

SLAC's DEI Strategy: Priorities

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

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Roadmap: What outcomes will the DEI strategy yield for the lab?



**Know our people
and our data**



**Institutionalize DEI in SLAC's
processes, policies and procedures**



**Workplace recognitions and
scientific innovations**

A Proposed 5-year Strategic Approach to DEI at SLAC

Phase 1: Year 1-2 Initiatives

Recruitment

1. Conduct a baseline culture and inclusion assessment
2. Report demographic data to the SMT
3. The Declined Offer Project
4. Implement diverse slate recruiting and training
5. Increase outreach to and partner with historically overlooked sourcing pools of talent

Retention

1. Re-imagine the ERGs
2. Embed DEI in organizational training and policies
3. Audit disability access, discrimination and harassment open tickets, which are indicators of workplace safety
4. Exit Interview Project

Promotion

1. Increased leadership accountability in the performance review process for advancing DEI
2. Credit for DEI in performance evaluations and promotion processes
3. Develop and track metrics

Phase 2: Continuity, Commitment, and Culture Year 2-3 Initiatives

1. Leverage strong partnerships with external stakeholders
2. Refine the succession planning process
3. DEI Ambassadors Program
4. Create a DEI advisory council
5. Leadership and development mentoring program
6. Conduct a barrier analysis of S&T roles
7. Build upon year 1 initiatives

Phase 3: Exponential Growth & Expected Outcomes Year 3-5 Initiatives

1. Increase the percentage of HUEs through external partnerships
2. Cascade SMT micro-learnings to the workforce
3. Position SLAC for DEI awards and recognitions
4. Track metrics and benchmark
5. Build upon and operationalize year 1 initiatives

SLAC's DEI Strategy: Executive Summary

Strengthening Organizational Culture and Approaches to Systematically Increase DEI

Current Challenges

•Diversity in Senior Lab Leadership

•0% African American, Latinx and Native American*

•Only 40% of our 2020 new hires were the result of employee referrals

•Only 8% of HUEs agree that there are equal opportunities for growth and development vs. 70% of White employees**

Top Business and External Priorities Driving DEI Strategy

1.Executive Order on Advancing Racial Equity and Support for Underserved Communities

2.SLAC Director is a DEI Champion

3.Stanford's IDEAL Initiative

4.The DOE's evolving equity requirements in proposals and funding opportunities

5.Booming corporate grants and scholarships to HBCUs

Goals and Outcomes

1.Develop systemic DEI metrics

2.Increase outreach and attraction

3.Increase development opportunities

Future Benefits

•Institutionalize DEI in recruiting & hiring

Operationalize DEI in our workplace processes

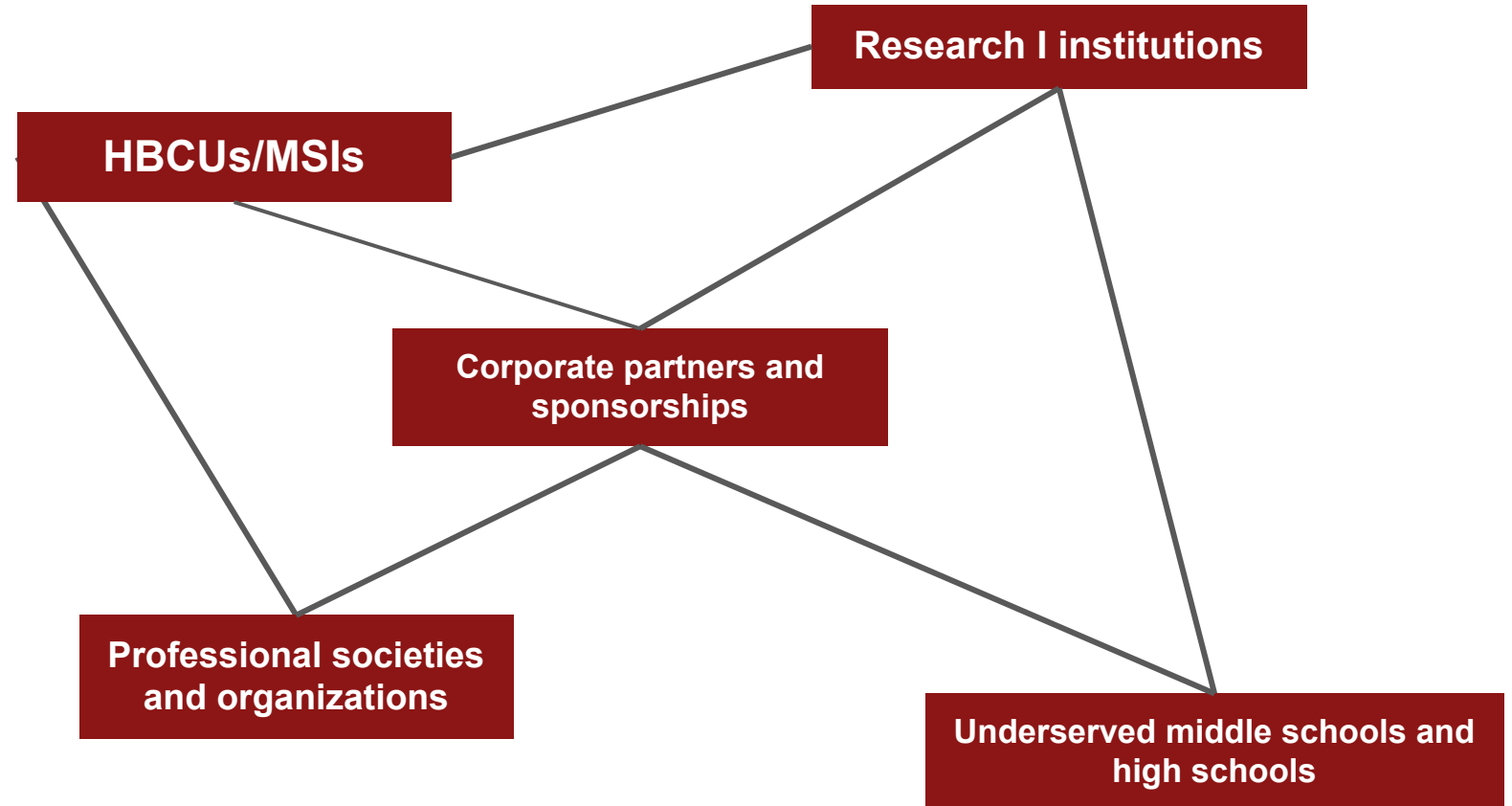
•ROI for ERG participation

•Improve and increase leadership opportunities for all

•Reputation as an employer of choice

Connectivity Opportunities

Building a network and database of partners, sponsors, and collaborators to increase recruiting efforts amongst marginalized groups.



DEI Ecosystem: Collaboration is Critical to Successful Strategy and Implementation

