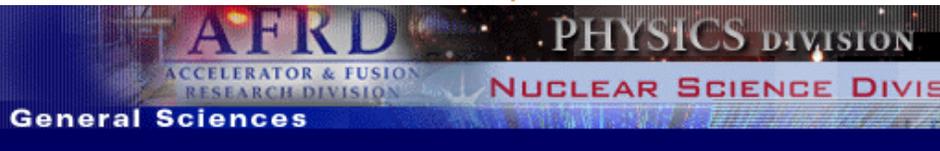




Workforce Diversity Action Plans

ERNEST ORLANDO LAWRENCE BERKELEY NATIONAL LABORATORY [▶ SEARCH PHONE BOOK A-Z INC](#)

Workforce Diversity Office
Best Practices Diversity Council
Human Resources
Current Job Opportunities



[Workforce Diversity
Action Plans Home](#)

[Advanced Light Source](#)

[Business Services](#)

[Administrative Services](#)

[Human Resources](#)

[Office of the CFO](#)

[Chemical Sciences](#)

[Computing Sciences](#)

[Earth Sciences](#)

[Engineering](#)

[Environmental Energy Technologies](#)

[Environment, Health & Safety](#)

[Facilities](#)

[General Sciences
\(AFRD, Physics, Nuclear Sciences\)](#)

[Genomics & Life Sciences Divisions](#)

[Materials Sciences](#)

[Public Affairs](#)

[Physical Biosciences](#)

General Sciences Diversity Plan 2004



“Diversity is not just about targets for hiring. It is about attitudes that make a better workplace and reflect the community we see around us.”

—James L. Siegrist, Associate Laboratory Director for General Sciences

Accomplishments in 2003

- Research Partnership Program: A faculty member and a student from Southern University in Baton Rouge (an Historically Black College/University) engaged in research on the IceCube project at LBNL. They participated through the FaST (Faculty and Student Teams) summer internship program sponsored locally by the Center for Science and Engineering Education (CSEE).
- Also as part of the Research Partnership Program, scientists Jim Siegrist, Willi Chinowsky, and Peggy McMahan visited Southern University to build the network between our institutions.
- In our continuing effort in minority outreach, Gerry Abrams attended the National Society of Black Physicists (NSBP) meeting in Atlanta (February 2003), recruiting for summer internship programs and distributing brochures.
- A faculty member from North Carolina A&T/MIT was a two-week guest in AFRD. He presented a seminar on some of his accelerator research. (He works on Linear Collider R&D.)
- Minority faculty joined the SNAP (Supernova/Acceleration Probe) project for a sabbatical this year, providing advice and consultation for our minority recruiting efforts as well.
- Representatives from General Sciences participated in the UC Berkeley Edge Conference for prospective minority graduate students. Representatives also attended several teachers' workshops at major conferences, including some directed at minority populations.
- The committee met with Sheril Burke from HR to discuss the recruitment process. AFRD has started to work on a formalized plan (that may serve as an example for the Physics and Nuclear Science Divisions).
- Three leadership training sessions were held by Nicole Schapiro to improve supervisory skills in diversity/civility issues. Most of General Sciences scientific leadership has now completed the course. Evaluation and follow-up are not yet completed.
- Diversity awareness and related training were discussed. Formal expectations for the PRD process were formulated, and will be implemented in the future.
- A postdoc career development plan has been proposed in Nuclear Science

Division.

Action Items for 2004

Education and Public Outreach (EPO)

- Continue to participate in conferences and workshops directed towards networking with college faculty and high school teachers, especially those working in Minority Serving Institutions (MSIs). GS attendance of at least two such workshops.
- Explore the possibility of sponsoring scholarships for professional summer schools to students of diverse backgrounds who are interested in pursuing a career within the fields of General Sciences. Offer to sponsor at least two such scholarships.

Scientific and Technical Staff Pipeline

- Continue to expand our Research Partnership program, whose goal is to influence women and minority undergraduates to pursue scientific research careers.
 - Endeavor to involve more projects within General Sciences, more Historically Black Colleges and Universities (and other MSIs), and other Divisions within LBNL. Expand to at least two MSIs.
 - Collaborate with the Work Force Diversity Office and the Best Practices Council to facilitate these efforts.

Strategic Recruiting

- Partner with Work Force Diversity Office, Human Resources Department, the Best Practices Diversity Council and other interested Divisions to promote a comprehensive plan for strategic recruiting. Our near-term goal is to produce a pilot program for General Sciences in 2004.

Workforce Development

- Finalize new expectations for supervisors and the plan to communicate those expectations to General Sciences supervisors by summer.
- Begin development of a postdoc career planning/training program for General Sciences. Have at least one postdoc training event.
- Develop a pilot mentor program for newly recruited General Sciences employees and deploy by the end of 2004.
- Coordinate supervisor brown bag lunch meetings to disseminate information in order to support continual leadership and supervisory growth. Increase the frequency of these meetings to quarterly.

Communication/Awareness

- Hold a General Sciences all-hands diversity awareness meeting.
- Produce a newsletter to communicate with employees regarding General Sciences workplace and diversity awareness.
- Advocate to laboratory senior management the adoption of a code of core values.

For more information about this diversity plan, contact [James L. Siegrist](#), Associate Laboratory Director for General Sciences, or Best Practices Diversity Council Representatives [Enrique Henestroza](#) (AFRD), [Peggy Norris](#) (Nuclear Science), or [Gerry Abrams](#) (Physics)

[Download this Diversity Plan](#) in printable .rtf format.

[WFDAP Home](#) | [Top](#)