



SC Diversity, Equity & Inclusion Initiatives



<https://science.osti.gov/sw-dei>

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Implementation of the 2020 Report Recommendations

Following the 2020 report, a new SC DEI Working Group was established to focus on implementation and is taking a phased approach:

Phase 1 Focus Areas (not comprehensive):

- Diversity-promoting program policy factors (*Required in FOAs starting FY 2021*)
- Diversity-promoting review criteria options for S&T performance reviews
- Diversity-promoting review criteria options for facility reviews
- Increase awareness and visibility of existing flexibilities and support allowed under financial assistance agreements
- Communicate existing regulations/requirements regarding non-discrimination and personal conduct in SC solicitations (*new standard FOA language added*)
- Implement actions to increase response rates of applicants and reviewers to the demographic questions in PAMS (*Required response in PAMS starting FY 2021*)
- Establish uniform guidance for all SC-sponsored workshops & roundtables to promote diverse participation and professional & inclusive behaviors
- Establish uniform guidance for all SC FACA Subcommittees to promote diverse membership and professional & inclusive behaviors

SC is well positioned to address the DOE response to the January 2021 EO on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.

Development

Leadership Review

Focus Groups/Pilot & Update

Leadership Approval

Rollout & Implementation

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 identify 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.

Panel Review Feedback to the Office of Science

Reviewer feedback on SC's oversight practices for advancing DEI at SC labs:

- The reviewers commended SC for its careful attention and commitment to the issues of DEI at the DOE SC laboratories and recommended that SC continue its thoughtful approach in its oversight role.

Specifically:

- The annual Lab DEI Strategies and SC HQ review process should be continued; SC should update the annual guidance to encourage greater attention to areas of laboratory-specific weakness and opportunities for improvement identified in the review. SC should continue to update and disseminate the *Promising Practices* document.
- SC should consider site visits as part of future peer reviews of SC Lab DEI efforts, e.g., onsite reviews every 3-5 years.
- SC should consider additional actions to encourage and assist the SC laboratories in their DEI efforts.
(e.g., share research findings, identify opportunities for labs to partner with one another, include DEI review criteria in research and facility peer reviews [part of the SC DEI Working Group efforts], host technical workshops on DEI topics)

In 2021: SC restructured the annual guidance to the laboratories to address peer review recommendations. Plans to conduct 2-3 onsite peer reviews/year delayed due to the pandemic, but schedule will be established soon.

In 2022: SC is revisiting annual laboratory performance plan requirements to create greater emphasis on DEI actions, would go into effect October 1 (FY 2023).



Increasing Participation in SC Research – Listening Sessions

In December 2020, SC initiated a coordinated approach to increasing participation by individuals and institutions historically underrepresented in SC-sponsored opportunities.

SC launched a series of listening sessions and discussions to seek community input on barriers to participation in SC-sponsored research and input on opportunities for overcoming those barriers – 16 sessions between August – December 2021.

- SC conducted a synthesis 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 federal agencies.
- The most frequent comments recorded were in the areas of systemic barriers, lack of awareness of opportunities, implicit bias, solicitation processes, access to equipment, recruitment, 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)

