FY22 Demographic Focus Group Meeting

Demographic: Race
Focus Group: Black/African-American

Leadership Sponsor: Lauren Hansen
Council Ambassador: Rebecca Anderson & Joanna Griffin
Meeting Agenda

Introductions & Ground Rules

Metrics Review & Reported Progress on Designated Actions

Mentimeter Questions

Close Out
Ground Rules

- Please mute microphones when not speaking, and raise your hand if you want to speak.
- Be present in the moment, put away any distractions.
- Actively listen when others are speaking.
- Wait to be prompted to speak.
- Respect the opinions shared by others.
- Suggest options or solutions to improve situations shared (as appropriate).
- Do not share information you are uncomfortable sharing. If there is something private, you would like to convey contact your AD/DH, HR or Leadership Sponsor after the meeting or via email.
Demographic Trends (% representation)

ALL STAFF (AFRICAN AMERICAN/BLACK)

Females ~ 6%, Males ~6%

ALL STAFF (GENDER)

ALL STAFF (MINORITY)

Minority Includes:  African American/Black, Hispanic/Latino, Native American/Alaskan Native, Asian & Asian American, Pacific Islander, Native Hawaiian, Excludes two or more races

Q4 DFGM: Race
Diversity Trends by Types of Jobs

Labwide FY22

- Females ~ 6%
- Males ~ 6%

% African American/Black

% Minority

FY22 based on 7/1/22
Demographic

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Benchmarking

- Diversity & Inclusion Demographics | Jefferson Lab ([lab.org])
- Above average for Women in Senior Leadership
- Below average for women in S&T
- Below average for Under Represented Minorities and Women overall

### Types of Jobs

<table>
<thead>
<tr>
<th>Types of Jobs</th>
<th>Total</th>
<th>Women</th>
<th>Women %</th>
<th>URM</th>
<th>URM %</th>
<th>OPC</th>
<th>OPC %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Leadership</td>
<td>252</td>
<td>81</td>
<td>32.14%</td>
<td>24</td>
<td>9.52%</td>
<td>16</td>
<td>6.35%</td>
</tr>
<tr>
<td>Research/Technical Management (First-line and mid-level)</td>
<td>5,131</td>
<td>983</td>
<td>19.26%</td>
<td>431</td>
<td>8.40%</td>
<td>589</td>
<td>11.46%</td>
</tr>
<tr>
<td>Operations (or Research Support) Management</td>
<td>3,264</td>
<td>1,317</td>
<td>40.53%</td>
<td>695</td>
<td>21.29%</td>
<td>173</td>
<td>5.30%</td>
</tr>
<tr>
<td>Technical Research Staff</td>
<td>29,026</td>
<td>5,861</td>
<td>20.19%</td>
<td>3,758</td>
<td>12.93%</td>
<td>4,036</td>
<td>13.90%</td>
</tr>
<tr>
<td>Operations Support Staff</td>
<td>26,193</td>
<td>10,872</td>
<td>41.51%</td>
<td>7,076</td>
<td>27.01%</td>
<td>1,133</td>
<td>4.33%</td>
</tr>
<tr>
<td>Post-Doctoral</td>
<td>3,528</td>
<td>906</td>
<td>25.69%</td>
<td>270</td>
<td>7.66%</td>
<td>1,475</td>
<td>41.83%</td>
</tr>
<tr>
<td>Graduate Student</td>
<td>2,763</td>
<td>893</td>
<td>32.32%</td>
<td>523</td>
<td>19.00%</td>
<td>589</td>
<td>21.32%</td>
</tr>
<tr>
<td>Undergraduate Student</td>
<td>2,545</td>
<td>1,047</td>
<td>41.14%</td>
<td>699</td>
<td>27.47%</td>
<td>376</td>
<td>14.77%</td>
</tr>
<tr>
<td>Total</td>
<td>72,700</td>
<td>21,965</td>
<td>30.21%</td>
<td>13,478</td>
<td>18.54%</td>
<td>8,389</td>
<td>11.54%</td>
</tr>
</tbody>
</table>

Q4 DFGM: Race
Hiring & Advancement

% of Internal/External Hires

- All Hires Labwide: 30%
- Minority Hires: 33%
- African American/Black Hires: 46%

African American/Black Employee %

- % of Lab Overall: 12%
- % of those leaving: 9%
- % of those coming: 12%

Promotions

<table>
<thead>
<tr>
<th>FY22</th>
<th>% of annual promotions (through appraisal process)</th>
<th>% of posted promotions</th>
<th>% of all promotions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labwide</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>African American/Black</td>
<td>7%</td>
<td>22%</td>
<td>13%</td>
</tr>
<tr>
<td>Minorities</td>
<td>23%</td>
<td>31%</td>
<td>26%</td>
</tr>
<tr>
<td>Females</td>
<td>21%</td>
<td>47%</td>
<td>31%</td>
</tr>
<tr>
<td>African American/Black Females</td>
<td>2%</td>
<td>13%</td>
<td>6%</td>
</tr>
<tr>
<td>African American/Black Males</td>
<td>5%</td>
<td>9%</td>
<td>7%</td>
</tr>
</tbody>
</table>

African American/Black employees represented:
- 12% of FY22 External Hires (14/115)
- 26% of FY22 Internal Hires (12/49)
- 16% of FY22 all Hires (26/164)

Labwide = 25% minority, 12% AA/B, 26% female
Excluding students

Q4 DFGM: Race
## Attrition and Primary Drivers

<table>
<thead>
<tr>
<th>Reason</th>
<th>FY21</th>
<th>FY22 (projected)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Overall</strong></td>
<td>8%</td>
<td>10%</td>
</tr>
<tr>
<td>Regular &amp; Term (excludes students &amp; casuals)</td>
<td>7%</td>
<td>9%</td>
</tr>
<tr>
<td><strong>Females (Labwide)</strong></td>
<td>8%</td>
<td>9%</td>
</tr>
<tr>
<td><strong>Males (Labwide)</strong></td>
<td>6%</td>
<td>9%</td>
</tr>
<tr>
<td>Minority (Labwide)</td>
<td>8%</td>
<td>10%</td>
</tr>
<tr>
<td>Minority (Female)</td>
<td>13%</td>
<td>8%</td>
</tr>
<tr>
<td>Minority (Male)</td>
<td>6%</td>
<td>10%</td>
</tr>
<tr>
<td>African American/Black</td>
<td>8%</td>
<td>7%</td>
</tr>
<tr>
<td>African American/Black Females</td>
<td>12%</td>
<td>6%</td>
</tr>
<tr>
<td>African American/Black Males</td>
<td>4%</td>
<td>8%</td>
</tr>
</tbody>
</table>

**Minority Includes:** African American/Black, Hispanic/Latino, Native American/Alaskan Native, Asian & Asian American, Pacific Islander, Native Hawaiian, **Excludes:** two or more races

**Labwide top 3 Reasons for Leaving:**
- Retirement
- Personal
- Career Advancement

**Tenure**
- Lab wide ~ 12 years
- African American/Black ~ 12 years
Progress of Actions Lab-wide

Launched Applicant System
- Improve candidate and in house user experience
- Revised the application process so that internals are now only required to attach a resume and answer a few short questions. Process takes less than 5 minutes to apply

Paid Parental Leave added to Benefits Portfolio
- Supports efforts to achieve a more inclusive workforce and retention of staff, particularly females
- Three staff currently utilizing this benefit, four pending approval, three staff completed their six weeks of PPL (as of 9.7.22)

JLab Mother's/Wellness Room
- Two rooms currently in operation, more to come
Progress of Actions Lab-wide

Implemented Remote Work Policy

- Designed to optimize employee flexibility while meeting mission needs
- Recognize that certain positions can only be performed on-site, this is an unavoidable reality in our organization and other national labs
- With supervisor approval, training and documentation may be performed remotely
- ~60% of staff approved for some form of hybrid work as applicable (as of 9.7.22). African American/Black Employees account for ~12% of approved agreements.

Expand and invest more towards outreach plan

- Engage with local community colleges such as Virginia Peninsula and Tidewater to technician career paths at JLab, partner with Historically Black Universities, Minority Serving Institutions, and SURA Universities
- 9/27 Onsite Event – The Road to Jefferson Lab, 45 schools invited (postponed till Spring)
- Post on open jobs on diverse job boards such as Society of Black Engineers, etc.

Q4 DFGM: Race
DEI in Action

- Ongoing engagement with senior leadership, staff and Users through Demographic Focus Group meetings.
- Developed routine promotion of DEI resources, events, and information in a centralized location.
- Published real-time and relevant content through the DEI Corner (biweekly edition of the Weekly Brief) to increase awareness and conversation.
- Updated DEI website with real-time resources.
- Hosted DEI virtual sessions celebrating key heritage months, mental health awareness.
- Held Get Connected Events to break from work and meet someone new (next event – Dec 6th).
DEI – Planned Initiatives

- Introduce specific core competencies with a focus on DEI for line management
- Leverage Individual Career Profiles to identify career pathing opportunities and address retention
- Launch Inclusion Survey early 2023 (staff & Users)
You Asked, We Answered

- “How are you identifying those people who may be two or more races in your data? For example, if someone is black and white, which group do they fall in?”
  - They are reported separately. People who identify as two or more races are not captured in Underrepresented minority or Other People of Color in DOE reporting.

- “Can we get a breakdown by race and gender on promotions?”
  - See Metrics Slides.

- “Consider recruiting efforts at the five HBCU’s in VA.”
  - Absolutely! JLab’s Career Fair “The Road to Jefferson Lab” inviting 45 HBCUs, MSIs and SURA Universities onsite.

- “Can we include non-binary instead of binary-man/woman?”
  - This is something the lab could consider, but at present we’ve kept this aligned with DOE and DOL reporting standards so we can accurately report without exclusion.

- “If you are trying to focus on African-Americans for hiring, does this mean you would not be looking at mixed people?”
  - We have DEI outreach efforts to reach a broad pool of minority applicants. We focus on diversity through outreach and then hire the most qualified applicant for the job.

- “I hope when we had an opening for a deputy director, that we did due diligence and cast a wide net and had diversity in the selection before David Dean was chosen. I hope we will consider the same process as Mike Maier exits.”
  - In last year, successful in hiring 2 women, 1 minority male and 1 non minority male for senior leadership roles through a broad outreach and DEI lens.
Of the updates reviewed here today, which do you feel has the most impact to this group or is the most meaningful and why?

- Answering the questions candidly is appreciated.
- Sharing the data was good
- The information on hiring, retention and promotions was enlightening
- Is this data shared with supervisors?
- Have we investigated why there are zero Black post-docs?
How was this meeting for you? We’re interested in your feedback!

Informative

Who else sees this kind of data?

Can people choose not to self-identify their race when hired?
Thank you!

Next DFGM: March 2023
TBA in Weekly Briefs/Insight