



U.S. DEPARTMENT OF
ENERGY

Office of
Science

Advancing Diversity, Equity, and Inclusion in DOE Office of Science Mission

2022 ECP Annual Meeting

Session: ECP Broader Engagement Initiative

May 3, 2022

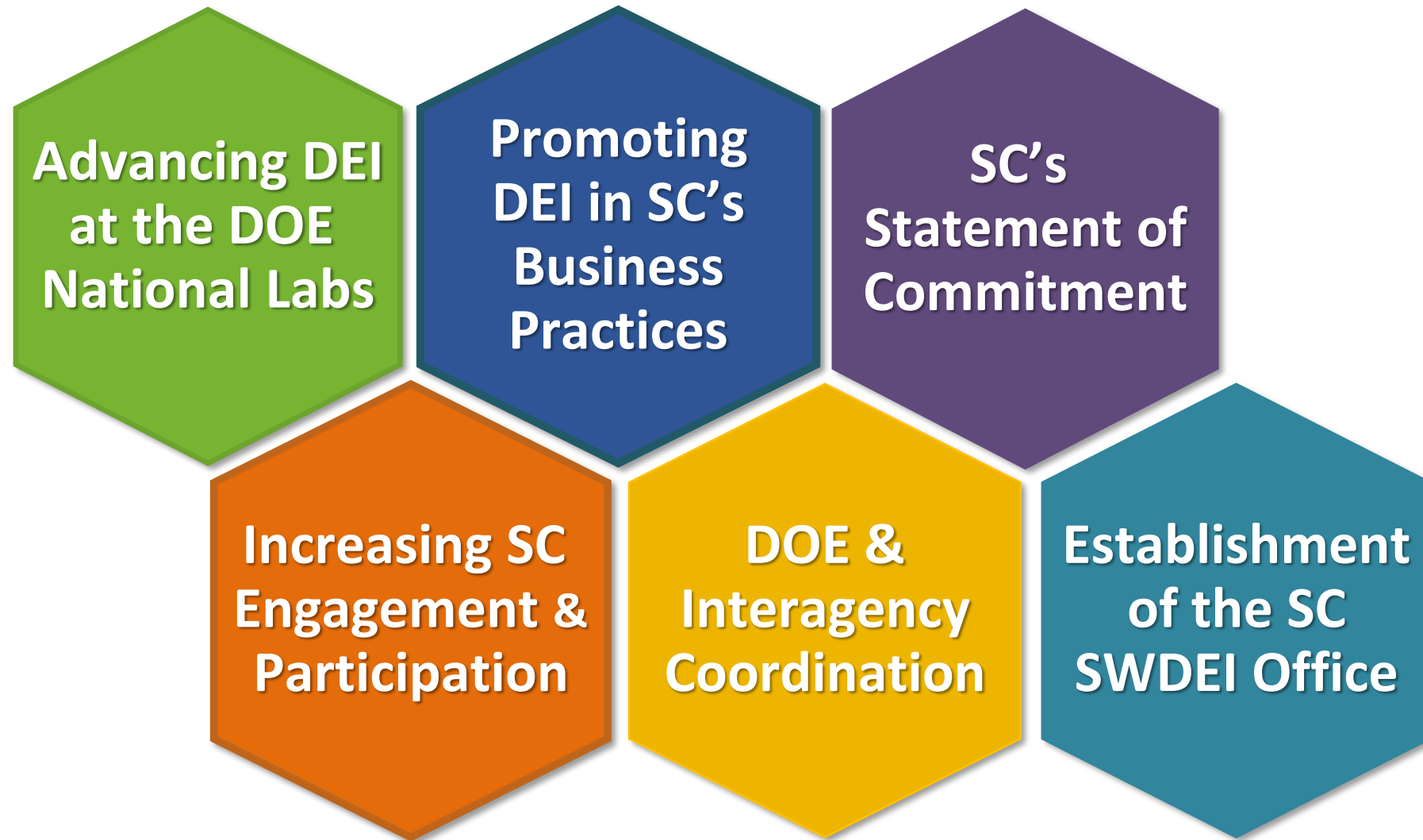
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Office of Scientific Workforce Diversity, Equity, and Inclusion

DOE Office of Science (SC)

<https://science.osti.gov/SW-DEI>

SC's Diversity, Equity & Inclusion Initiatives



SC's Statement of Commitment

The DOE Office of Science (SC) is fully and unconditionally committed to fostering safe, diverse, equitable, and inclusive work, research, and funding environments that value mutual respect and personal integrity...

...SC's effective stewardship and promotion of diverse and inclusive workplaces that value and celebrate a diversity of people, ideas, cultures, and educational backgrounds is foundational to delivering on our mission. Harnessing a diverse range of views, expertise, and experiences drives scientific and technological innovation and enables the SC community to push the frontiers of scientific knowledge for the betterment of America's prosperity and security.

Discrimination and harassment undermine SC's ability to achieve its mission by reducing productivity, discouraging or inhibiting talent retention and career advancement, and weakening the integrity of the SC enterprise overall. SC does not tolerate discrimination or harassment of any kind, including sexual or non-sexual harassment, bullying, intimidation, violence, threats of violence, retaliation, or other disruptive behavior in the federal workplace, including DOE field site offices, or at national laboratories, scientific user facilities, academic institutions, other institutions receiving SC funding, or other locations where activities funded by SC are carried out...

...Beyond issues that may rise to the level of legal action, SC expects the scientific community, particularly those engaging in SC-sponsored activities, to always conduct themselves in a manner that is respectful, ethical, and professional. This renewed commitment is part of SC's continuing effort to identify opportunities to improve its policies, practices, and communications in furtherance of its core values and its mission.



Promoting DEI in SC's Business Practices

In 2018, SC established an internal D&I Working Group to review SC's practices and make recommendations.

Charge to internal SC working group:

- Assess what SC was currently doing to improve diversity, equity and inclusion in extramural programs;
- Identify opportunities for SC to advance DEI in its business practices and demonstrate that DEI is foundational to the SC mission.

Systematic review of SC business practices included review of:

- Award making policies and practices within existing authorities;
- Peer reviewer selection processes for all types of SC peer reviews;
- Proposal and S&T performance peer review processes;
- Processes for SC technical workshops, roundtables, PI meetings, Advisory committees



Opportunities to Advance DEI

- The Working Group's **analysis resulted in the recommendation of over 40 actions that SC should take** across all the process areas reviewed to advance DEI in its extramural awards management practices.
- These actions serve to ensure that SC's processes:
 - *Are supportive and inclusive of women and individuals from underrepresented groups in STEM fields;*
 - *Allow for more rigorous tracking of diversity of applicants, awardees, and reviewers;*
 - *Limit and mitigate potential implicit bias behaviors; and*
 - *Encourage inclusive and professional behaviors in all SC-sponsored activities.*

SC is now implementing these recommended actions in phased approach.



Recommended Actions – Summarized Examples

DEI Supporting Policies & Practices:

- Build on [SC's Statement of Commitment](#) and ensure that commitment is reflected in SC solicitations and awards. Promote existing flexibilities under financial assistance agreements that supports diverse individual circumstances.

Standard Review and Selection Criteria & Protocols:

- Establish standard sets of diversity-promoting review criteria options for all types of SC peer reviews (proposals, S&T performance, facility reviews). Each step in a decision process is an opportunity to support DEI.

Peer Reviewers:

- Balance the demographics of reviewers on panels and within reviewer pools; address barriers to reviewer participation; standardize reviewer guidance.

Demographics Tracking:

- Document the demographics of applicants throughout the review process, awardees, reviewers, Federal advisory subcommittee members, workshop participants.

SC-Sponsored Meetings:

- Establish SC requirements and expectations for SC-sponsored meetings (technical workshops, conferences)



Diversity, Equity & Inclusion at DOE National Labs

The Office of Science is the steward of 10 of the 17 DOE National Laboratories.

The SC DOE labs employ over 19,000 (over 14K S&E staff), host world leading research facilities for the scientific communities. (>\$6.5B total annual funding, all sources)

- In 2015, the DOE Office of Science began to take a closer look at the DEI policies and requirements of its 10 DOE national laboratories.
- Up until that time, oversight of these requirements were largely managed by the SC federal site offices, little DOE HQ visibility.

Office of Science Laboratories

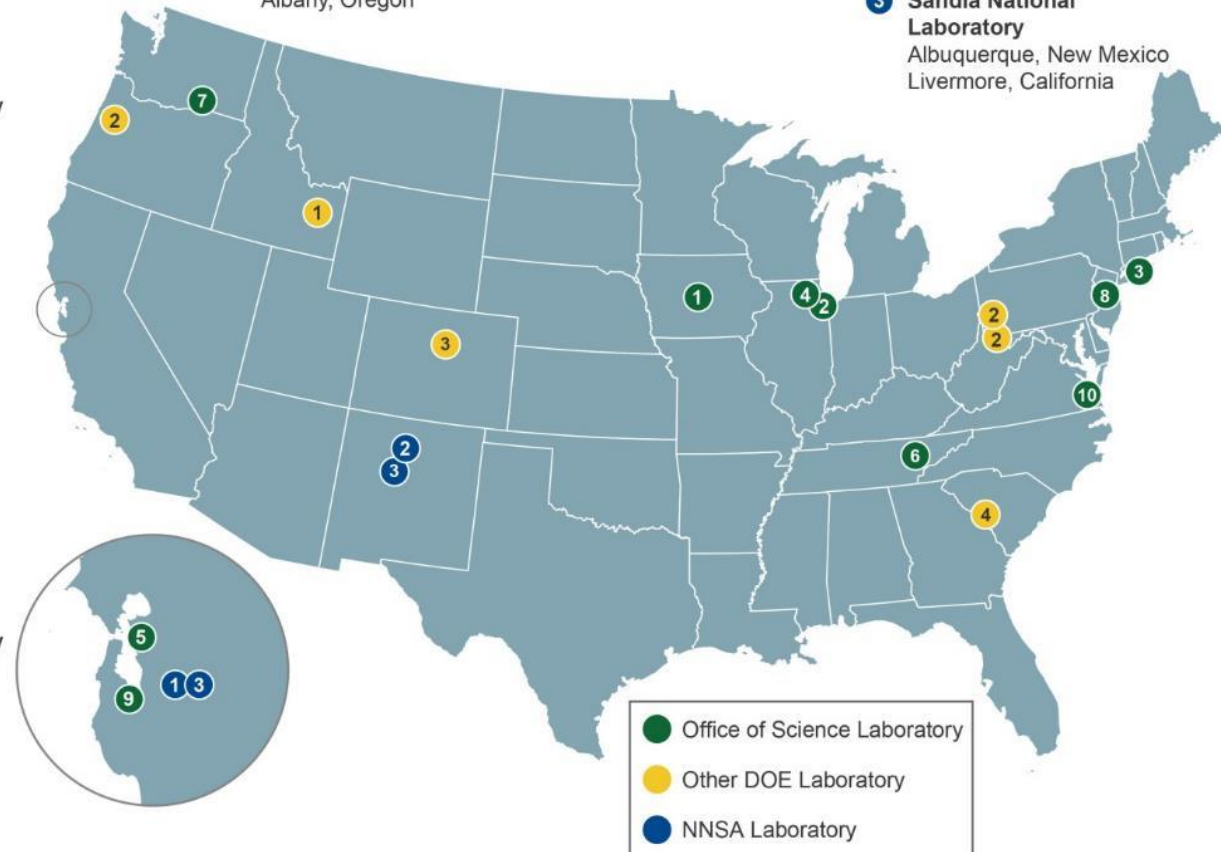
- 1 Ames Laboratory
Ames, Iowa
- 2 Argonne National Laboratory
Argonne, Illinois
- 3 Brookhaven National Laboratory
Upton, New York
- 4 Fermi National Accelerator Laboratory
Batavia, Illinois
- 5 Lawrence Berkeley National Laboratory
Berkeley, California
- 6 Oak Ridge National Laboratory
Oak Ridge, Tennessee
- 7 Pacific Northwest National Laboratory
Richland, Washington
- 8 Princeton Plasma Physics Laboratory
Princeton, New Jersey
- 9 SLAC National Accelerator Laboratory
Menlo Park, California
- 10 Thomas Jefferson National Accelerator Facility
Newport News, Virginia

Other DOE Laboratories

- 1 Idaho National Laboratory
Idaho Falls, Idaho
- 2 National Energy Technology Laboratory
Morgantown, West Virginia
Pittsburgh, Pennsylvania
Albany, Oregon
- 3 National Renewable Energy Laboratory
Golden, Colorado
- 4 Savannah River National Laboratory
Aiken, South Carolina

NNSA Laboratories

- 1 Lawrence Livermore National Laboratory
Livermore, California
- 2 Los Alamos National Laboratory
Los Alamos, New Mexico
- 3 Sandia National Laboratory
Albuquerque, New Mexico
Livermore, California



Diversity, Equity & Inclusion at SC DOE National Labs

Overview of SC Actions

- Oct. 2016:** SC issued new guidance to the ten SC DOE Laboratories to define what topics should be addressed in the Labs' annual DEI strategies, and how SC HQ would review the strategies and provide feedback.
- This new process marked a shift in oversight from compliance-based to requiring actionable strategies.**
- April 2017:** SC's Labs required to post the demographics of their workforce on their public websites and update the information annually. <https://science.osti.gov/SW-DEI/Advancing-DEI-for-the-SC-Mission/Advancing-DEI-at-the-DOE-National-Laboratories/DOE-Laboratory-DEI-and-Workforce-Demographics>
- June 2018:** SC develops and shares a *Summary of Recognized Promising Practices for DOE Laboratory DEI Efforts*.
- April 2019:** SC decouples feedback process on the DEI strategies from the annual lab strategic planning process to allow for more in-depth discussions with Lab leadership on strategies and status of their efforts.
- November 2019:** SC conducts first ever external peer review of the SC Laboratories' DEI Strategies.
- Reviewers identified strengths and weaknesses of each Lab's DEI efforts, as well as laboratory-wide opportunities for improvement.**
- September 2020:** 2020 PEMP required the Labs' deliver to SC their plans to address lab-specific weaknesses.

Increasing Participation in SC Research & Training

SC has initiated a coordinated approach to increase SC participation by institutions and individuals historically underrepresented in SC-sponsored opportunities.

This SC-wide effort is focused on:

- Increasing outreach to, engagement and recruitment of students and faculty from underrepresented groups to SC-sponsored opportunities;
- Understanding barriers to participation, and building on evidence-based practices for overcoming those barriers;
- Identify new partnership and funding models to support research and STEM training opportunities that directly address barriers.

SC launched a series of listening sessions and discussions to seek community input on barriers to participation in SC-sponsored research and opportunities for overcoming those barriers – **over a 15 sessions held between August – December 2021.**



SC Listening Sessions

Studies and assessments conducted by NASEM, the scientific professional societies and other Federal agencies has increased awareness and understanding on barriers to participation...but hearing the challenges and issues from individuals themselves and in the context of SC research and STEM training program opportunities was incredible insightful...

- SC conducted a synthesis analysis of the over 250 comments that were recorded across the sessions; main themes and takeaways from the sessions are aligned with the discussions and feedback from similar public discussions hosted by NASEM and other organizations.
- The most frequent comments recorded were in the areas of systemic barriers, lack of awareness of opportunities, implicit bias, solicitation processes, access to equipment, access to DOE sites, promoting DEI, and mentoring.

Listening session input is informing the Program Offices' approaches to the **Reaching a New Energy Sciences Workforce (RENEW)** initiative. (Scope and processes for solicitations in FY 2022)

Thank you!

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