

# IDEA-Related Efforts & Resources in NSD

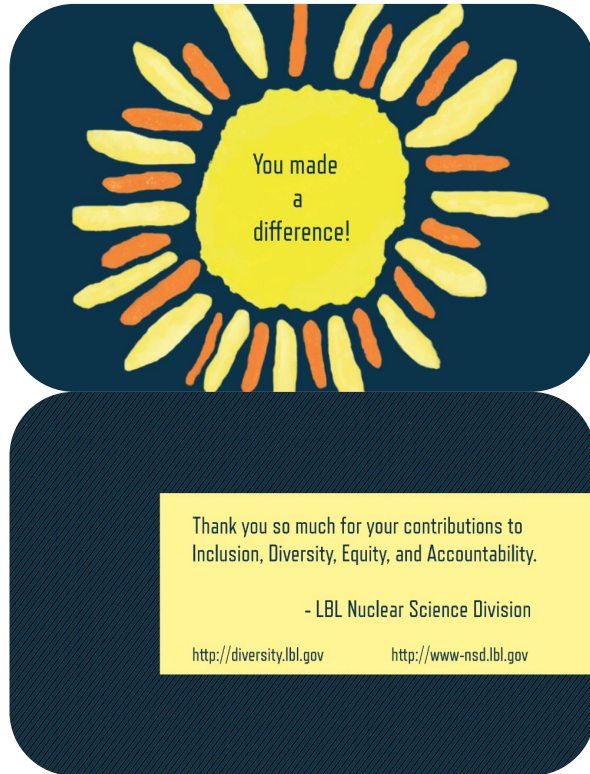
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# NSD IDEA Council

- All-volunteer council
- Tasked with engaging the division in IDEA activities
  - We are a primary connection to activities at the PS area and laboratory-wide levels
- Contribute to the growth of IDEA activities/initiatives and awareness
  - NSD has led a number of lab-wide efforts
    - Update to UC sick-leave policy
    - Neurodiversity working group within All-Access ERG
    - TDOV speaker events in collaboration with Lambda and other ERGs
- Promoting a fair, safe and inclusive workplace

# Luminary Card Program



- The Luminary Card program is a peer-to-peer recognition of actions and efforts that support an inclusive, diverse and equitable workplace climate
- Anyone (everyone!) in NSD can give a Luminary card (available in physical and virtual flavors) to a colleague within NSD or the broader research community
- Please visit the [website](#) to learn more!

# Physical Science Workplace Life Committee

- The PSWLC is a committee of representatives from across the Physical Sciences area that works to explore and address issues affecting workplace quality of life
- Addresses challenging topics such as childcare for LBNL employees, work-life balance, promotion guidelines and many, many more
- Current NSD representatives:
  - Brian Quiter (Committee Chair)
  - Dan Kasen
- Topics can be raised by talking with Brian and/or Dan or [online](#)
- More information is also coming in a future IDEA minute



# Under-Represented Minority Target Job Posting Boards

- Since February 2021, NSD has made special funding available to cover the cost of posting jobs on minority-targeted job posting boards
- NSD's HR partners (recruiters, talent outreach) are aware of this program, and know how to access these funds (PID 100667/025)
- All hiring managers should be aware of these resources and consider posting your positions to attract a diverse applicant pool
- Remember though – *While we work to identify and mitigate as many barriers as possible, we need to be cognizant of our own implicit biases and how they can adversely affect an applicants chances of success.*

# Under-Represented Minority Target Job Posting Boards

Main: 800.333.1228  
Fax: 209.343.1948  
Em: ads@adclub.com



## Client Summary

To: LBL - Nuclear Science - Rasool

Attention: Rasool Yousufzai

I/O #	Run Date(s):	Publication:	Dept Code	Price/Lineage may vary
44785		✗ NukeWorker.com	94598	\$255.00
44914		✗ APS / Physics Today	94598	\$615.00
44915		✓ NSHP National Society of Hispanic Physicists	94598	\$0.00
44916		✓ awis.org Association for Women in Science	94598	\$299.00
44917		✓ sacnas.org Society for Advancement of Chicanos and	94598	\$309.00
44918		✓ NSBP.org National Society of Black Physicists	94598	\$350.00

**TOT CHARGE \$1828.00**

Paid by program funds

Paid by Division funds

# Outreach and Education

- There is no way to summarize in one slide the ways that individual staff within NSD engage in education and outreach programs including through the [K-12 STEM Education](#) programs and [LBNL volunteer portal](#)
- NSD also leads in this area!



The 11th annual Nuclear Science Day for Scouts will be held September 30, 2023, with help from staff across NSD, led by Alan Poon!

# LBNL Employee Resource Groups



**EMPLOYEE RESOURCE  
GROUPS**



- The LBNL ERGs are groups of employees who join together based on shared characteristics or life experiences to provide fellowships, friendship and support, enhance career and personal development and contribute to the organization's vision and goals
- ERGs promote diversity and equity by raising awareness and ensuring that group members have a voice in the organization



# Latin American Heritage Month (Sept. 15 - Oct. 15)

- Events organized by LANA (Latin American Native American ERG)
- Cafecito y Chisme
  - Tuesdays at 10am on September 19, 26, October 3, 10
  - [Zoom](#) celebration of Latin American Heritage Month
- Special seminars:
  - “A Climate Journey: A Story from a Climate Disaster to the Fight for Climate Action” - Antonieta Cadiz, Deputy Executive Director, Climate Power en Acción – [October 4 at 12pm](#)
  - “Where We Belong” - Irma Herrera - [October 11 at 12pm](#)



## Next Meeting - October 3

- The next staff meeting (October 3) will have a super-sized IDEA segment
- We will have an interactive Q&A session asking questions about your take on the IDEA principles within the division and the lab and priorities for NSD – this will also help inform the IDEA discussion at the November NSD retreat
- Please ***bring your phones/laptops or tablets*** to be able to interact with the Mentimeter platform we'll be using

# Get Involved in Service and Outreach This Month!

## ● **K-12 STEM Outreach Opportunities**

- Support the Pinole Valley Engineering Academy
- Volunteer for Nuclear Science Day
- Become a mentor for high school summer lab interns
- Support needed in the The Berkeley Lab Director's Apprenticeship Program (BLDAP)
- Visit the K-12 Outreach and Education homepage to sign up for the newsletter and read more about the programs!
  - <https://k12education.lbl.gov/home>

## ● **Community Service Opportunities**

- Volunteer with the Food Bank of Contra Costa and Solano (FBCCS), the UC Berkeley food pantry, or the Alameda County Community Food Bank
- Volunteer with Meals on Wheels
- Work the outreach booth at the Berkeley farmers market
- Support STEM Day in DeFremery Park
- Become a tech volunteer for Ashby Village
- Get involved with Homies Empowerment

Sign up to volunteer for these opportunities and more at

<https://service.lbl.gov/agency/>

# IDEA Resources

## 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**