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Diversity Management News



Satoshi Ozaki

A celebration for Satoshi Ozaki, recognizing his 80th year and his 50th anniversary at Brookhaven, was held in December. Ozaki came to BNL in 1959, and for a decade headed the RHIC project, leading the study of relativistic heavy ion collisions including the observation of new hot and dense matter that behaves like perfect liquid. Ozaki is now the Senior Project Advisor to the National Synchrotron Light Source II (NSLS-II) Project.

DIVERSITY GLOSSARY OF TERMS

AFFIRMATIVE ACTION: Describes concept upheld by the Supreme Court that allows universities to consider race, ethnicity and gender for admissions with goal of alleviating past inequities. Describes similar programs used by businesses and other organizations. Do not use quota system or reverse discrimination as substitute phrases except in quotes.

AFRICAN AMERICAN: Person of color and of African-slave descent from the United States. Hyphenate only when used as an adjective.

AMERICANS WITH DISABILITIES ACT:

ADA: Acronym for Americans with Disabilities Act, federal civil rights legislation that deals with discrimination in employment, public accommodations, transportations and telecommunications on the basis of disability. Spell out in full upon first sentence.

American Sign Language: The most common language used by deaf people in North America. See ASL.

Handicap, handicapped: Although they are not derogatory terms, avoid them when possible. Use only in legal contexts, in quotes or titles. Use disability, disabled.

Disabled: Do not use disabled. Use people with disabilities, people with different abilities, disability community, or disability activists as alternatives.

Short stature: Preferred term instead of little people. Do not use dwarf or midget, which are both derogatory terms.

Wheelchair: Use wheelchair-user or person uses a wheelchair. Do not use wheelchair-bound or confined to a wheelchair. Do not use unless relevant.

FEW Participants Experience Professional Development



In July, 17 BNL women attended the annual Federally Employed Women National Training Program.

"Every year someone eagerly volunteers to be the BNL-FEW Coordinator," said Kendall. "This year, Susan Wong of the Information Technology Division accepted the responsibility and she did a great job. Without volunteers like Susan and the support of Lab management, BNLers would miss out on the opportunity to attend this worthwhile conference."

In mid-July, Susan Wong and 16 women from various departments attended the FEW conference.

"The theme of this year's program was 'Keys to Success,' which I think fit the program perfectly," said Wong. "Training sessions were offered on a multitude of topics, including courses titled, 'Delegation Bootcamp' to 'PowerPoint Multimedia,' all of which are key factors for professional and personal success. As a bonus, I met women from other departments that I otherwise may not have had the chance to meet. I found the entire experience motivational."

LATINO:

Bilingual: Although bilingual often refers to Spanish and English, it describes fluency between any two languages.

Caucasian: Synonym for white person. Use white unless Caucasian is in a quote or title.

Hispanic: Census 2000 and Office of Management and Budget (OMB) defined Hispanic or Latino as a person, regardless of ability to speak Spanish or Portuguese, of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish speaking culture or origin regardless of race. The terms Hispanic and Latino can be used interchangeably 90% of the time. Always capitalized.

Latino: Census 2000 and Office of Management and Budget (OMB) defined Latino or Hispanic as a person, regardless of ability to speak Spanish or Portuguese, of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish speaking culture or origin regardless of race. The terms Latino and Hispanic can be used interchangeably 90% of the time. Always capitalized.

Spanish: Describes primary language spoken in Spain and most of Latin America. Do not use as a synonym for Latino or Hispanic. Do not refer to a person as Spanish. Spaniard – Describes a person from Spain. Do not use as a synonym for Hispanic or Latino. Always capitalized.

ASIAN:

Oriental: Derogatory term for Asian and Asian American.

LGBT:

LGBT: Acronym for lesbian, gay, bisexual and transgender. Many gay activists consider LGBT to be more inclusive than gay as an adjective. Always use lesbian, gay, bisexual and transgender on first reference.

Table of Contents

- 1 Hildebrand Speaks
- 2 Diversity Management Steering Committee
- 2 What Does Diversity Mean
- 3 Workforce Demographics
- 3 Dr. Mow Shiah Lin Scholarship
- 4 Satoshi Ozaki
- 4 FEW Participants
- 4 Glossary of Terms

MARCH

National Women's History 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.

On Eve of Stonewall Anniversary, Hildebrand Speaks of Prejudice and Pride

By J. Bryan Lowder

Steve Hildebrand, speaking at BNL on June 18, did not mince words in discussing the unjust treatment of lesbian, gay, bisexual, and transgender (LGBT) Americans under DADT and other federal policies.

He used the story of Anthony Woods to illustrate the discrimination that LGBT individuals still face in the United States. Woods, a graduate of West Point and Bronze Star veteran of two tours in Iraq, was forced to leave the military in 2008 under the Defense Department's "Don't Ask, Don't Tell" policy, which bars self-identified homosexuals from serving in the U.S. Armed Forces.

"It's a disgrace that Woods was discharged from the military," he said. "Many gay people are saying, 'I've fought harder for them [the American people] than they're fighting for me.'"

BNL'S Diversity Office, in cooperation with the GLOBE (Gay, Lesbian or Bisexual Employees) Club, invited Hildebrand, President Barack Obama's deputy campaign manager and the most senior openly gay member of the team, to speak at the Lab in honor of LGBT Pride Month, which is celebrated annually in June.

The message of Hildebrand's talk, "The Obama Vision: Equality for All," was clear: the gay community and its supporters should no longer take 'no' for an answer.

"We are at the point where there really can be no more excuses," he said.

The Politics of Emotion

Growing up in a "closeted, small-minded" community in South Dakota, Hildebrand recalled the difficulties of growing up gay, even in a household that "understood itself to be progressive." It was this struggle, combined with a sense of tenacity instilled by his mother, which led Hildebrand to a career in political consulting. He has since worked with many notable political figures, including U.S. Senator Tom Daschle (D-SD) and former Vice-President Al Gore.

Hildebrand joined Obama at the beginning of the Presidential bid process, when the junior senator from Illinois was still deciding whether or not to run. As a person close to the candidate, Hildebrand claimed that he was responsible for "passing out the Kool-Aid" that influenced the ultimate decision.

"I just knew it was time for him [Obama]," he said. "I had – and still have – hope that this man can really make positive change in America."

Political advising aside, however, Hildebrand noted that his most important contribution to the campaign was to attach emotional weight to Obama's somewhat "cerebral" policy positions. Unsurprisingly, much of the talk echoed this way of thinking.

"Too many kids live in fear," he said of teenagers living in homophobic communities. "Too many young [gay] people are turning to drugs, alcohol – even suicide – to deal with hate. We can't afford to wait anymore."



Airing the Laundry

Hildebrand came ready with a "laundry list" of legal steps that should be taken immediately to protect LGBT civil rights, including the Safe Schools Improvement Act, the Hate Crimes Protection Act and employment discrimination legislation. These, he said, are the "easy ones."

More controversial issues, such as marriage equality and joint-adoption rights, did not escape Hildebrand's attention, however. He spoke of his sister's 27-year legal marriage and all the state-afforded rights and benefits she and her husband enjoy in stark contrast to the lack of those same necessities imposed on his own equally committed 16-year partnership.

"We don't get marriage rights, we don't get [hospital] visitation rights, we don't get tax benefits and so-on and so-on and so-on. The word 'no' comes before so much..." he said.

Speaking of the future of LGBT civil rights under the Obama Administration, Hildebrand conveyed a sense of hope, even in the midst of mounting criticism from segments of the gay community that the President is taking too long to fulfill campaign promises, such as the repeal of DADT.

"Much is going on behind the scenes," he assured the audience. "Obama has reaffirmed his commitment to changing these things."

Embracing Diversity

As a sign of progress, Hildebrand pointed to Obama's recent decision to expand federal benefits for domestic partners of government employees. In conversations following the talk, Hildebrand was impressed with current efforts at BNL to extend similar benefits to the Lab's LGBT employees. New domestic partner benefits have since been put in place at BNL.

continued on pg. 3

Diversity Management Steering Committee

Chair



P. Johnson
Deputy Chair, Condensed
Matter Physics &
Materials Science Dept.



C. Creutz
Sr. Chemist



D. Lowenstein
Dept. Chair
of C-AD



S. Kendall
Manager Diversity
Dept.



S. Ozaki
Asst. Laboratory
Director



L. Miller
Deputy Chemist,
NSLS



T. Bowman
Director,
HR & OMC



J. Peters
Manager, S&H
Services



E. Johnson
Asst. Deputy
Chair of NSLS



M. Healey
Manager, Proc. &
Prop. Mgmt Div.



C. Kao
Chair of NSLS

Charter

The Diversity Management Steering Committee reports to the Laboratory Director and advises the Diversity Manager on policies and initiatives that support the Laboratory's commitment to achieve a diverse and inclusive workforce. The Committee's role is to:

- A. Formulate a diversity management strategy to achieve recruitment, retention, and development objectives for

minorities and women.

- B. Promote and encourage interdepartmental and divisional active participation in diversity initiatives developed by the Diversity Office.
- C. Review the program planning, staffing, and budget of the Diversity Office and advise on the effectiveness and prioritization of the Office's activities.

What Does Diversity Mean

In the broadest sense, diversity refers to any mixture of items characterized by differences and similarities. Diversity is not synonymous with differences, but encompasses differences and similarities. In business, diversity often refers to people (measurable human capital: employees or customers) or organizational units (research, marketing, finance). In today's global business environment, business attitudes toward diversity are changing rapidly and business leaders support the notion that the success of organizational units is directly derived from the strength of the talent of employees.

As a world class research institution, BNL welcomes top talent from across the globe. Demographic shifts make the need for diversity initiatives imperative to keep pace with today's fiercely competitive employment market. We have developed diversity strategies that attract a broad applicant pool of top talent and foster an inclusive work environment. These strategies can be found in the annual Strategic Plan for Diversity located on the BNL diversity web page at <http://www.bnl.gov/diversity/>.

As the U.S. population becomes more racially and ethnically diverse, diversity initiatives flourish in businesses. Affirmative Action programs are targeted to women and minorities mainly because their representation in the general workplace in certain job titles continues to be less than their

availability in the general employment market. This reality constituted what is today referred to as underutilization of a specific group in the workforce or an underrepresented group in the workforce. At BNL, the Diversity Office administers a few Affirmative Action programs, including the Post Doc Program that is aimed at increasing the number of women and underrepresented scientists.

In the workplace, promoting diversity means much more than recruitment and hiring. It also means promoting an inclusive work environment in ways that are visible to the entire workforce. The existence of EEO/AA policies is fundamental to an effective workplace diversity management program. Sponsoring Diversity Education Awareness talks throughout the year and encouraging employees to participate in cultural sharing activities during Special Emphasis Months (i.e. Asian Pacific American Heritage Month, Women's History Month, and Disabilities Awareness Month) fosters an inclusive work environment. Offering Same-sex Domestic Partnership benefits is another example of promoting an inclusive work environment.

(Building A Diverse Workforce, National Research Council, 1997)
(The Business case for Diversity, Diversity Inc, 5th edition)

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	CY 09 % of Pop
Minorities	8.9	13.1	11.3	16.0	13.0	15.0
Females	13.1	10.7	11.7	15.9	11.5	11.4
White Males	7.8	7.4	8.8	10.6	9.4	10.1
All Employees	9.2	8.9	10.0	12.8	10.4	10.8

Population does not include bargaining unit, research associates, or special employment categories.

Stony Brook University Student Wins Dr. Mow Shiah Lin Scholarship



Beth Y. Lin, widow of Mow Shiah Lin and trustee of the Asian Pacific American Association (left), presents Stony Brook University student Ying Liu with the 2009 Dr. Mow Shiah Lin Scholarship.

December 8, 2009

UPTON, NY — Ying Liu, a graduate student at Stony Brook University's Department of Materials Science and Engineering, has won the fifth annual Dr. Mow Shiah Lin Scholarship. The Asian Pacific American Association (APAA) at the U.S. Department of Energy's Brookhaven National Laboratory sponsors the scholarship, which consists of \$1,000 and a plaque, to honor the distinguished late Brookhaven Lab scientist for which it is named.

Mow Shiah Lin began his career at Brookhaven Lab in 1975 as a post-doctoral fellow and advanced to co-lead a research team working with an environmental remediation company to use selected bacteria to convert toxic oil wastes, such as used motor oils, into useful products. In 2001, Lin shared an R&D 100 Award, given by R&D Magazine to the top 100 technological achievements of the year, for developing a technology to

recover silica from geothermal brine. Lin died suddenly due to a brain aneurysm at the height of his career in 2003, and his coworkers, friends and family contributed funds to establish the scholarship.

In remembrance of the manner in which Lin began his career, the scholarship is granted annually to an Asian immigrant with a student visa who is matriculating toward a graduate degree at an accredited institution of higher education in environmental science, biology, or chemistry, in honor of Lin's research and inventions.

"I am very grateful to receive this scholarship," said Liu. "I am fortunate that the APAA encourages students to continue their research."

Liu came from China to the U.S. to pursue advanced degrees at Stony Brook University (SBU). She expects to graduate from SBU with a Ph.D. in materials science in August 2010. Liu studies polymer science with a focus on the interaction between human cells and biocompatible fibers and the encapsulation of microorganisms in polymers. Her research may have applications in numerous areas, including wound repair, drug-delivery systems and wastewater treatment. After graduation, Liu hopes to continue her research on polymers, either as a postdoctoral student or in industry.

continued "On Eve of Stonewall Anniversary..."

Still, much work remains to be done. While GLOBE and the Diversity Office have hung the rainbow flag – an international symbol of gay pride – in the lobby of Berkner Hall during June for a number of years now, it was torn down and stolen as recently as 2004.

Concluding his talk, Hildebrand offered his wish that BNL will continue to work for the acceptance of its LGBT employees, as well as all marginalized groups.

"You have to embrace diversity," he said. "We should have pride in every kind of person, every day."