



Diversity & Inclusion at Jefferson Lab

What YOU can do

LET'S	EMPLOYEES	SUPERVISOR & MANAGERS	SENIOR MANAGEMENT
KNOW	Identify and talk with your Diversity & Inclusion Council member and use the Diversity & Inclusion website and training opportunities.	Improve your knowledge of the key elements in JLab's Diversity & Inclusion program through focused training and education.	Know and promote DOE's Diversity & Inclusion initiatives and those of other National Labs.
ACT	Look for ways to make the most of diversity in work planning and execution by including the ideas and contributions of all co-workers.	Reward staff who identify diversity & inclusion issues to you and use your position to help address them constructively.	Acknowledge and reward positive diversity and inclusion behavior. Engage and visibly support JLab's Diversity & Inclusion Council.
VALUE	Apply the Diversity & Inclusion core appraisal expectation by mentoring new hires and drawing out more reticent peers.	Educate staff on the Diversity & Inclusion core appraisal expectation and how you will evaluate their performance against it.	Integrate diversity & inclusion into mission-related subject matter and highlight its value as a matter of policy.
LIVE	Recognize and counter your implicit biases so you can give fair consideration to the opinions and contributions of those who are different.	Keep diversity in mind when recruiting and hiring. Ensure all staff have an equal opportunity for advancement and professional development.	Implement processes that encourage diversity and inclusion. Model desired behaviors in all actions and decisions.

Diversity - A workforce composed of qualified people who proportionally represent the diverse populations that contribute to the advancement of science

Inclusion - A professional, ethical, tolerant, and respectful work environment in which everyone can contribute to the mission according to his or her talents