avenues) to measure key metrics that address our DEIA goals and objectives. The existing planning and execution of our data-based strategies involve five stages: (1) Establishing metrics that align with our DEIA goals, (2) Establishing critical success factors, (3) Monitoring progress via benchmarks,

(4) Measuring performance/impact by quantitative or qualitative tools, and (5) Implementing Lessons-Learned based on evidence. Presently the Lab is transitioning from our current human capital management system PeopleSoft HR to Workday. Most of our DEIA data will be obtained from the new Workday system in FY23 and into the future.

viii. Lab Partnerships

As part of the Engagement pillar, we are expanding the “Circle of Peers” to help encourage culture change. Lab leaders, scientific, and engineering staff are engaging with MSIs, Minority Professional Associations, and, in particular, with InCREASE—a consortium of professors from MSIs and college programs focused on under-represented minorities (URMs). This outreach advances a more diverse experience at the Lab for science and engineering staff and for operations and support staff. MSI partnerships are documented by Memoranda of Understanding (MoU) between institutions and the Lab. For each partnership, “Champions” are assigned from both organizations to ensure a strong relationship to partner on grants, research collaborations, hiring into the workforce, and expansion of student opportunities at the Lab. Minority Professional Association partnerships are a major part of our recruitment strategy for early career professionals and students into our pathway programs. The InCREASE consortium engages with the Lab by co-hosting user workshops, recruitment activities, and prompting new relationships with international universities and scientific bodies. Other college program partnerships focus on opportunities for Affirmative Action Protected Classes to assist in the hiring needs of the Lab.

ix. FY 2022 DEIA Accomplishments:

The Lab served as co-host of the virtual 2021 National Society of Black Physicists annual conference.

We initiated a Cooperative Research and Development Agreement (CRADA) between Brookhaven and the University of California Irvine (UC-Irvine), an MSI. This collaborative research will produce a conceptual design

for the detector at a future facility at the Large Hadron Collider to study high-energy neutrinos and detect dark matter. This CRADA provides the mechanism for the funding of the successful UCI/BNL proposal to the Heising-Simons Foundation to be distributed from UCI to the Lab.

The Lab co-hosted a virtual site tour of NSLS-II and CFN for the Science Summit at the United Nations General Assembly, with Lab Director Doon Gibbs introducing Office of Science Director Dr. Asmeret Asefaw Berhe, and giving a welcoming address. These were viewed by attendees from 102 UNESCO countries.

We hosted two user workshops with InCREASE, in which 20 participants learned how to become CFN users and more than 20 learned about synchrotron sciences at NSLS-II and how to develop user proposals.

Brookhaven URM professionals in STEM and the Lab itself received great external recognition. The Long Island Business News spotlighted three Lab staff as important members of the community: Kayla Hernandez (30 Under 30 Award), Vanessa Sanders (40 Under 40), and Jasmine Hatcher (Diversity in Business Award). The Lab was recognized in STEM Workforce Diversity Magazine’s “Top 20 Government Employers” list—twelfth overall and first of four named national labs.

We finalized MOUs with North Carolina A&T State University; Dillard University; Howard University; and Wellesley College.

We provided weekly hands-on STEM lessons at the Shinnecock Nation, based on the Boys and Girls Club of America’s DIY STEM The Science of Everyday, Adaptation for Native Youth Curriculum, for students aged 8 to 10.

The Lab piloted a virtual wellness workshop for summer interns and Lab staff titled “A Conversation About Self-Care” by Dr. Kymn Harvin from SUNY-Empire State College, in response to the COVID 19 pandemic.

We piloted a course in sustainable energy at Brooklyn’s Bedford Academy High for 11th and 12th graders, with the American Association of Blacks in Energy-New York Chapter, Con Edison, Long Island University, and National Grid.

With SRO recruited two members of local African American communities for the Lab's Community Advocacy Committee (CAC). Representing Gordon Heights district is E. James Freeman of the Gordon Heights Civic Association, and from Medford is Pastor Samuel John of the Kingdom of God Ministries of Long Island.

DEI Office, with help from HR and OEP, helped Lab make STEM Workforce Diversity Magazine's 2022 Annual "Top 20 Government Employers" list – twelfth overall and first of four national labs.

This list is the result of a survey mailed to the magazine's readers

x. Links to Lab's DEIA Related Policies and Procedures:

A link to all the policies and procedures that support the Lab's DEIA vision and objectives be found at <https://www.bnl.gov/diversity/>.