

Diversity & Inclusion Initiative

At a Glance

Mission

To do world-class, 21st-century science, we need a world-class, 21st-century workplace. As we strive for excellence in all we do, we need to make sure that we are recruiting, hiring and retaining the very best people — a diverse group of smart, talented and capable men and women who are committed to our mission of delivering new discoveries and innovations that address our nation’s most pressing needs in energy, sustainability and security. Diversity in thought, background and approach adds value and to scientific enterprise through the development of unique and creative, pioneering solutions.

Future Vision

Argonne is a world-leading organization recognized for its commitment to scientific excellence and cutting-edge discovery by attracting, hiring, and developing the best available talent from across the full spectrum of the diverse STEM talent pool. By bringing together smart, talented people whose cultural and intellectual backgrounds equip them to look at a problem from a variety of viewpoints, we develop the most innovative and workable solutions to our nation’s scientific and engineering challenges.

People

Employees are engaged, feel valued and appreciate diversity within workgroups and the workplace while actively promoting an inclusive environment. Employees are empowered and encouraged to develop their potential and mentor and collaborate with one another.

Processes

Policies and practices support a satisfying work-life balance for all employees, providing for a diverse set of individual needs. Family-friendly policies and practices and flexible work schedules are fully supported throughout the lab, from top to bottom, and use of these practices is encouraged.

Knowledge and Data

Metrics track the effectiveness of Diversity & Inclusion efforts. Initiatives are implemented to be sustainable and measured based on long-term and high-yield results. Best practices are promoted and shared for continual improvement and evolve to meet the lab and the changing population's advancing needs.

Business Organization

The Diversity & Inclusion Advisory Council serves as an advisory committee and provides recommendations to the Lab Director on diversity and inclusion initiatives and priorities. Council members champion efforts and promote best practices and are considered resources for the lab community.

The Diversity & Inclusion Working Group acts on the recommendations of the Diversity & Inclusion Advisory Council.

Associate Laboratory Directors (ALDs) are directly engaged with the Diversity & Inclusion Initiative and are accountable for leading efforts within their directorates.

Business Drivers

Table 1: Lab-Wide Business Drivers

Business Driver	Potential Impact	Impact Type	Source Type	Source
1. Argonne needs the best available talent in order to meet its goal of scientific excellence	Greater scientific innovation and breakthroughs	Positive	Internal and external	Lab management; DOE; Office of Science

Driver Linkage

Argonne is a mission-driven research facility, committed to pioneering innovation that advances America's scientific excellence and paving the way to a secure nation with a plentiful supply of safe, sustainable energy, a healthy environment and a competitive economy. In order to meet its scientific mission, Argonne must employ and develop the best available talent for game-changing science to occur. The lab's reputation and funding depend on its performance and scientific excellence.

Strategic Initiatives and Objectives

Table 3: Strategic Initiatives and Objectives

Strategic Initiative	Strategic Objectives	
S1. Hire the best available talent from the full spectrum available; the lab's population should reflect the same level of diversity as that of the available talent pool	S1.1	Increase representation of women and under-represented minorities in the lab's population
	S1.2	Conduct broad, open talent searches
	S1.3*	Work with hiring managers, search committees and HR Talent Acquisition to identify and counter unconscious biases
S2. Increase representation of women and under-represented minorities in leadership positions	S2.1	Increase transparency of promotion policies and processes and make available to all employees
	S2.2*	Provide leadership and professional development opportunities and courses for all employees; recommended for individuals who are new to leadership roles or for those who wish to grow into leadership roles
	S2.3*	Encourage a lab-wide mentoring culture at all career levels
	S2.4*	Work with hiring managers, search committees, and HR Talent Acquisition to identify and counter unconscious biases
S3. Develop and retain the best available talent	S3.1	Develop policies and practices that support a satisfying work-life balance that meet a diverse set of individual needs
	S3.2	Eliminate stigmas attached to use of family-friendly policies
	S3.3*	Encourage a lab-wide mentoring culture at all career levels
	S3.4*	Provide leadership and professional development opportunities and courses for all employees; recommended for individuals who are new to leadership roles or for those who wish to grow into leadership roles

*This Strategic Objective appears in multiple Strategic Initiatives.

Strategic Projects

Table 4: Strategic Projects

Strategic Project	Description (25 words or less)	Objectives	FY funded
1. Workforce Pipeline	Engage and develop current employees and fully utilize, enhance and strategically align relationships, resources and programs to establish Argonne as a destination of choice for STEM talent	S1.1 S1.2 S1.3 S2.4	FY 2014
2. Mentoring	Cultivate an interactive climate and encourage meaningful relationships that enable employees to achieve their highest potential	S2.3 S3.2 S3.3	FY 2014
3. Leadership Development	Increase capability and readiness of our current and future leaders	S2.2 S3.4	FY 2014
4. Policies & Practices	Provide and optimize policies and practices that promote successful work-life balance, diversity and accountability	S1.2 S1.3 S2.1 S2.2 S2.4 S3.4	FY 2014