



U.S. DEPARTMENT OF  
**ENERGY**

Office of  
Science

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# Office of Science

## Diversity, Equity & Inclusion Initiatives

*Remarks to the*

Astronomy and Astrophysics Advisory Committee

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**Dr. Julie Carruthers**

Senior Science & Technology Advisor  
Office of the Principal Deputy Director  
DOE Office of Science  
<https://science.osti.gov>

# Diversity, Equity & Inclusion Initiatives

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**DEI at  
the DOE  
National Labs**

**Promoting  
DEI in SC's  
Business  
Practices**

**SC's  
Statement of  
Commitment**

**DOE &  
Interagency  
Coordination**

# Diversity, Equity & Inclusion Initiatives (notes)

## DEI at the DOE National Labs

- 4 years ago restructured how SC conducts oversight of DEI at its 10 national laboratories.
- Moves from a compliance based approach to requiring actionable strategies.
- In late 2019, conducted an external peer review of the laboratories efforts.
- Lab-wide strengths, opportunities for improvement; lab-specific notable weaknesses; opportunities for SC improvement; shared DOE laboratory promising practices

## SC's Statement of Commitment

- In April 2018, SC stood up a new website to communicate our statement of commitment for DEI, no tolerance policy; resources for who to turn to and how to report a complaint.

## Promoting DEI in SC's Business Practices

- Over the past year and a half a working group systematically reviewed SC's internal business practices (from how to do peer review to how we conduct technical workshops and meetings).
- Evaluated current practices, recommendations from equity workshops, COVs, public reports.
- 15 recommendations, with multiple actions.
- Including tracking and documenting demographics of applicants, awardees, reviewers. Intentional use of DEI promoting review criteria or program policy factors, more effectively utilizing and promoting existing authorities for flexibilities in grants.
- Implicit bias awareness training for reviewers as well as program managers.

## DOE & Interagency Coordination

- Within DOE, OCRD is responsible for implementation of the civil rights laws for grantees (e.g. Title IX), coordinate with other federations.
- JCORE/SIRE – federal-wide coordination to address discrimination and harassment in federal research environments.
- CoSTEM – IWGIS – Best practices for DEI in STEM.