

# Resources and Reminders

NSD DEI Council  
1 December 2020

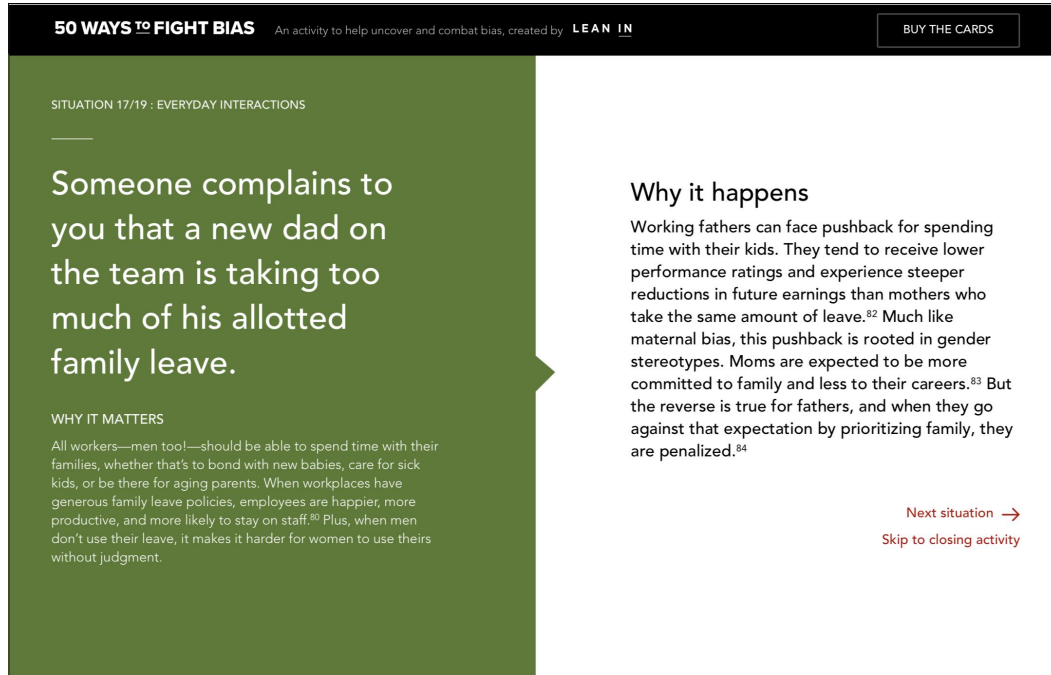
Mark Bandstra  
Heather Crawford  
Tom Gallant  
Ernst Sichtermann

# 50 Ways to Fight Bias cards

All NSD programs have this physical card deck, but it is also available for free online

<https://leanin.org/gender-bias-card-program>

Idea: use a card at the start of a group meeting to guide a discussion on biases



**50 WAYS TO FIGHT BIAS** An activity to help uncover and combat bias, created by **LEAN IN** [BUY THE CARDS](#)

SITUATION 17/19 - EVERYDAY INTERACTIONS

Someone complains to you that a new dad on the team is taking too much of his allotted family leave.

**WHY IT MATTERS**

All workers—men too!—should be able to spend time with their families, whether that's to bond with new babies, care for sick kids, or be there for aging parents. When workplaces have generous family leave policies, employees are happier, more productive, and more likely to stay on staff.<sup>82</sup> Plus, when men don't use their leave, it makes it harder for women to use theirs without judgment.

**Why it happens**

Working fathers can face pushback for spending time with their kids. They tend to receive lower performance ratings and experience steeper reductions in future earnings than mothers who take the same amount of leave.<sup>82</sup> Much like maternal bias, this pushback is rooted in gender stereotypes. Moms are expected to be more committed to family and less to their careers.<sup>83</sup> But the reverse is true for fathers, and when they go against that expectation by prioritizing family, they are penalized.<sup>84</sup>

Next situation →  
[Skip to closing activity](#)

# Zoom backgrounds

Some people have enjoyed using Zoom backgrounds to raise awareness and show support for causes

Some are created by Lab ERGs and featured in Elements

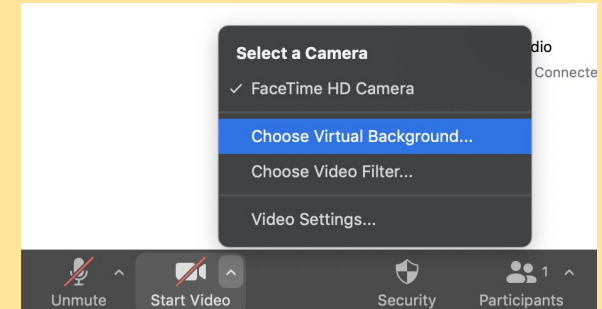
Good place to find them: <https://diversity.lbl.gov/category/news/>

Examples: LGBTQ Pride, Heritage Months, Veterans Day



## How to change your Zoom background

- Go to Video options
- Select "Choose Virtual Background"
- Add the background to the images and select it



# Pronouns in the workplace... and Zoom

Transgender and gender nonconforming people are subject to others consistently trying to “read” or “figure out” their gender. If their gender presentation is not either male or female “enough,” they may be subject to misunderstanding, bias and discrimination. [1]

Using a person’s appropriate name and pronouns is a form of mutual respect and basic courtesy. [1]

Steps we all can take to respect people’s pronouns [2]

- Put your pronouns on your **email signature, business cards and Zoom profile.**
- Be the first to offer your pronouns when you meet people (in person or via email)
- Use gender neutral language wherever possible (e.g. use “guests” instead of “ladies and gentlemen”)

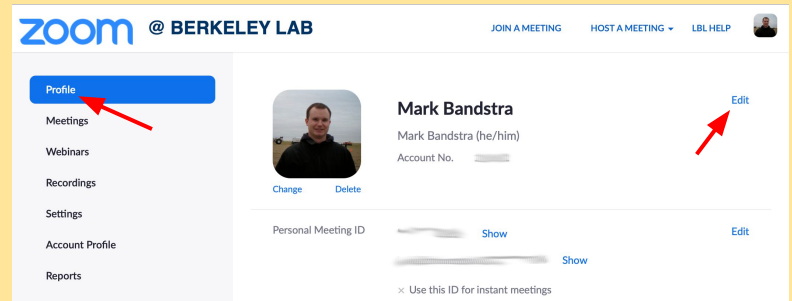
[1] [Pronouns in the Workplace](#)

[2] [Respecting Pronouns](#)

[3] [Why Pronouns Matter](#)

## How to change your Zoom profile to add pronouns

- Log in at [zoom.lbl.gov](https://zoom.lbl.gov)
- Go to “My Account”
- Select “Profile”
- Select “Edit” by your name
- Change your “Display Name”
- Click “Save Changes”



The Lab's Diversity Office maintains a great resource called [IDEAs in Action](#)

Materials available on many topics - partial list:

- Definitions for Inclusion, Diversity, Equity, and Accountability
- Team Effectiveness
- Psychological Safety
- Inclusive Leadership
- Implicit Bias
- Upstander action guides



**IDEAs in Action is a collection of trainings, toolkits, research and articles to help you bring inclusion, diversity, equity and accountability to your team and to the lab.**

# NSD DEI Council slide notes available



All slides from NSD staff meetings are always available on [conferences.lbl.gov](https://conferences.lbl.gov)

Links and notes from our slides are being added as “Minutes”

For example, here is the page for our previous meeting on 11/17:

<https://conferences.lbl.gov/event/466/>

**NSD Staff Meeting**

Tuesday 17 Nov 2020, 12:00 → 13:15 US/Pacific

LBL-Hill

**Description** Zoom Meeting <https://lbnl.zoom.us/j/792948648>  
Meeting ID: 792 948 648  
Password: 334258  
Find your local number: <https://lbnl.zoom.us/u/aceAbJt04R>

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**12:00** → 12:05 **Announcements** 🔊 5m

Speakers: Mateusz Ploskon, Xin Dong

**12:05** → 12:15 **Safety** 🔊 10m

Speaker: Jeff Bramble (NSD)

Updates-8.pdf

**12:15** → 12:25 **Diversity, Equity, and Inclusion - Internship Opportunities** 📄 **Minutes**

Speakers: Colette Flood, Ernst Sichtermann, Heather Crawford, Mark Bandstra, Tom Gallant (LBNL)

Workforce Develop...

Workforce Development and Education - <https://education.lbl.gov>  
CCI - <https://education.lbl.gov/internships/cci/>  
VFP - <https://education.lbl.gov/internships/vfp/>  
VFP Eligibility - <https://science.osti.gov/wdts/vfp/Eligibility>  
SULI - <https://education.lbl.gov/internships/suli/>

Important Summer 2021 Program Dates:

- Application period opens: 20 October 2020
- Application deadline: 12 January 2021
- Offer period: 1 February – 1 April 2021
- Program dates: 1 June – 6 August 2021

We have a new email address that goes to the four of us on the council:

**NSD-IDEA-Council@lbl.gov**

Maybe you:

- Have questions about IDEA efforts in the division
- Want to connect with IDEA resources at the lab
- Provide feedback about any topics we have covered
- Suggest ideas for topics you would like covered

We are always happy to receive any feedback, questions, or ideas you have!