

Native American Heritage Month

Veterans Day

National Family Caregivers Month

NSD IDEA Council
November 8, 2022

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- Native American Heritage Month [Zoom background](#) from the LANA ERG
- LANA ERG website
 - <https://berkeleylab-erg.lbl.gov/latin-american-and-native-american>
- NAHM events
 - <https://berkeleylab-erg.lbl.gov/latin-american-and-native-american/native-american-heritage-month>
- Smithsonian Museum of the Native American:
 - November 11 - [Dedication of National Native American Veterans' Memorial](#) (livestream)
 - November 18-25 - [Native Cinema Showcase 2022](#)
 - Exhibition - [Ancestors Know Who We Are](#)



Veterans Appreciation Event tomorrow

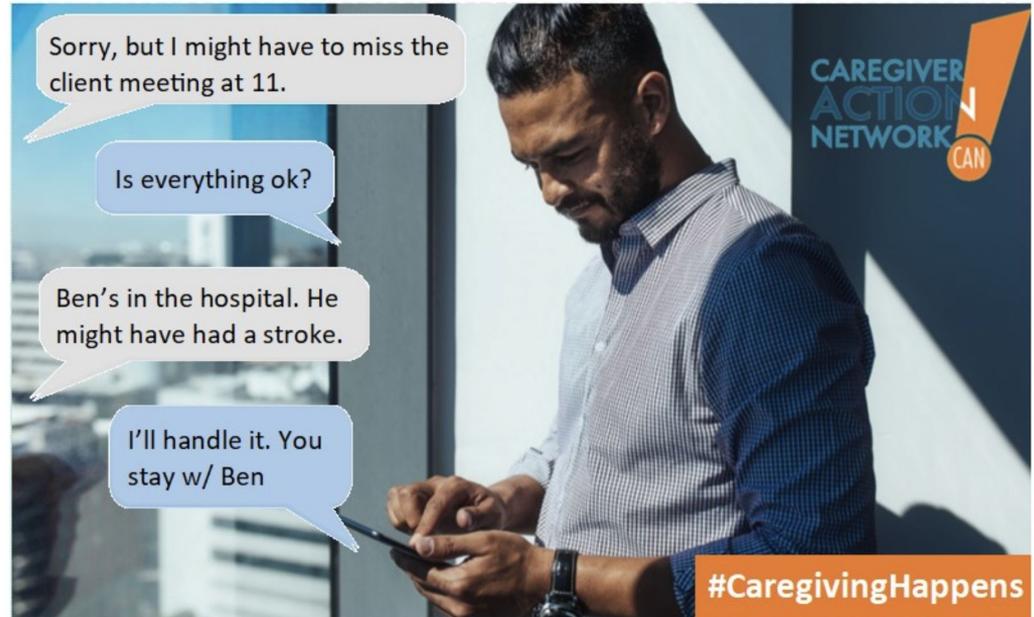
- Everyone is welcome to attend the 9th Annual Veterans Appreciation event hosted by the Lab Directorate and the IDEA office.
 - Date: Wednesday, November 9th
 - Time: 1 - 2 pm PT
 - [Join us on Zoom](#)
 - **In Person Location: Pers Hall, Building 54 (Cafeteria)**

Mike Witherell, Michael Brandt, and Aditi Chakravarty will each speak and thank our veterans for their service to the Lab and our nation. There will be an update from VERG leadership, information on veteran outreach activities, we will celebrate outgoing co-chair Abiola Ashorobi and the election of the new VERG co-chair Stephany Tone, and we'll have a chance to connect in small groups whether we're in person or online.

- Event details:
 - <https://berkeleylab-erg.lbl.gov/veterans/veterans-day>
- Veterans ERG:
 - <https://berkeleylab-erg.lbl.gov/veterans>

- November is National Family Caregivers Month,
- The theme for 2022 is Caregiving Happens,
- The Caregiver Action Network, <https://www.caregiveraction.org>, has resources covering a wide range of topics in preparing for when caregiving happens,
- Likewise, UC Health Services has a valuable resource web-page for caregivers, c.f. <https://uhs.berkeley.edu/facstaff/eldercare/caregiver-resources>

#CaregivingHappens: A Caregiver's Reality That Often Caregiving Just Happens



The Caregiver Action Network, <https://www.caregiveraction.org>, has resources covering a wide range of aspects in preparing for when caregiving happens. For example,

Family Caregiver Toolbox

| | | |
|---------------------------|-------------------------------------|----------------------------------|
| Basics of Caregiving | Stay Strong While Caregiving | Caring by Condition |
| New Caregiver? | Long Time Caregiver? | Juggling a Job and Caregiving? |
| Long Distance Caregiver? | Clinical Trials: Myths and Facts | Watch and Learn |
| Financial and Legal Tools | Tardive Dyskinesia Caregiver Videos | Local and National Organizations |

HIRING

Your colleague advocates for a job candidate with no gap in her résumé over another with a gap from when she was a full-time mom.

WHY IT MATTERS

Companies that look negatively on job applicants who take time off to raise kids risk missing out on qualified candidates—in particular, women. Mothers are more likely than fathers to take time off for childcare, and they face harsher career penalties when they do.⁴³⁹

Your colleague advocates for a job candidate with no gap in her résumé over another with a gap from when she was a full-time mom.

WHAT TO DO

Push for the candidates to be evaluated on their skills and experience, without taking into account the time taken off for caregiving.

Longer term, recommend that your team use standardized hiring criteria and apply them consistently to all candidates. That can help ensure you judge everyone by the same yardstick.⁴⁴⁰

WHY IT HAPPENS

When a woman becomes a mother, it can make others think that she's less committed to her career—even less competent.⁴⁴¹ As a result, she is often held to higher standards and offered fewer opportunities.⁴⁴² Seeing a gap in a woman's résumé can trigger this maternal bias and hurt her chances of being hired.⁴⁴³

Rooted in maternal bias

Maternal bias is a (one) pervasive form of bias against caregivers; other forms exist,

A growing body of literature and legislation addresses this and other biases against caregivers, e.g.

- K. Weisshaar, *“From Opt Out to Blocked Out: The Challenges for Labor Market Re-entry after Family-Related Employment Lapses”*, American Sociological Review 83 (2018) 34,
- R. Zeitner, *“How to Recognize – and Avoid – Caregiver Discrimination”*, SHRM Magazine, August 2018
- C.E. Hirsh, C. Treleaven, and S. Fuller, *“Caregivers, Gender, and the Law: An Analysis of Family Responsibility Discrimination Case Outcomes”*, Gender & Society 34 (2020) 760.

NSD IDEA Council resources

- URM Job Posting funding
- [Luminary Cards](#)
- IDEA SPOT Award Program
- [LeanIn cards “50 ways to fight bias”](#)

Lab-wide resources

- [Idea.lbl.gov](#)
- [Employee Resource Groups](#)
- [Physical Sciences Workplace Life Committee](#)

Consider joining the Council!

- All-volunteer effort
- Looking for people from all roles and areas of NSD

Share your ideas for topics or other feedback:

NSD-IDEA-Council@lbl.gov