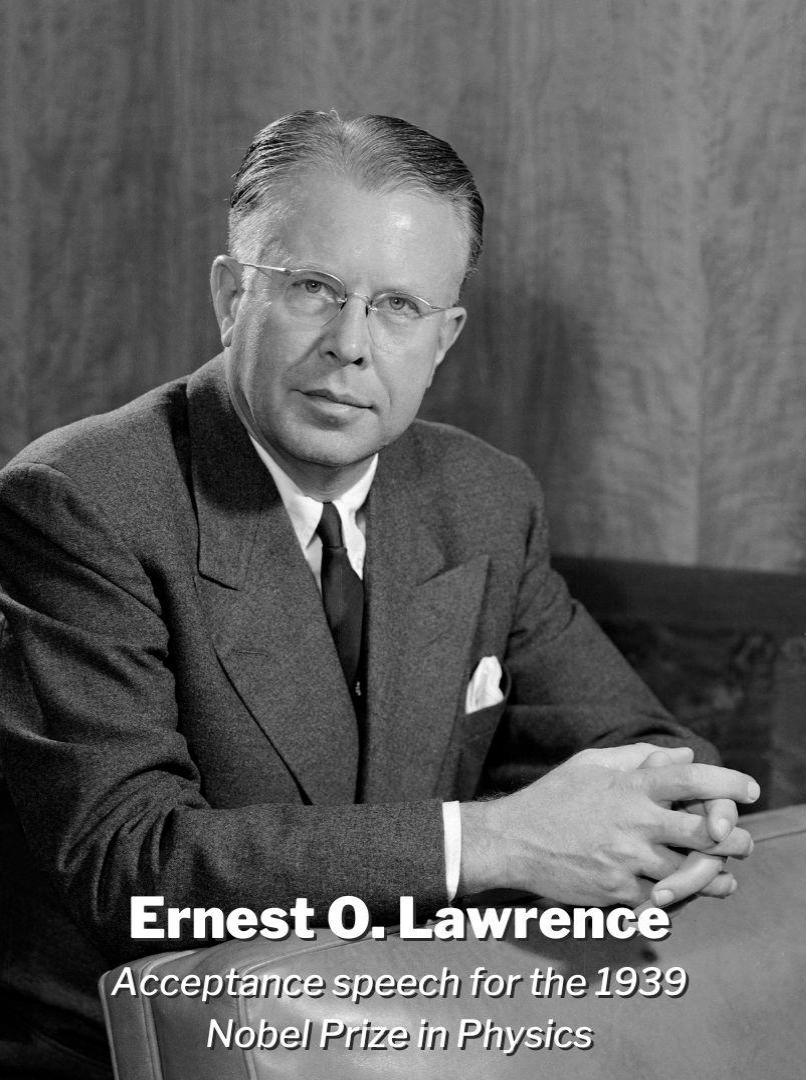


Stewardship Values: Team Science

Hannah Parrilla

April 1, 2025



Ernest O. Lawrence

*Acceptance speech for the 1939
Nobel Prize in Physics*

“ —

Scientific achievement is rooted in the past, is cultivated to full stature by many contemporaries and flourishes only in a favorable environment. No individual is alone responsible for a single stepping stone along the path of progress, and where the path is smooth, progress is most rapid.

[Audio Clip](#)

A person in a dark jacket stands with their back to the camera on a paved path. They are looking towards a large, modern building with a prominent dome structure. The sky is a mix of orange and blue, suggesting a sunset or sunrise. The overall mood is contemplative and forward-looking.

Our Mission

At Berkeley Lab, our collective **purpose** is to serve humankind through **science**.

Our Responsibility

As leaders and citizens of the Lab, we are **entrusted** to care for the people, research, and resources that make our mission possible, a responsibility we call **stewardship**.

Our Commitment

In taking care of the Lab and each other, we commit to these **core values** that guide our **decisions and behaviors**.

The Stewardship Core Values





team science

WE COLLABORATE ACROSS BOUNDARIES

“We recognize that innovative solutions to complex problems arise from a diversity of thought, approaches, experiences, and roles. This tradition dates to our founding director E.O. Lawrence, who pioneered the practice of team science for large, complex scientific challenges.”



team science

WE COLLABORATE ACROSS BOUNDARIES

- Be deliberate in **creating Stewardship-centered teams**, with clear structures and processes.
- Ensure that all understand the **necessity of compliance** to protect the integrity of our resources and research products.
- Foster effective means of **open and transparent communication** with all collaborators.
- **Proactively collaborate**, internally and externally, to find the most effective processes that enable the mission.
- **Share and receive expertise**, knowledge and best practices
- Treat each person at the Lab as a **valued contributor**, including all roles from all locations, **across Operations and Science**.

Work and life intersect in many ways, and it is important to strive for a balance that is constructive and healthy, both mentally and physically. As integral members of Berkeley Lab and the Physical Sciences Area, we in the Nuclear Science Division strive to deliver on our science mission while embodying the [Lab's stewardship values](#) of Team Science, Service, Trust, Innovation and Respect in all we do. With the below agreement, we aspire as a community to identify a common set of guidelines, and articulate our shared values and intentions, all to empower ourselves to advocate for work-life balance and support each other through our actions. The agreement builds on the work by the [Physical Sciences' Workplace Life Committee](#) and the [Work-Life-Balance policy statement](#) by the PSA.

Our responsibilities to the community

We have moral and ethical responsibilities as citizens of the scientific community and the world. To fulfill these responsibilities, we will:

- Strive for scientific excellence while conducting ourselves with integrity and professionalism
- Represent the Lab's stewardship values to the broader community

Our responsibilities to our colleagues

We belong to teams. To engage and communicate with them respectfully and effectively we should prioritize one another by:

- Expressing encouragement and appreciation
- Supporting each other with constructive feedback when appropriate
- Allowing others to be their authentic selves and treating them with the same fairness and respect that we expect to be shown to us
- Empowering different work styles and modalities for mutual success
- Demonstrating transparency in decision-making and including others in shared decisions
- Working within each other's work-life boundaries
- Protecting each other's health and respecting each other's privacy

Our responsibilities to the Lab

We are each a part of the larger Lab community, working together toward a shared mission. We can enact this by:

- Ensuring responsible stewardship of resources
- Contributing to a strong safety culture
- Incorporating the Lab's stewardship values in our work
- Leading by example; doing so effectively, responsibly, and with accountability
- Listening to others' perspectives on work environment and research
- Raising concerns through appropriate channels, holding ourselves and each other accountable

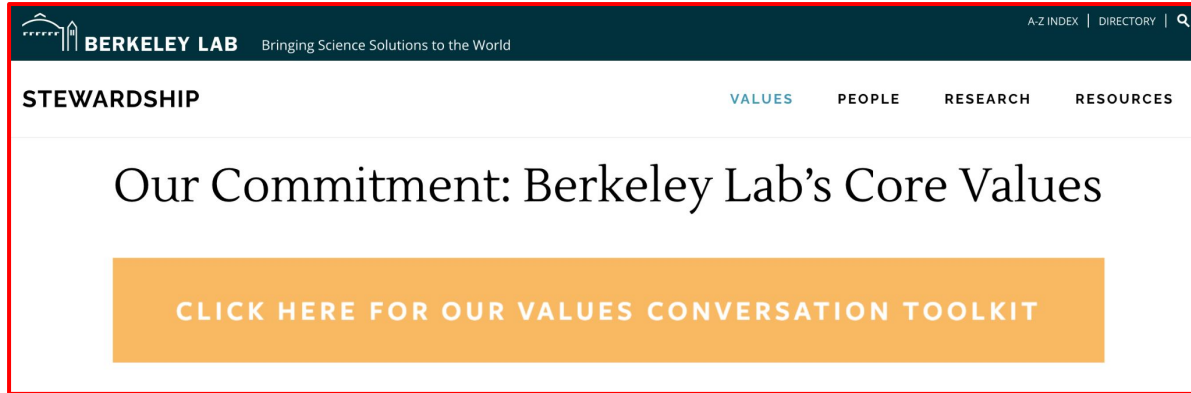
Our responsibilities to ourselves

We are all individuals who thrive when embodying self-care, living authentically, and protecting our boundaries. We can realize our best selves by:

- Prioritizing our own physical and mental health
- Using sick leave and other types of leave when needed
- Setting work-life boundaries that are effective for ourselves, e.g. by unplugging after hours or when on vacation
- Recognizing that admitting mistakes or asking for help are not signs of weakness

Actions to take

- Teams should have discussions about their team culture and the effectiveness of their current dynamics
 - The Stewardship “**Values Conversion Toolkit**” was made to guide teams through this sort of assessment.
- Individuals should continue to grow to better support their teams
 - Areas for growth should be identified and career development plans should be created
 - Individuals should identify groups, workshops, and trainings that will help them develop



The screenshot shows the Berkeley Lab website header with the logo and tagline "Bringing Science Solutions to the World". The navigation menu includes "STEWARDSHIP", "VALUES", "PEOPLE", "RESEARCH", and "RESOURCES". The main content area features the heading "Our Commitment: Berkeley Lab's Core Values" and a prominent orange button that reads "CLICK HERE FOR OUR VALUES CONVERSATION TOOLKIT".



Stewardship Values Toolkit - Discussion Guide

STEWARDSHIP

VALUES PEOPLE RESEARCH RESOURCES

Resources, Tools, and Training

- Environment, Health and Safety
- Environmental Stewardship (Sustainable Berkeley Lab)
- Facilities/Infrastructure/Transportation and Parking
- Human Resources
- Human and Animal Research Committee
- Lab Strategy
- Laboratory-Directed Research and Development
- Office of the Chief Financial Officer
- Project Management
- Publication Management
- Research Integrity, Compliance, and Conflict of Interest
- Security and Emergency Services
- Strategic Communications
- Stewardship Values Zoom Backgrounds
- Values Toolkit



Career Pathways

Join the Career Pathways listserv and receive the latest news and updates!

[Click Here To Sign up via Google Form](#)



Scientist & Engineer Appointments



SLAM



Postdoc Program



Early Career Enrichment Program



Career & Professional Development



Project Scientist Resources

Berkeley Lab Government & Community Relations



RPM



Berkeley Lab ERGs (internal)



Employee Activities Association (EAA)



ACTIVITY MANAGER



BERKELEY LAB

Bringing Science Solutions to the World



U.S. DEPARTMENT OF
ENERGY

Office of Science

Next Steps

A deeper dive into each of the remaining core values

April 2025

**AUTISM
ACCEPTANCE
MONTH**



April is Autism *Acceptance* Month!

The All Access Neurotypes
Accessibility Committee has planned
several events to celebrate

2025 Autism Acceptance Month Events



Neurotypes Accessibility Committee Monthly General Meeting

Monday, April 7th, 11:00 am - 12:00 pm

The Neurotypes Accessibility Committee has a monthly general meeting to hear from the lab community and to make announcements. At this month's meeting, we will discuss the upcoming Autism Acceptance Month events and anything else that is brought up.

Virtually at

<https://lbnl.zoom.us/j/92762799672?pwd=CQs4fj5Wu9MubCxmk5Kbr2n1q11J5M.1>

2025 Autism Acceptance Month Events



April
9

Autism Acceptance Month Potluck @ the Molecular Foundry

Wednesday, April 9th, 12:00 pm – 1:00 pm

Join LBL's celebration of Autism Acceptance Month by attending this potluck at the Molecular Foundry! Feel free to bring something to share and build community with other lab employees celebrating Autism Acceptance Month.

In-person at the Molecular Foundry (Bldg 67) on the 3rd floor patio/in the Conference Room 3111 depending on the weather!

2025 Autism Acceptance Month Events

April

16

Autism Acceptance Month Watch Party + Discussions

Wednesday, April 16th, 1:00 pm - 2:00 pm

Gather to watch a video related to Autism and engage in small group discussions!

Virtually at

<https://lbnl.zoom.us/j/93295159919?pwd=67DnWhbzEpEZs4WrGXPgaylQGSm9dK.1>

2025 Autism Acceptance Month Events



Autism Acceptance Month Talk and Discussion with Tam Pham

Wednesday, April 23rd, 10:00 am - 11:00 am

Description: TBD

Speaker Bio: TBD

Virtually at

<https://lbnl.zoom.us/j/99147896573?pwd=sXcSvxXJP8b7uDf4Yqbeyfb9aDnext.1>

2025 Autism Acceptance Month Events



April
30

Autism Acceptance Month Show and Tell for Sensory Tools and Comfort Items

Wednesday, April 30th, 1:00 pm - 2:00 pm

Many autistic people utilize sensory tools and comfort objects to self-regulate and express joy. The Neurotypes Accessibility Committee is hosting a gathering to share these types of items show-and-tell style. Autistic and allistic people alike are encouraged to join in and share sensory tools and comfort objects that they enjoy!

In-person in Bldg 91 Conference Room 446!



Keeping Informed

- Find everything you need on the [2025 Autism Acceptance Month](#) webpage
- Add the [Community Events Google Calendar](#) to your calendar
- Keep an eye out for Elements articles advertising the 2025 webpage



Community Resources

- [NSD Job Posting Assistance Fund](#)
- stewardship.lbl.gov
- [NSD Community Agreement](#)
- [Employee Resource Groups](#)
- [Physical Sciences Workplace Life Committee](#)

Consider joining one of the Committees!

- Community Stewardship Committee - NSD-CSC@lbl.gov
- Outreach Committee - NSD-Outreach@lbl.gov

Get Involved in Service and Outreach This Month!

K-12 STEM Outreach Opportunities

- Be a presenter for the Reverse Science Fair
- Support this summer's highschool SAGE camp by facilitating short activities or leading professional growth workshops
- 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
- Celebrate Earth day by cleaning up waterfronts and/or volunteering with the Berkeley Path Wanderers
- Volunteer with Meals on Wheels
- Become a tech volunteer for Ashby Village
- Get involved with Homies Empowerment
- Become a STEM Ambassador for Lawrence Hall of Science

Sign up to volunteer for these opportunities and more at <https://service.lbl.gov/need/>