SLAC’s DEI Strategy: Priorities

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

Natalie Holder/ Chief Diversity Officer/ Director’s Office
2021
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

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**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

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**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

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3 / SLAC’s DEI Strategy: A 5-Year Growth Plan
**SLAC’s DEI Strategy: Executive Summary**

**Strengthening Organizational Culture and Approaches to Systematically Increase DEI**

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**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**

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**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

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**Goals and Outcomes**

1. Develop systemic DEI metrics
2. Increase outreach and attraction
3. Increase development opportunities

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**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

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Historically Underrepresented Employees (HUE)  (**Source: 2018 SLAC Workplace Inclusion Survey**)

(*Source: HR Data 9.23.21)
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

**DIVERSITY, EQUITY, AND INCLUSION**
- Establishes the foundation for DEI practices at the lab, develops strategic initiatives, builds cross institutional partnerships, and makes data-driven decisions.

**COMMUNICATIONS**
- Manages how DEI is messaged internally and externally.
- Executes DEI strategies in all recruiting, hiring, and talent management processes. Provides analytic data and metrics to support new initiatives.

**OPERATIONS**
- Ensures the effective integration of DEI in the policies, practices, and procedures related to the operational functions that support the lab's growing scientific mission.

**HUMAN RESOURCES**