FY22 Demographic Focus Group Meeting

Demographic: Race

Focus Group: Black/African-American

Leadership Sponsor: Lauren Hansen

Council Ambassador: Rebecca Anderson & Joanna Griffin

Meeting Agenda

Introductions & Ground Rules

Metrics Review & Reported Progress on Designated Actions
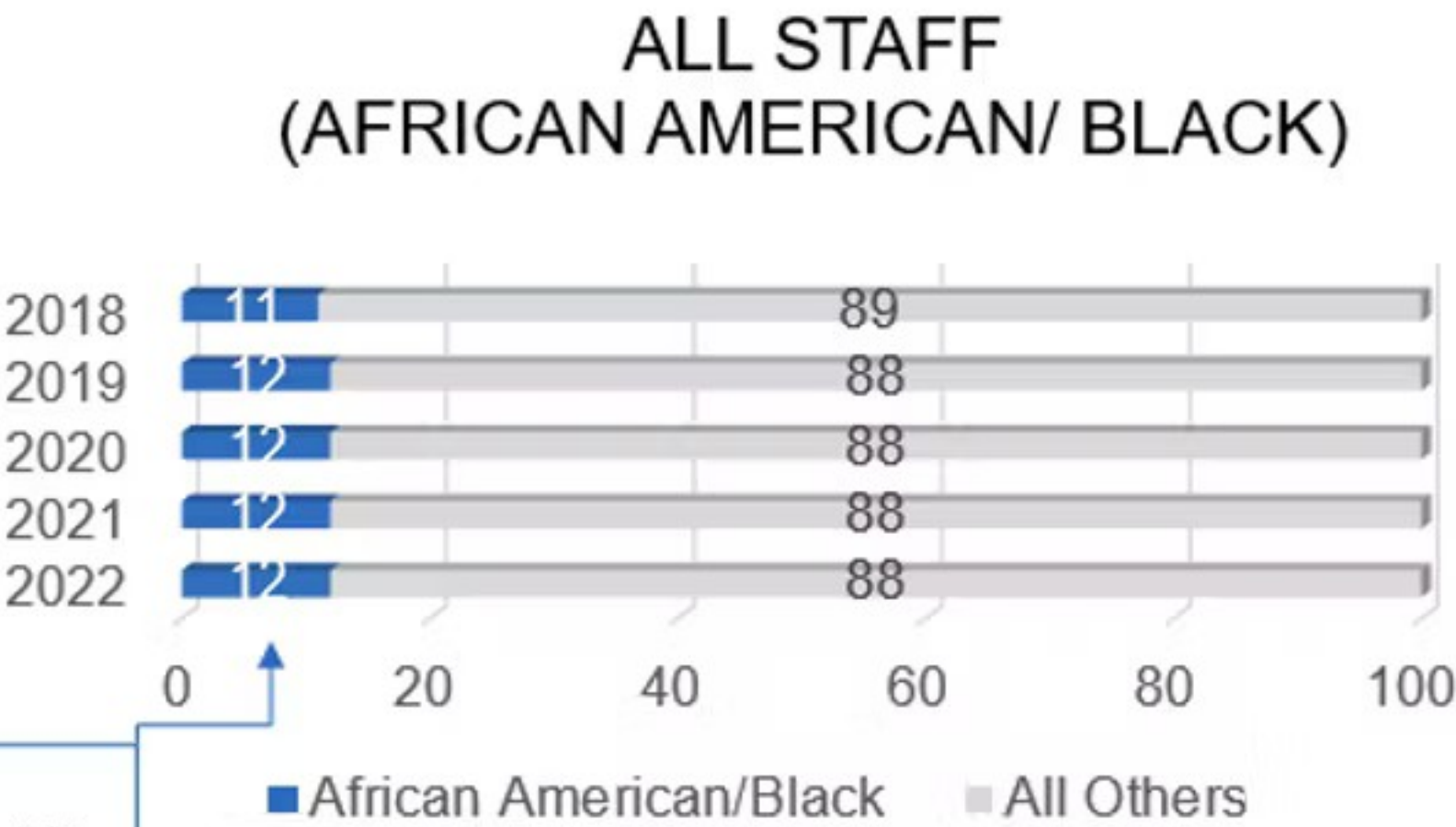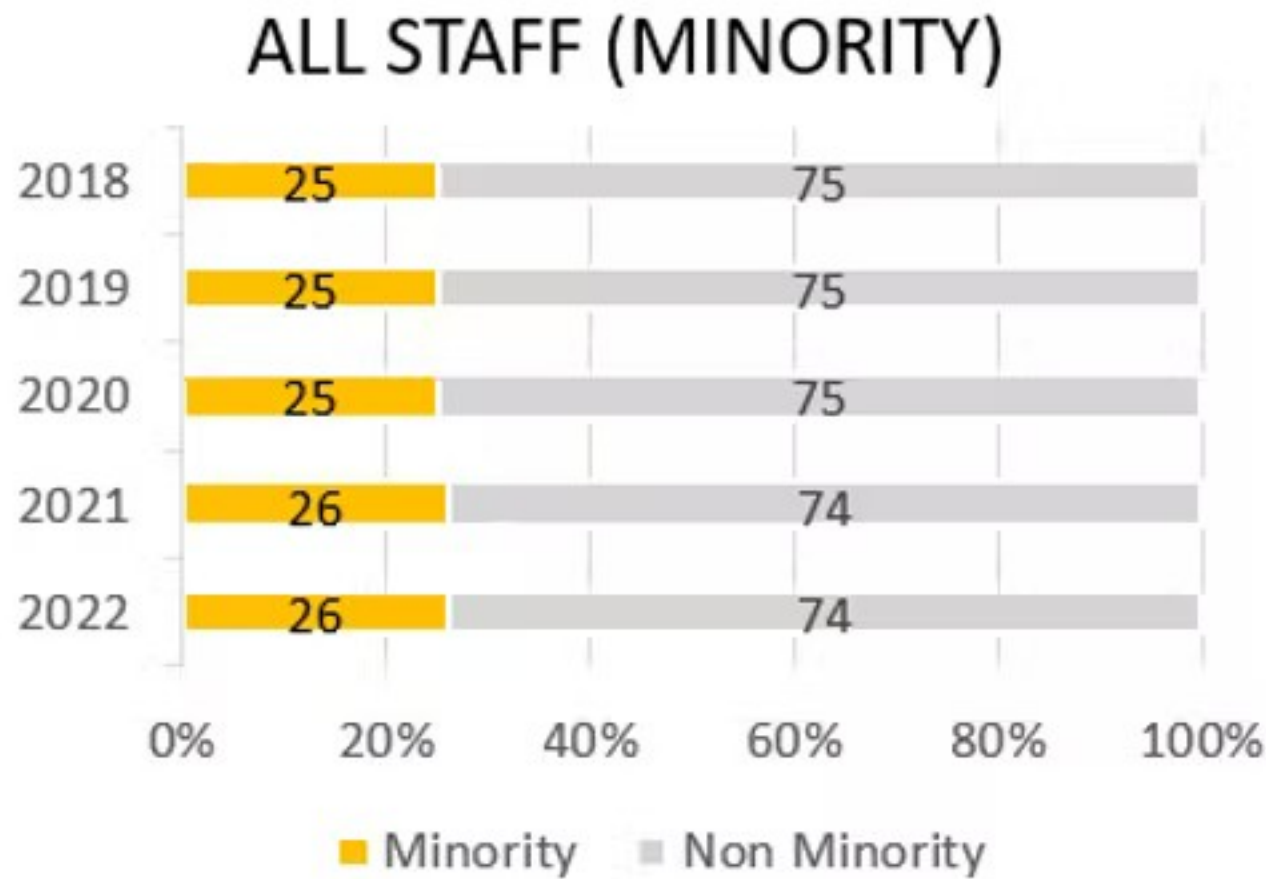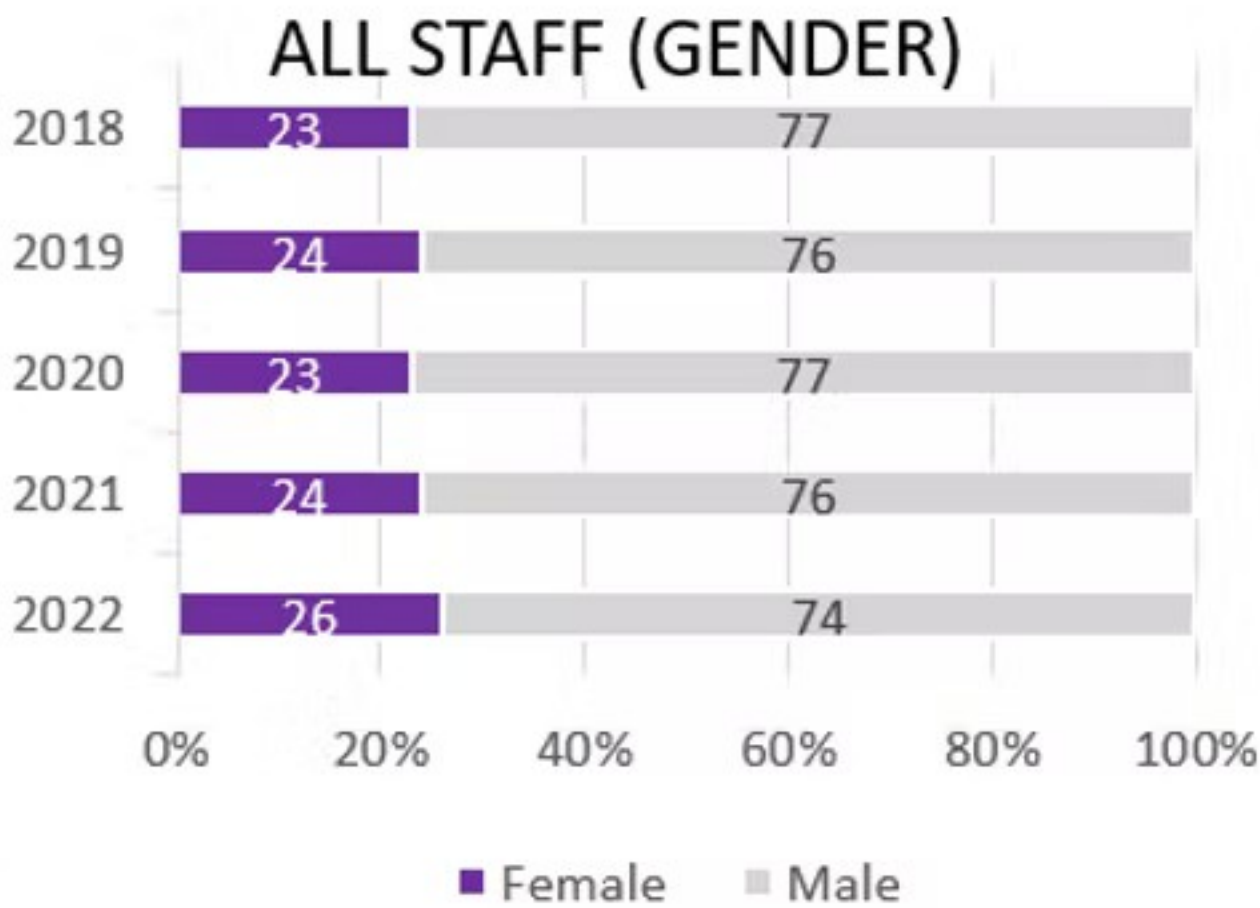
Mentimeter Questions

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.
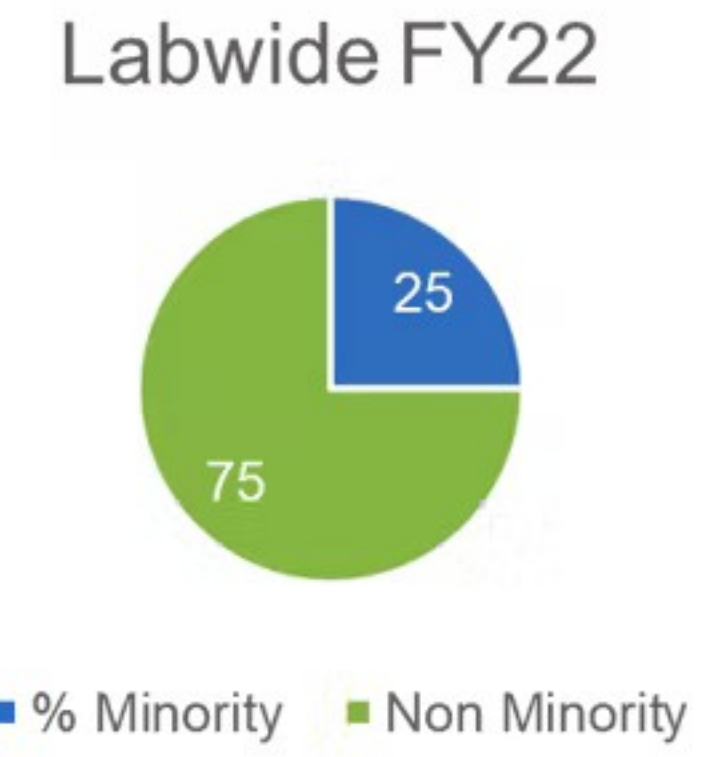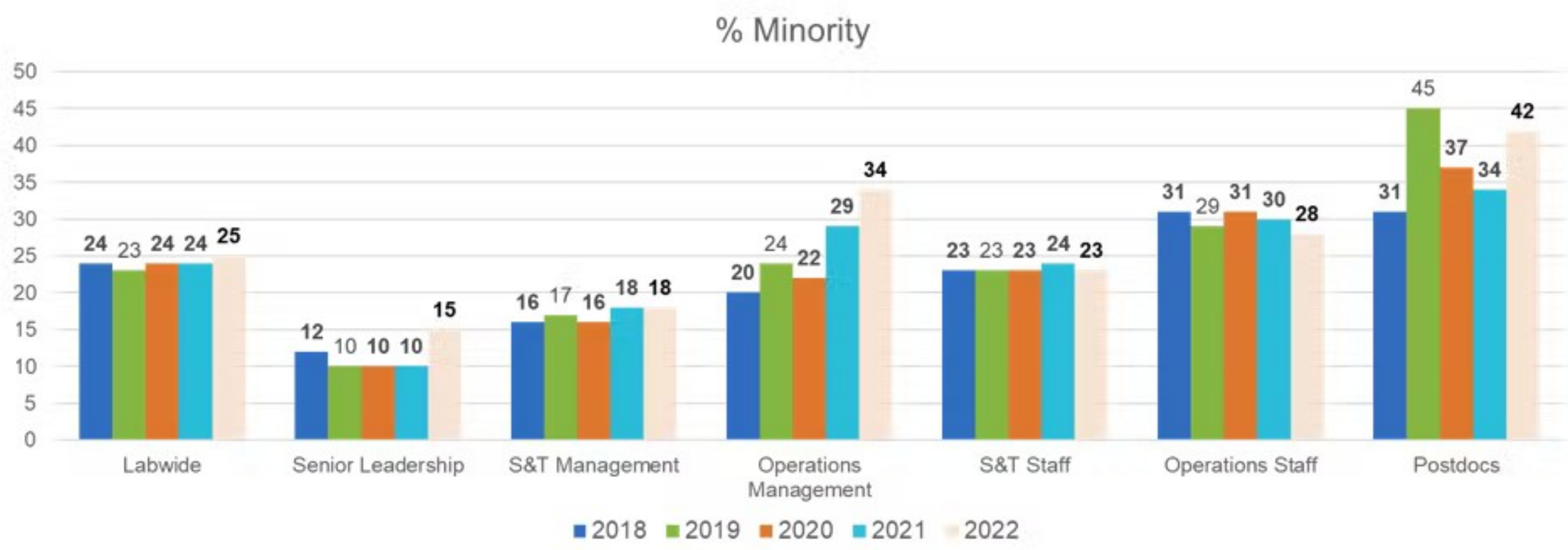
Demographic Trends (% representation)

ALL STAFF (AFRICAN AMERICAN/ BLACK)

Year	African American/Black	All Others
2018	11	89
2019	12	88
2020	12	88
2021	12	88
2022	12	88

■ African American/Black ■ All Others

Females ~ 6%, Males ~6%

ALL STAFF (GENDER)

Year	Female	Male
2018	23	77
2019	24	76
2020	23	77
2021	24	76
2022	26	74

■ Female ■ Male

ALL STAFF (MINORITY)

Year	Minority	Non Minority
2018	25	75
2019	25	75
2020	25	75
2021	26	74
2022	26	74

■ Minority ■ Non Minority

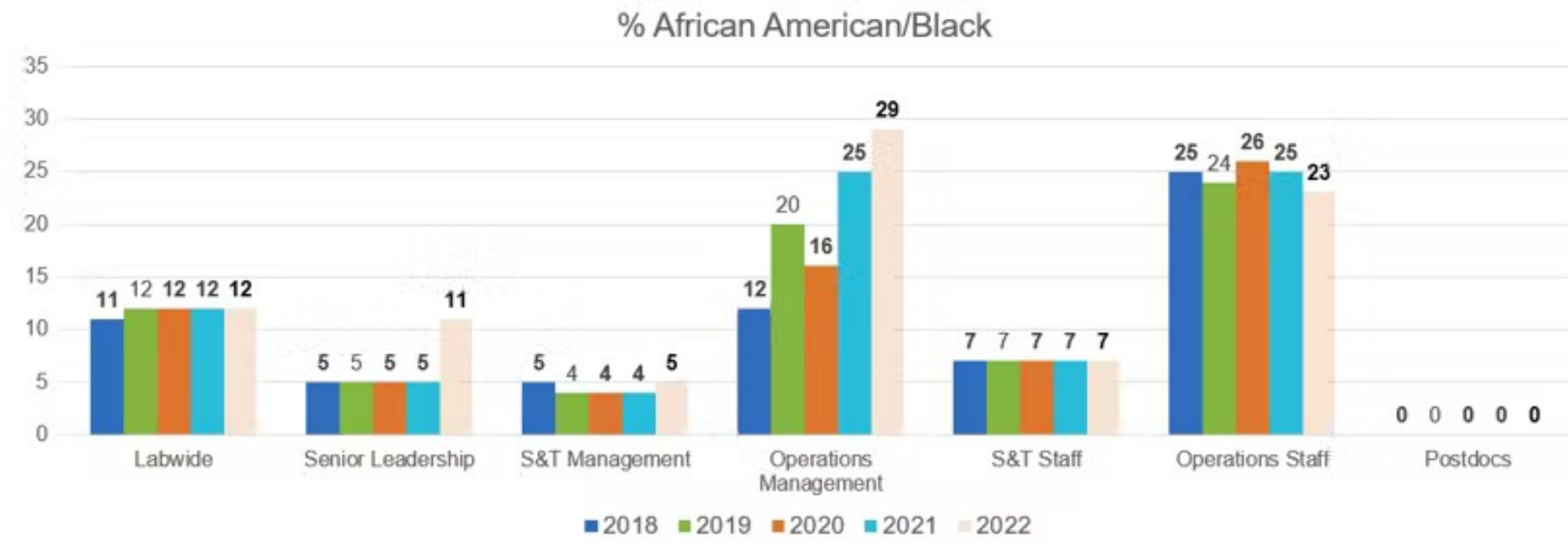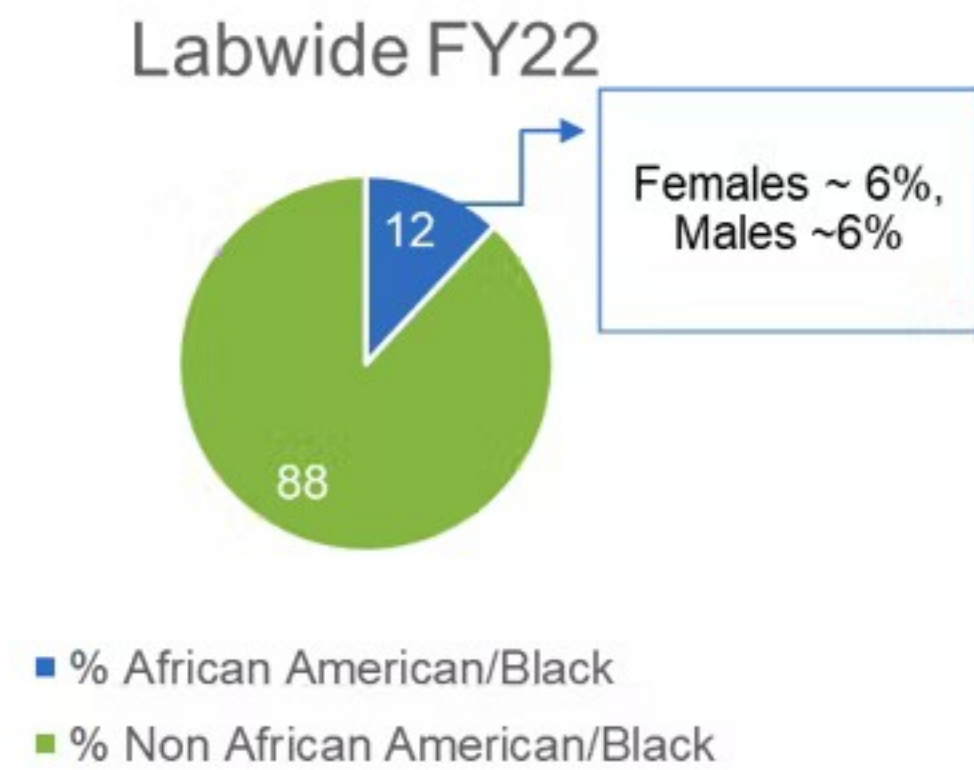Q4 DFGM: Race

Minority Includes: African American/Black, Hispanic/Latino, Native American/Alaskan Native, Asian & Asian American, Pacific Islander, Native Hawaiin, **Excludes two or more** races

# Diversity Trends by Types of Jobs

Labwide FY22

Females ~ 6%,
Males ~6%

- % African American/Black
- % Non African American/Black

% African American/Black

	Labwide	Senior Leadership	S&T Management	Operations Management	S&T Staff	Operations Staff	Postdocs
2018	11	5	5	12	7	25	0
2019	12	5	4	20	7	24	0
2020	12	5	4	16	7	26	0
2021	12	5	4	25	7	25	0
2022	12	11	5	29	7	23	0

% Minority

	Labwide	Senior Leadership	S&T Management	Operations Management	S&T Staff	Operations Staff	Postdocs
2018	24	12	16	20	23	31	31
2019	23	10	17	24	23	29	45
2020	24	10	16	22	23	31	37
2021	24	10	18	29	24	30	34
2022	25	15	18	34	23	28	42

Labwide FY22

25

75

- % Minority
- Non Minority

FY22 based on 7/1/22
Demographic

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Benchmarking

- [Diversity & Inclusion Demographics | Jefferson Lab (jlab.org)](#)

➢ Above average for Women in Senior Leadership

➢ Below average for women in S&T

➢ Below average for Under Represented Minorities and Women overall

ALL JOBS   SENIOR LEADERSHIP   RESEARCH/TECHNICAL MANAGEMENT   OPERATIONS MANAGEMENT

TECHNICAL RESEARCH STAFF   OPERATIONS SUPPORT STAFF   POST DOCTORAL   GRADUATE STUDENT
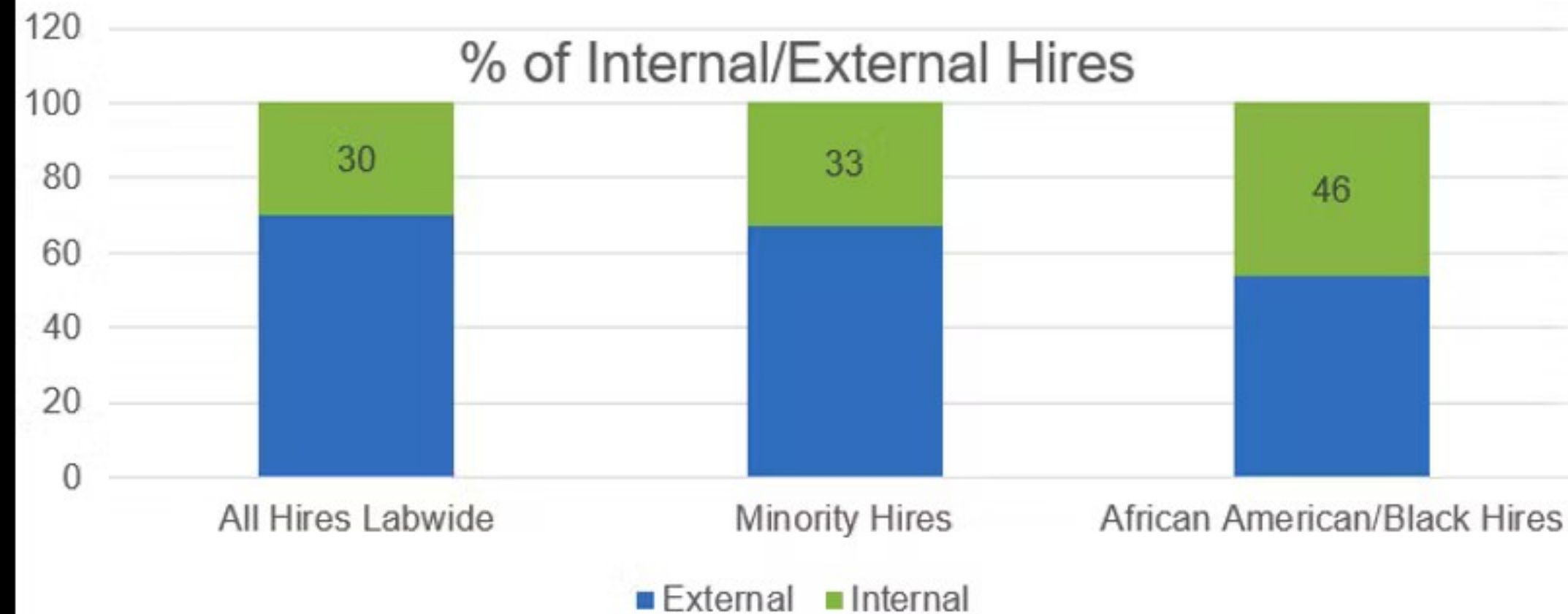
UNDERGRADUATE STUDENT

ALL JOBS

WOMEN	UNDER-REPRESENTED MINORITIES	OTHER PEOPLE OF COLOR
30.95%	18.31%	11.32%
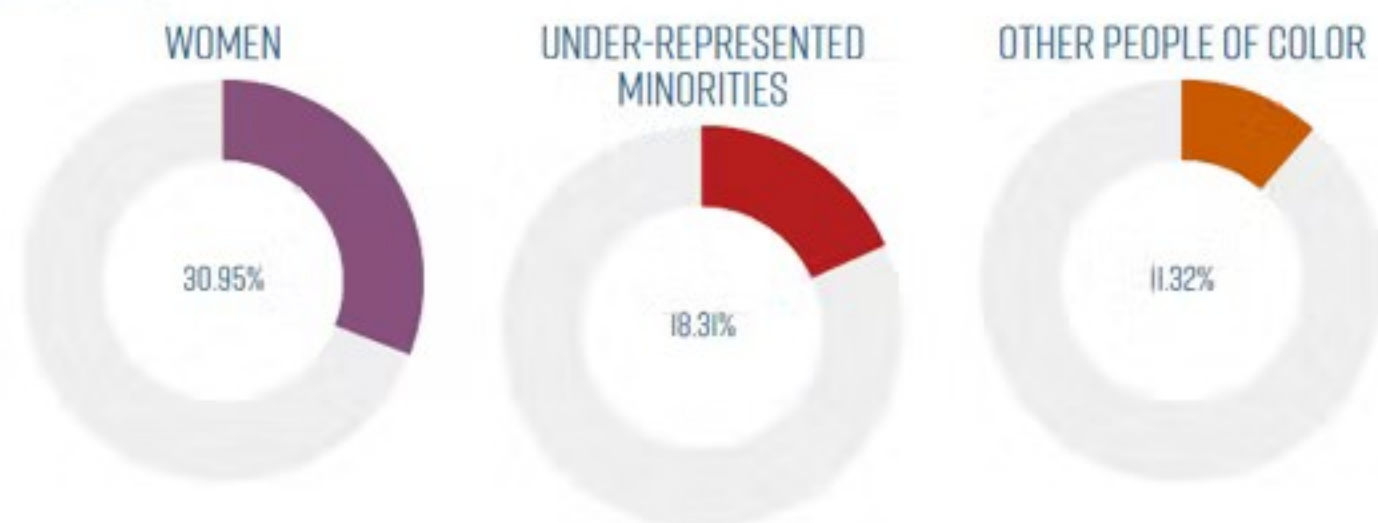
TYPES OF JOBS	TOTAL	WOMEN	WOMEN %	URM	URM %	OPC	OPC %
Senior Leadership (Director/President, Deputy Director/Vice President, Associate Lab Director)	252	81	32.14%	24	9.52%	16	6.35%
Research/Technical Management (first-line and mid-level) (Engineering Management, Research Management, Technical Management)	5,131	988	19.26%	431	8.40%	589	11.48%
Operations (or Research Support) Management (Business Management, Computer Systems, Communications, ESHQ, Facilities Ops, HR, Legal, Tech Transfer, Strategic Planning)	3,264	1,317	40.35%	695	21.29%	175	5.36%
Technical Research Staff (Non-management: Researchers, Scientists, or Engineers)	29,026	5,861	20.19%	3,758	12.95%	4,036	13.90%
Operations Support Staff (Non-management: support roles)	26,193	10,872	41.51%	7,076	27.01%	1,133	4.33%
Post Doctoral (Post-doc employees)	3,526	906	25.69%	270	7.66%	1,475	41.83%
Graduate Student (Funded by Lab)	2,763	893	32.32%	525	19.00%	589	21.32%
Undergraduate Student (Funded by Lab, does not include undergrad student funded by DOE directly (i.e. SULI))	2,545	1,047	41.14%	699	27.47%	376	14.77%
Totals	72,700	21,965	30.21%	13,478	18.54%	8,389	11.54%

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Hiring & Advancement

% of Internal/External Hires

Legend: ■ External ■ Internal

Bar chart — Internal values labeled: All Hires Labwide: 30; Minority Hires: 33; African American/Black Hires: 46

Promotions

FY22	% of annual promotions (through appraisal process)	% of posted promotions	% of all promotions
Labwide	NA	NA	NA
African American/Black	7%	22%	13%
Minorities	23%	31%	26%
Females	21%	47%	31%
African American/Black Females	2%	13%	6%
African American/Black Males	5%	9%	7%

Labwide = 25% minority, 12% AA/B, 26% female
Excluding students

African American/Black Employee %

% of Lab Overall	12
% of those leaving	9
% of those coming	12

Legend: ■ African American/Black
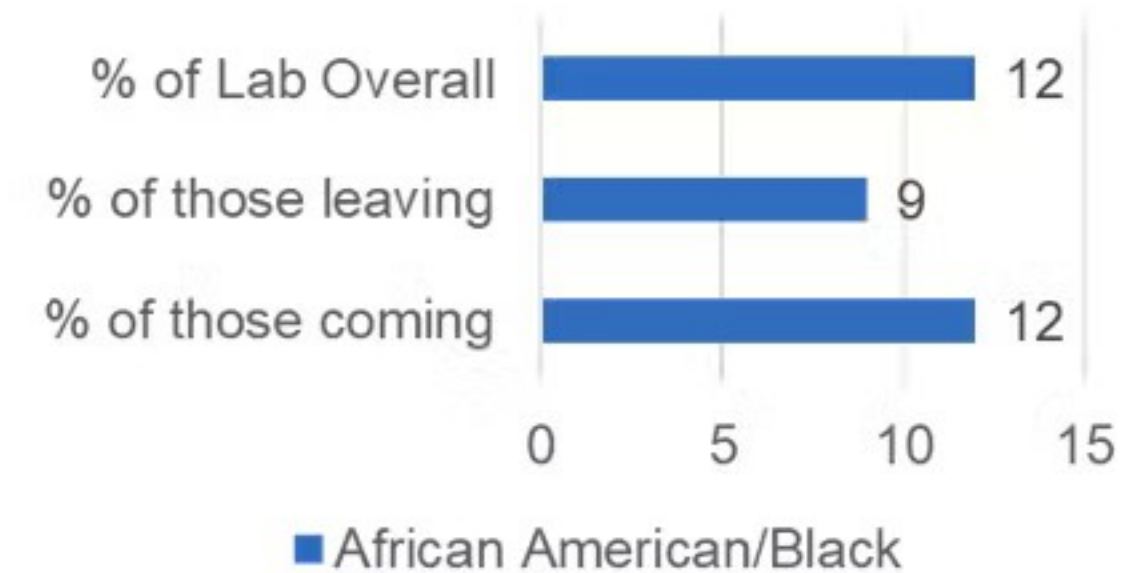
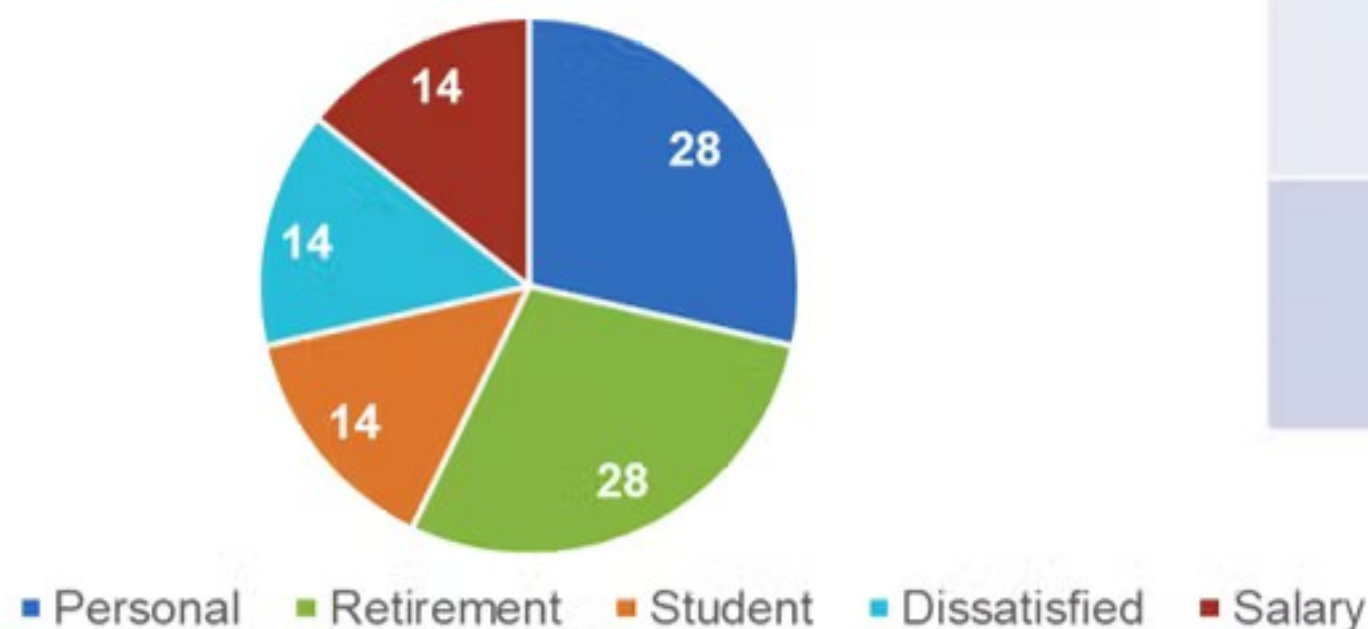African American/Black employees represented:

12% of FY22 External Hires (14/115)
26% of FY22 Internal Hires (12/49)
16% of FY22 all Hires (26/164)

Q4 DFGM: Race

Attrition and Primary Drivers

African American/Black Exits
Primary Reasons for Leaving in FY22

Pie chart values: 28, 28, 14, 14, 14
- Personal
- Retirement
- Student
- Dissatisfied
- Salary

	FY21	FY22 (projected)
Overall	8%	10%
Regular & Term (excludes students & casuals)	7%	9%
The following attrition rates exclude students & casuals:		
Females (Labwide)	8%	9%
Males (Labwide)	6%	9%
Minority (Labwide)	8%	10%
Minority (Female)	13%	8%
Minority (Male)	6%	10%
African American/Black	8%	7%
African American/Black Females	12%	6%
African American/Black Males	4%	8%

Minority Includes: African American/Black, Hispanic/Latino, Native American/Alaskan Native, Asian & Asian American, Pacific Islander, Native Hawaiin, **Excludes:** two or more races

Labwide top 3 Reasons for Leaving:
Retirement, Personal, Career Advancement

Tenure
Lab wide ~ 12 years
African American/ Black ~ 12 years

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Progress of Actions Lab-wide

Launched Applicant System

- Improve candidate and in house user experience

- Revised the application process so that internals are now 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)*

JLab Mother's/Wellness Room

- Two rooms currently in operation, more to come

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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 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)*. African American/Black Employees account for ~12% of approved agreements.

Expand and invest more towards outreach plan

- Engage with local community colleges such as Virginia Peninsula and Tidewater to technician career paths at JLab, partner with Historically Black Universities, Minority Serving Institutions, and SURA Universities

- 9/27 Onsite Event – The Road to Jefferson Lab, 45 schools invited (postponed till Spring)

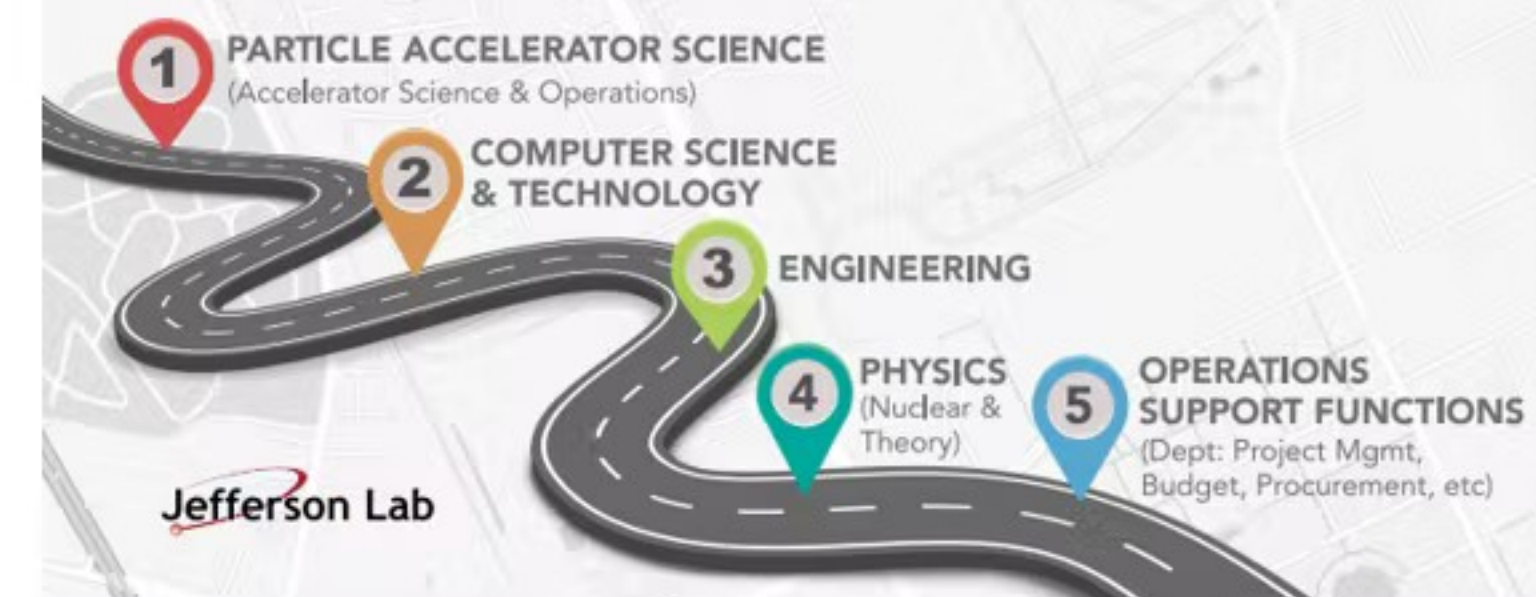- Post on open jobs on diverse job boards such as Society of Black Engineers, etc.

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ROAD TO JEFFERSON LAB

September 27, 2022 • 9 a.m. - 3 p.m.
Jefferson Lab

You Are Invited To Experience The Road To Jefferson Lab!
Learn more about who we are as an organization, hear from our different divisions and explore the many career opportunities we have available for your students.

1. PARTICLE ACCELERATOR SCIENCE (Accelerator Science & Operations)
2. COMPUTER SCIENCE & TECHNOLOGY
3. ENGINEERING
4. PHYSICS (Nuclear & Theory)
5. OPERATIONS SUPPORT FUNCTIONS (Dept: Project Mgmt, Budget, Procurement, etc)

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DEI in Action


- Ongoing engagement with senior leadership, staff and Users through Demographic Focus Group meetings

- Developed routine promotion of DEI resources, events, and information in a centralized location

- 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

- 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)

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DEI – Planned Initiatives

- Introduce specific core competencies with a focus on DEI for line management
- Leverage Individual Career Profiles to identify career pathing opportunities and address retention
- Launch Inclusion Survey early 2023 (staff & Users)
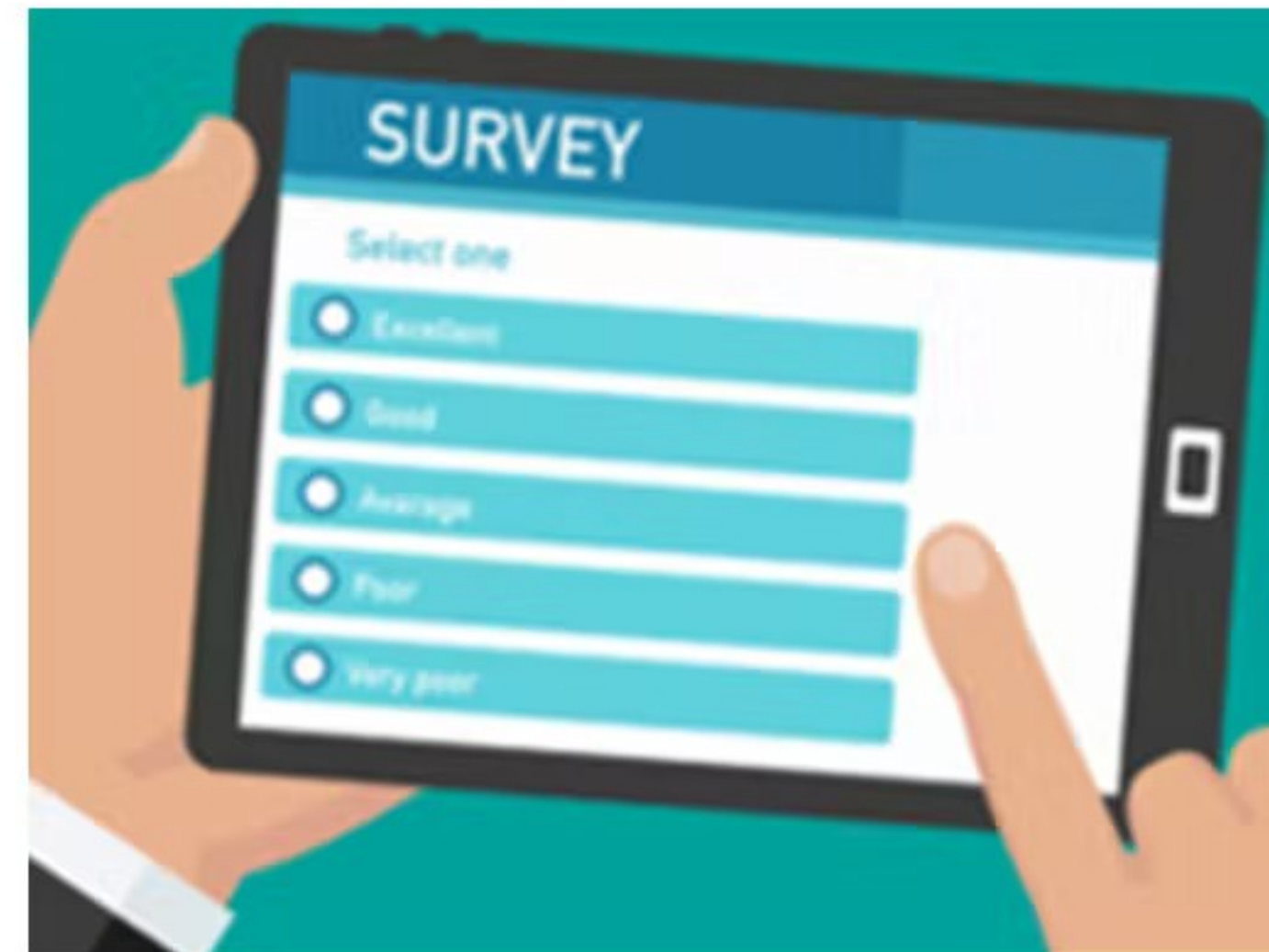
You Asked, We Answered

- "How are you identifying those people who may be two or more races in your data? For example, if someone is black and white, which group do they fall in?"
  - They are reported separately. People who identify as two or more races are not captured in Underrepresented minority or Other People of Color in DOE reporting.

- "Can we get a breakdown by race and gender on promotions?"
  - See Metrics Slides.

- "Consider recruiting efforts at the five HBCU's in VA."
  - Absolutely! JLab's Career Fair "The Road to Jefferson Lab" inviting 45 HBCUs, MSIs and SURA Universities onsite.

- "Can we include non-binary instead of binary-man/woman?
  - This is something the lab could consider, but at present we've kept this aligned with DOE and DOL reporting standards so we can accurately report without exclusion.

- "If you are trying to focus on African-Americans for hiring, does this mean you would not be looking at mixed people?"
  - We have DEI outreach efforts to reach a broad pool of minority applicants. We focus on diversity through outreach and then hire the most qualified applicant for the job.

- "I hope when we had an opening for a deputy director, that we did due diligence and cast a wide net and had diversity in the selection before David Dean was chosen. I hope we will consider the same process as Mike Maier exits."
  - In last year, successful in hiring 2 women, 1 minority male and 1 non minority male for senior leadership roles through a broad outreach and DEI lens.

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Of the updates reviewed here today, which do you feel has the most impact to this group or is the most meaningful and why?

Answering the questions candidly is appreciated.

Sharing the data was good

The information on hiring, retention and promotions was enlightening

Is this data shared with supervisors?

Have we investigated why there are zero Black post-docs?

4

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

Informative

Who else sees this kind of data?

Can people choose not to self identify their race when hired?

2

Thank you!

Next DFGM: March 2023
TBA in Weekly Briefs/Insight

Jefferson Lab