

DEI+ at SLAC

Natalie Holder/ Chief Diversity Officer/ DEI+ Office

June 2023

SLAC's 2023 Lab Diversity Inclusion Plan



Laboratory DEI+ Commitments

- Increased brand recognition and awareness, especially across historically underrepresented professionals and students
- Increased awareness and understanding of the barriers that historically underrepresented professionals encounter at a national laboratory
- Streamlining and utilizing DEI+ metrics

The DEI+ Office: a Fusion of Scientists, Engineers and Human Capital Practitioners

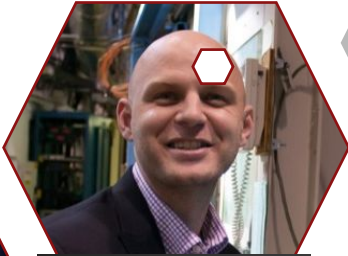
Scientists and engineers from the directorates dedicate 20% of their time working with the DEI+ Office



Shirin Ketabforoush
DEI+ Organizational
Engagement & Client
Resource Specialist



Natalie Holder
Chief Diversity Officer



Chris Tassone
Materials Science
Division Director



Kayla Ninh
Instrumentation Manager
& Laser Safety Systems
Engineer



Dorian Bohler
Engineering Physicist



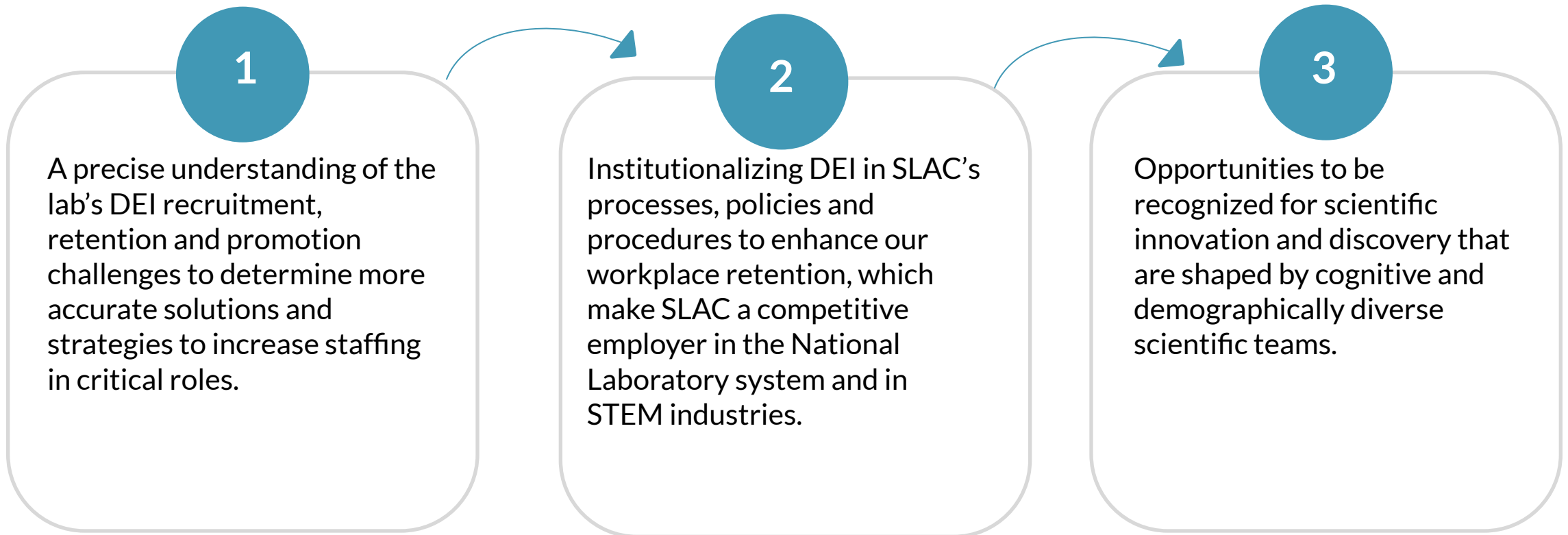
Chereace Marcellin
DEI+ Outreach Specialist



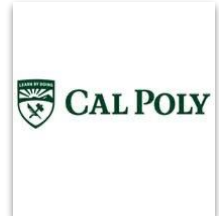
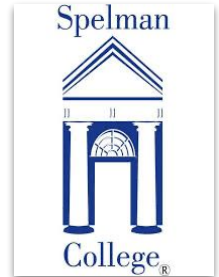
Linday Boyd
DEI+ Executive Assistant
& Research Analyst

Roadmap: The DEI+ strategy for the lab

Statement of Recruitment, Retention & Promotion Strategy to Increase DEI+, Particularly in S&T



Recruitment Tools: Attracting talent to contribute to our safety culture



Retention: the Impact of Our Employee Resource Groups



100%

of employees who attended their first ERG event plan to attend more

70%

of employees believe participation in ERGs are a factor in their decision to stay at the lab

ERG events have positively impacted my:

66%

Belonging & Inclusion

78%

Professional Development & Growth

59%

Social Connection

51%

Professional Network

53%

Confidence in the Workplace

Testimonials from our workforce about our ERGs

“The ERGs provide substantive opportunities to gain new skills and insights. As a non-manager, participation in an ERG gives me the opportunity to develop leadership and team building skills that help me prepare for future growth.”

– **Women@SLAC ERG Member**

“More social events are needed for queer centered events at SLAC to build up community & trust”

– **LGBTQ+ ERG Member**

“I love this series! It is helping me build confidence in my work and providing me with tools to succeed when developing professional relationships.” –

Women@SLAC ERG Member

“I haven't had a chance to participate until now due to meeting conflicts & I am happy I did. It would be great to see some formal push from Supervisors (not just an ALD) to encourage folks to participate.”

– **Women@SLAC ERG Member**

“It’s nice to start seeing more of these types of events. I look forward to hearing more about future events and how I can contribute to their success.”

– **Women@SLAC ERG Member**



Women@SLAC Leadership Series in partnership with Miss CEO, SAGE and the DEI+ Office