



## **Q4 FY22 Demographic Focus Group Meeting**

**Demographic: LGBTQ+**

**Leadership Sponsor: Jianwei Qiu**

**DEI Council Ambassador: Christian Weiss**

# Meeting Agenda

Introductions & Ground

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Reported Progress on Designated Actions

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Mentimeter Questions

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Close Out





# Ground Rules

- Please mute microphones when not speaking, and raise your hand if you want to speak
- Be present in the moment, put away any distractions.
- Actively listen when others are speaking.
- Wait to be prompted to speak.
- Respect the opinions shared by others.
- Suggest options or solutions to improve situations shared (as appropriate).
- Do not share information you are uncomfortable sharing. If there is something private, you would like to convey contact your AD/DH, HR or Leadership Sponsor after the meeting or via email.

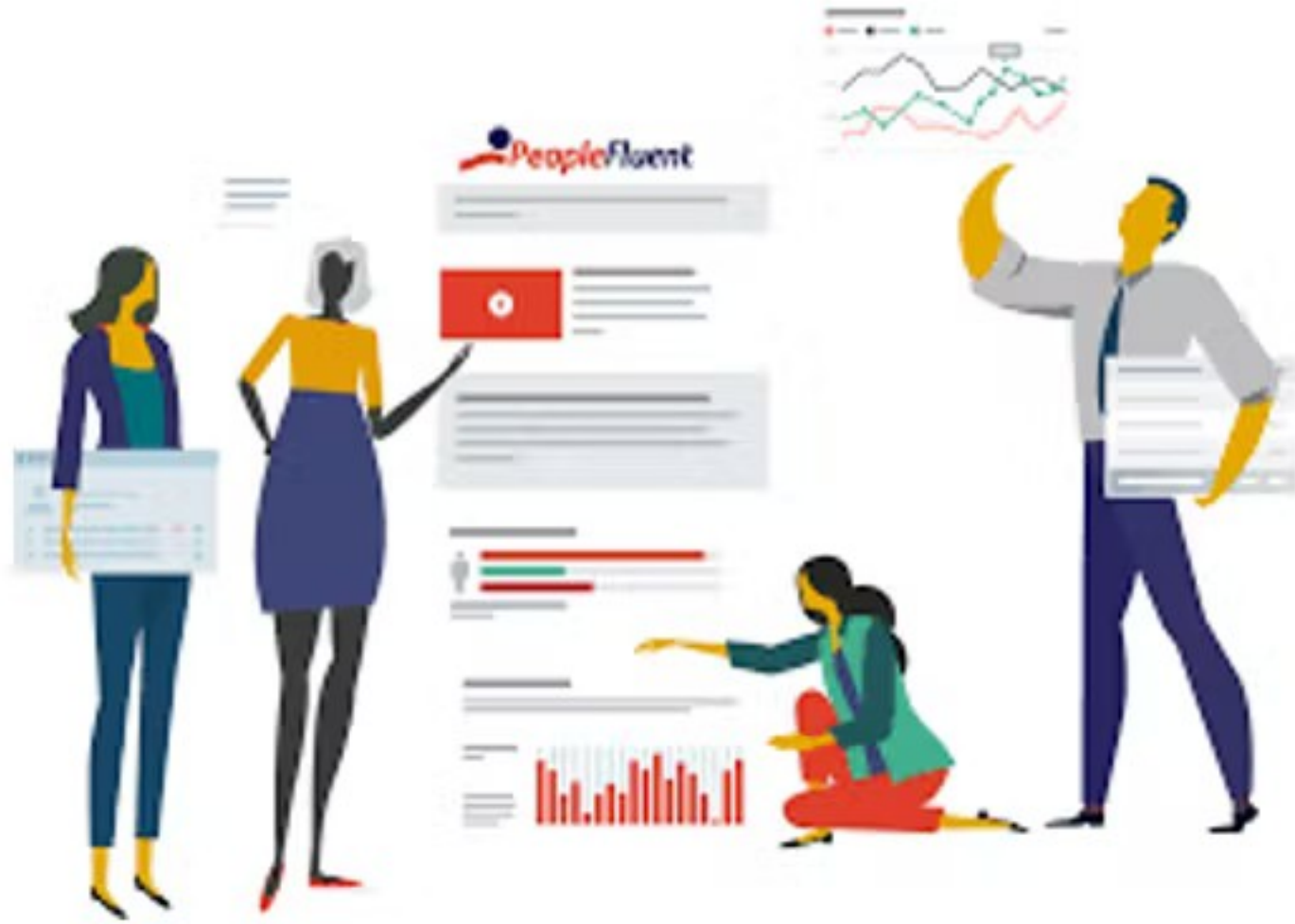


# June – PRIDE LGBTQ+ Virtual Event



On June 22nd we held a virtual event to celebrate PRIDE LGBTQ+ month. Dr. Charles Ford, Professor of History at Norfolk State University, and Kelly O'Clair, Secretary and Board Member, Hampton Roads Pride shared their stories and best practices on how we can be allies and advocates to our LGBTQ+ colleagues. 20 participants were in attendance.





## Progress of Actions Lab-wide

- **Launched Applicant Tracking System**
  - Improve candidate and in house user experience
  - Application process for internals is streamlined: only required to attach a resume and answer a few short questions. Process takes less than 5 minutes to apply
- **Paid Parental Leave added to Benefits Portfolio**
  - Supports efforts to achieve a more inclusive workforce and retention of staff, particularly females
  - Three staff currently utilizing this benefit, four pending approval, three staff completed their six weeks of PPL (*as of 9.7.22*)



# Progress of Actions Lab-wide

## Implemented Remote Work Policy

- Designed to optimize employee flexibility while meeting mission needs
- Recognize that certain positions can only be performed on-site, this is as an unavoidable reality in our organization and other national labs
- With supervisor approval, training and documentation may be performed remotely
- ~60% of staff approved for some form of hybrid work as applicable (*as of 9.7.22*)

## Expand and invest more towards outreach plan

- Engage with local community colleges such as Virginia Peninsula and Tidewater Tech to develop technician pipeline, Partner with Historically Black Universities, Minority Serving Institutions, and SURA Universities
- Exploratory partnership with NASA on Apprenticeship
- 9/27 Career College Onsite Event – The Road to Jefferson Lab, 45 schools invited
- Promote opportunities internally & targeted externally to expand outreach





# JLab Mother's/Wellness Rooms

- To support a more positive, relaxing environment for the lab community and new mothers at the lab, there are now two dedicated wellness/mother's rooms available for use. Each room has a refrigerator, seating and a nearby sink.
  - CEBAF Center (Bldg. 12) Room F333
  - Accelerator Maintenance Support Building (Bldg. 87) Room 113
- When space is not in use by a new mother, the room is available for anyone to take a quick breather and relax. The lock on the door handle will indicate when the room is in use. In the case of emergency, there is a break glass case containing a key outside the door.
- Should you have any questions, contact Corry Smith, CRE Project Engineer at 757.269.7700 or via email at [csmith@jlab.org](mailto:csmith@jlab.org).

*The above information was originally shared in June 8<sup>th</sup>'s JLab Weekly.*

*More Wellness/Mother's Rooms (Bldg. 28, Room 7A and Bldg. 55, Room 2519) are planned to be ready this month. When ready, communication will be shared through the weekly briefs.*





# DEI in Action



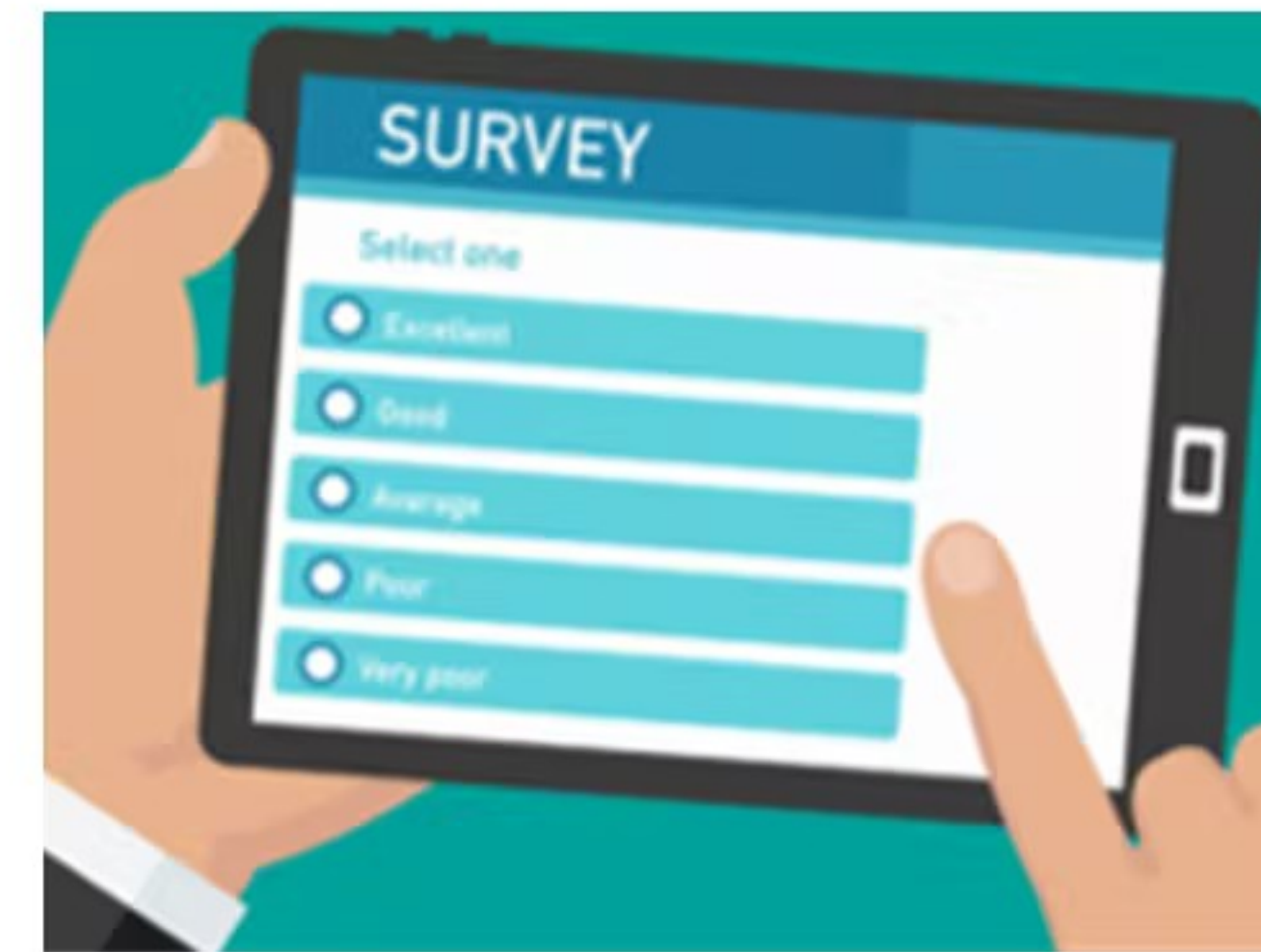
Q4 DFGM: LGBTQ+

- To foster real-time communication, ongoing engagement with senior leadership, staff and Users through Demographic Focus Group meetings
- Published real-time and relevant content through the DEI Corner (*biweekly edition of the Weekly Brief*) to increase awareness and conversation
- Updated **DEI website** with real-time resources, events, information and updates
- Hosted DEI virtual sessions celebrating key heritage months, mental health awareness
- Held Get Connected Events to break from work and meet someone new (next event – Dec 6th)



# DEI – Planned Initiatives

- Expand outreach opportunities locally, regionally and nationally. Partner with workforce and include in outreach events when appropriate.
- Leverage Individual Career Profiles to identify career pathing opportunities – use to identify career development and address retention
- Launch Inclusion Survey early 2023 (staff & Users). We want to hear from YOU.







# You Asked, We Answered

- We would love an employee panel or guest speaker for Pride Month this year if possible.
  - On June 22nd, we held a PRIDE LGBTQ+ Virtual event as mentioned earlier.
- Will parental leave apply to same sex families as well?
  - Yes, absolutely!
- The job description templates often contain language which could be improved for DEI purposes. Do we have plans to review and improve this?
  - We subscribe to and use Textio software to evaluate job description language for bias, etc.
- It would be helpful to explicitly state the non-discrimination policies for LGBTQ+ people on the website, currently it's not readily visible and people will google this when looking at jobs.
  - This statement is a fixed part of our careers page - Jefferson Science Associates, LLC manages and operates the Thomas Jefferson National Accelerator Facility. Jefferson Science Associates/Jefferson Lab is an Equal Opportunity and Affirmative Action Employer and does not discriminate in hiring or employment on the basis of race, color, religion, ethnicity, sex, sexual orientation, gender identity, national origin, ancestry, age, disability, or veteran status or on any other basis prohibited by federal, state, or local law.
- Are our benefits and policies LGBTQ+ friendly? Common language such as husband and wife can be kept but maybe add more neutral terms such as partner, etc. perhaps we have already done this but thought I'd ask.
  - We recognize the language needs updated in benefit policies and are committed to doing this. Limited staffing resources and other evolving priorities have precluded this being completed.



# What changes have you seen from our efforts that have made a difference to you? How can we improve?

Awareness seems to be improved across the lab, with many people trying to use more inclusive language for example.

In June it felt like the pride month planning started out much larger, then suddenly shrank at the last minute. Was there a resources issue or something else?

The content is informative! However, It is imperative that more division heads, managers, and supervisors participate in the focus group meetings

I appreciate all the efforts made in improving our recruitment strategy. However, having just gone through a hiring process, we did not get a very diverse candidate field. Could you specify more about how we are working on this?

I really appreciate all the efforts we have been doing with DEI across the lab. I have had the chance to meet Aurora in person and she is a fantastic add to the lab. I can really feel her passion for this work.

The DEI Demographic Focus Groups meeting are effective and indicative that the Lab is taking action as opposed to lip service

I know that being a part of the LGBTQ+ community is not automatic for all to share, however if you want to be an active and known part of this community to help with this group, please contact Aurora, Jianwei, or Christian directly. Thank you!



# How was this meeting for you? We're interested in your feedback!

We want everyone to know that you are all valued and supported here at JLab. If there is anything we can do to support, please let us know. Aurora, Jianwei and Christian

Very informative, it's really nice to know the lab is reaching out and is aware

Appreciate the updated information especially about events missed and the strides the lab has taken to be more inclusive .

The information is helpful, encouraging. Time was fine.





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**Thank you!**

**Next DFGM: March 2023  
TBA in Weekly Briefs/Insight**