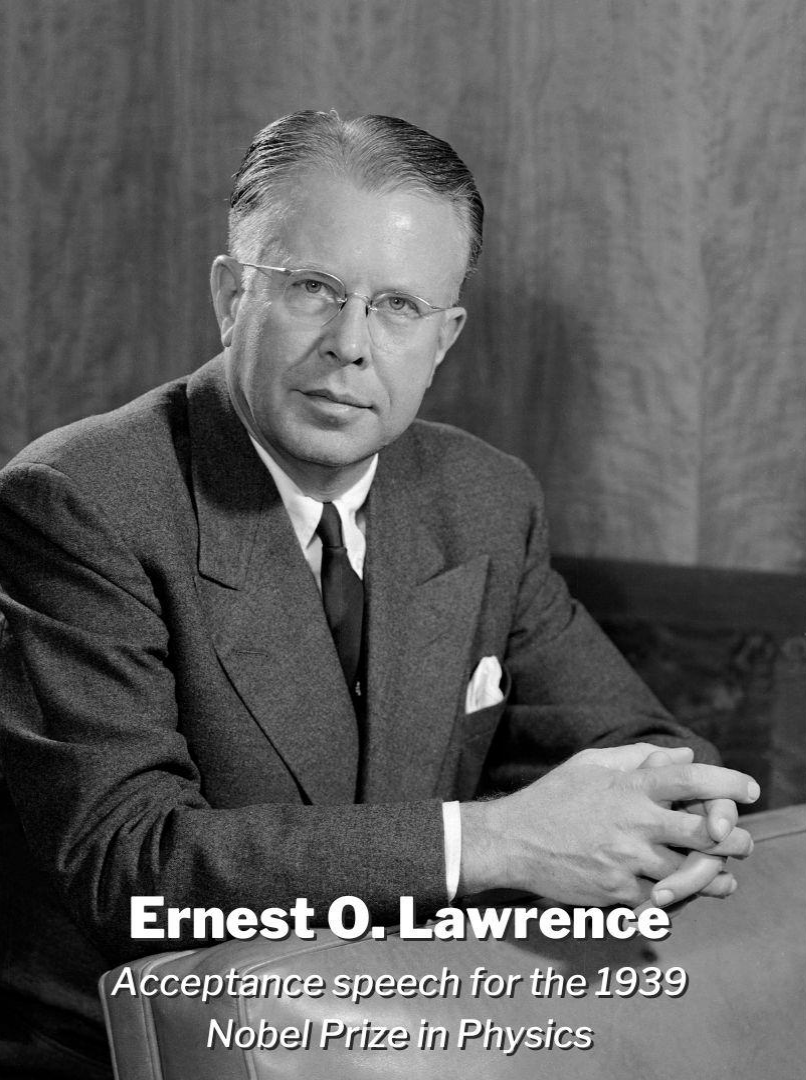


# **Stewardship Values: Service**

Hannah Parrilla

April 15, 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. In the background is a large, dark building with a prominent dome, set against a dramatic sunset sky with orange and yellow clouds. The scene is dimly lit, with the primary light source being the setting sun.

## 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

<https://stewardship.lbl.gov/>





## WE SERVE HUMANKIND

We are driven by a commitment to public service, excellence and solutions to the real-world challenges faced by people, the planet, and the nation.

<https://stewardship.lbl.gov/values/>





- Act as an **ambassador** for the Lab
- Consistently strive to set and exceed **high expectations**.
- Participate in **community service and volunteering** opportunities
- Recognize and act in accordance with our mission to **serve the public**
- Share knowledge and expertise through **formal or informal mentorship**
- Take ownership and respond to stakeholders' needs in a **timely and professional manner**.

<https://stewardship.lbl.gov/values/>

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

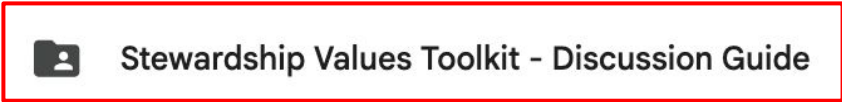
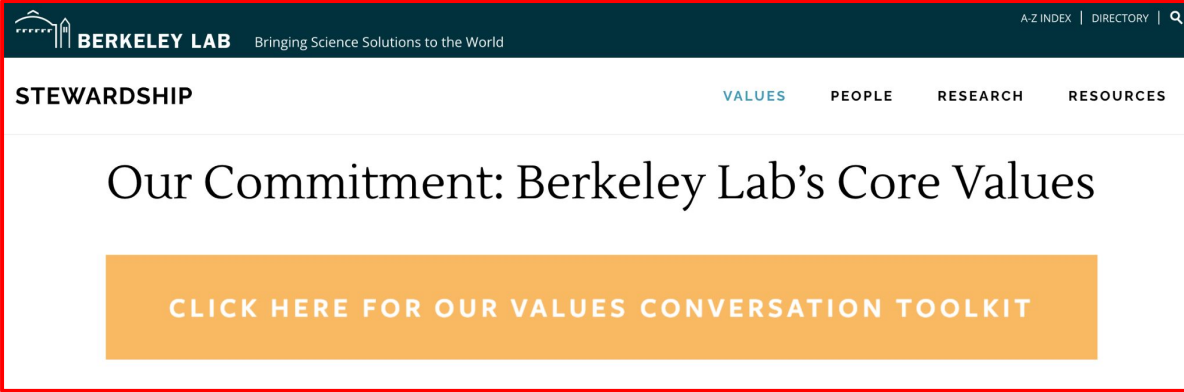
### Our responsibilities to ourselves

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

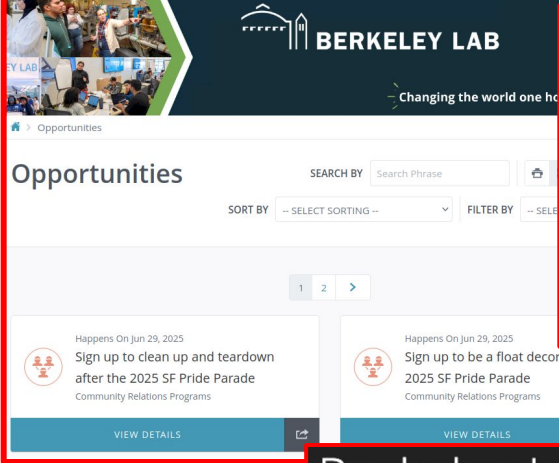
- Teams should have discussions about their performance and goals with respect to the value of “service”
  - The Stewardship “**Values Conversion Toolkit**” was made to guide teams through this sort of assessment.
- Individuals should continue to identify ways that they can better serve others or look at their work through the lens of service
  - Opportunities for service/outreach/mentorship should be identified.
  - Continued improvement as an individual should be made to make the lab more effective at large.



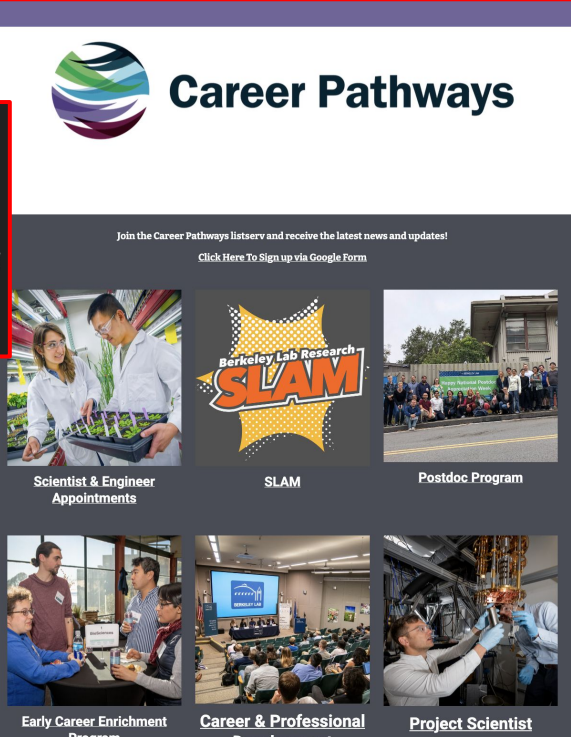
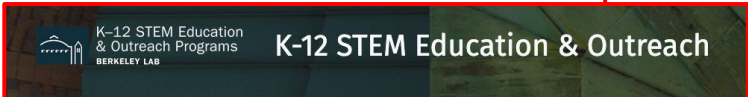


# Resources

- As LBL employees, we can both serve humanity by engaging in community service AND by doing our science with the betterment of humanity in mind.
- We should :
  - seek out volunteer opportunities to better our communities
  - seek out opportunities to share our knowledge and skills.
  - be aware of real-world issues to which we should apply our science.
  - strive to uphold a standard of excellence at the Lab so it can benefit as many people as possible.



## Berkeley Lab Government & Community Relations





**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

# Community Resources

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

## **Consider joining one of the Committees!**

- Community Stewardship Committee - [NSD-CSC@lbl.gov](mailto:NSD-CSC@lbl.gov)
- Outreach Committee - [NSD-Outreach@lbl.gov](mailto:NSD-Outreach@lbl.gov)

- Don't forget to calendar the upcoming Autism Acceptance Month Events!

April  
23

**Autism Acceptance Month  
Talk and Discussion with Dr.  
Tam Pham**

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

A conversation starter with former PhD graduate student, academic, and Canadian science diplomat.

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

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>

April  
30

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

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

A gathering to share sensory tools and comfort objects show-and-tell style!

In-person in Bldg 91 Conference Room 446!

# Get Involved in Service and Outreach This Month!

## K-12 STEM Outreach Opportunities

- 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

- Celebrate Earth day by cleaning up waterfronts (Sat. April 19th at the Shorebird Park Nature Center at the Berkeley Marina @ 1 pm) and/or volunteering with the [Berkeley Path Wanderers](#) (this weekend and next)
  - Both of these opportunities are family friendly!
- 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
- 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/>