

# LBL Workforce Demographics

NSD IDEA Council  
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# Dimensions of Diversity

Human Diversity	Cultural Diversity	Systems Diversity
Characterized by physical differences, personal preferences or life experiences	Characterized by beliefs, values, ethics, personal characteristics and worldviews	Characterized by the organizational structure, performance initiatives and management systems
<ul style="list-style-type: none"><li>• Race</li><li>• Sex/Gender</li><li>• Differently Abled</li><li>• Physical/Mental</li><li>• Marital/Parental Status</li><li>• Sexual Orientation</li><li>• Ethnicity</li><li>• Age</li><li>• Generations</li><li>• Background</li><li>• National Origin</li></ul>	<ul style="list-style-type: none"><li>• Language</li><li>• Global Differences</li><li>• Nationality</li><li>• Learning Style</li><li>• Relationship/Task Orientation</li><li>• Cross-Cultural Relationship/Communication</li><li>• Religion</li><li>• Work Style</li><li>• Ethics/Values</li><li>• Group/Individual Orientation</li></ul>	<ul style="list-style-type: none"><li>• Teamwork</li><li>• Innovation</li><li>• Performance Management</li><li>• Strategic Alliances</li><li>• Empowerment</li><li>• Quality</li><li>• Education</li><li>• Work-Life Practices</li><li>• Creativity/Innovation</li><li>• Employee Engagement</li></ul>

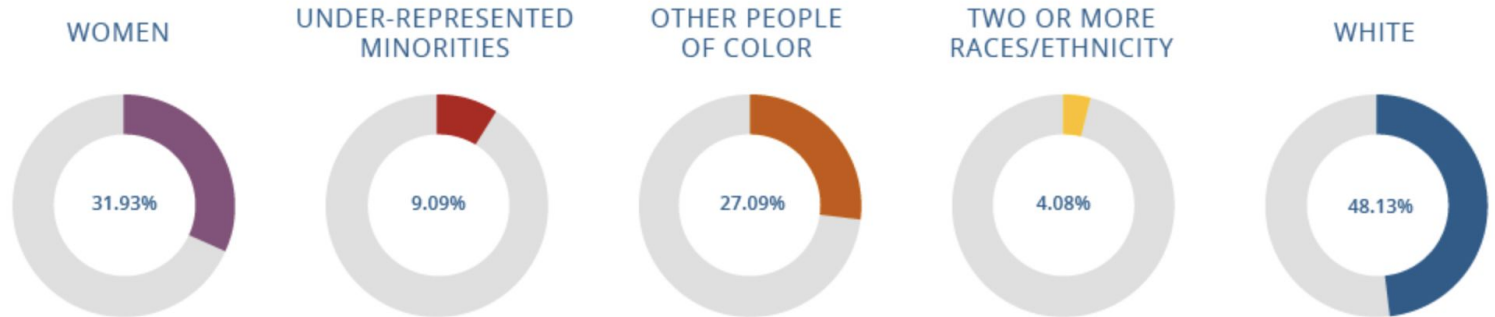
<https://ideas-in-action.lbl.gov/ideas/diversity>

- The demographics we will look at (*gender* and *race/ethnicity*) are **only a part** of the whole diversity picture
- However, they are an **important** part, especially from a **historical, political, societal, and cultural** perspective
  - e.g., Civil Rights Act (1964) and ongoing efforts for full racial and gender equality
- What should we take away from looking at the data?
  - Not to make us feel good or bad about ourselves
  - To spur us to ask:
    - **Who might not be here and why could that be?**
    - **Whose talent and perspectives are we potentially missing out on?**
    - **Are there unintentional or systemic barriers making it hard for some people to be here?**

# LBL Workforce Demographics (2020)

- Definitions of categories
  - “**Under-represented minorities** defined as African American/Black, Native American/Alaskan native, or Hispanic/Latinx (or combination)”
  - “**Other people of color** include Asian/Asian American and Pacific Islander/Native Hawaiian”
  - **Two or More Races/Ethnicities:** “Employees identifying themselves with two or more racial categories, or at least one non-white racial category and Hispanic/Latino”

## LBL - all jobs



## United States

50.8%	33.2%	6.1%	2.8%	60.1%
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## California

50.3%	47.5%	16.0%	4.0%	36.5%
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## Alameda County

50.7%	34.4%	33.2%	5.4%	30.6%
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# LBL demographics for research categories (2020)

[data source](#)

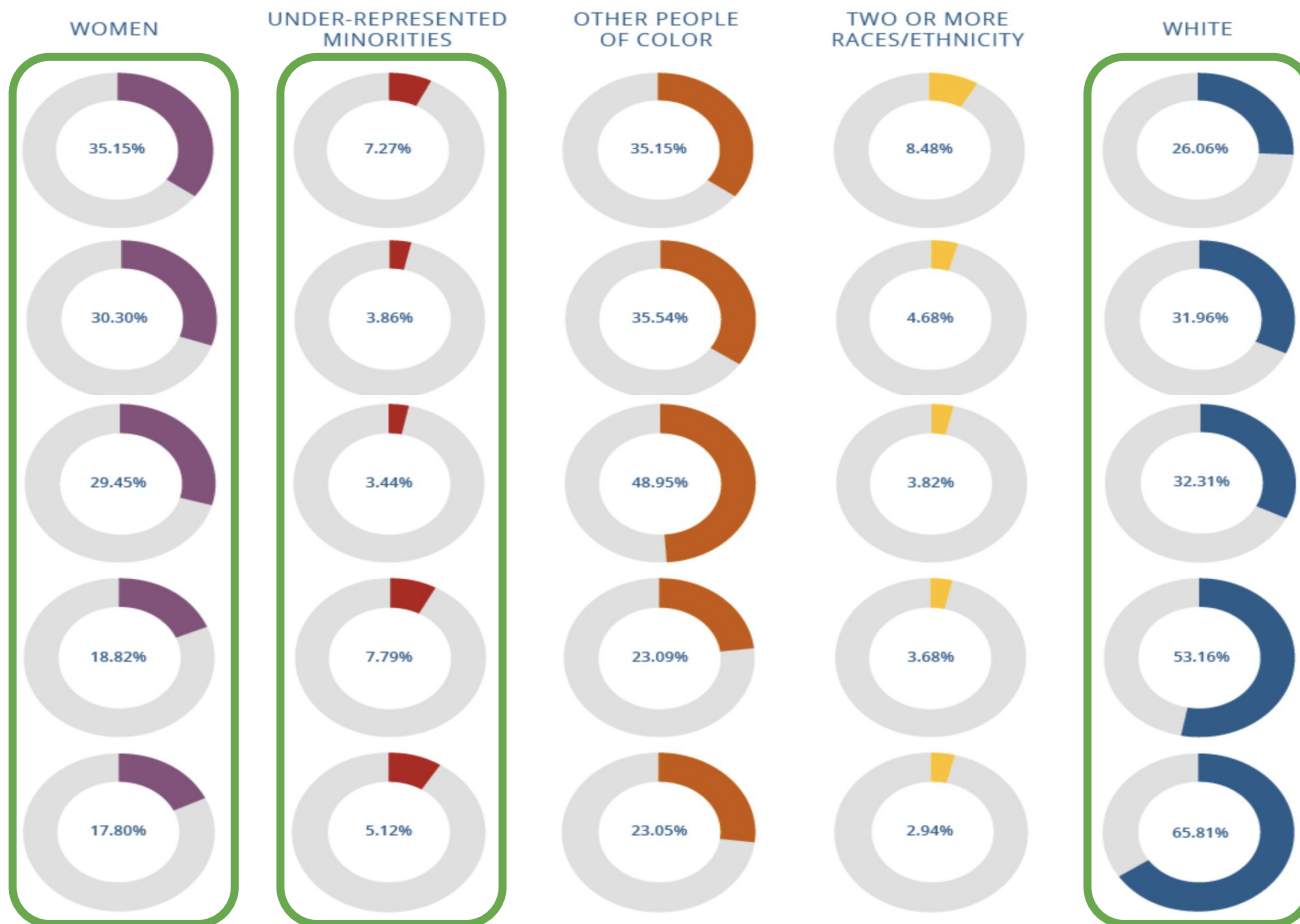
**Undergraduates**

**Graduate students**

**Postdocs**

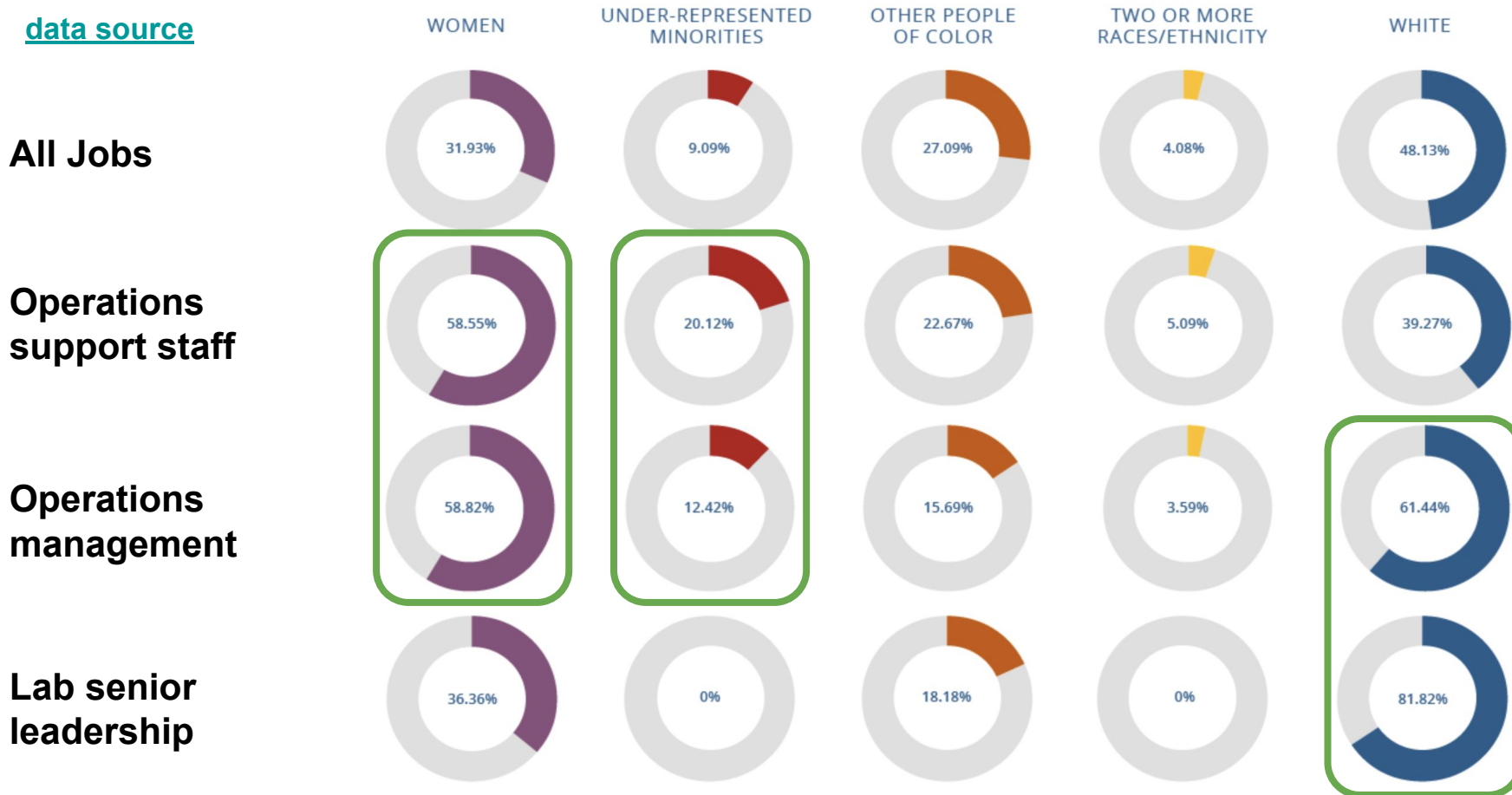
**Technical Research Staff**

**Technical Research Management**



# LBL demographics for other areas (2020)

[data source](#)



## Pipelines and outreach

- [LBL Workforce Development and Education](#) programs
  - SULI, BLUR, VFP
- Funded initiatives in NSD
  - [GREAT-NS](#) and [Cal-Bridge to the EIC](#)
- [LBL Talent Acquisition and Outreach programs](#)
- Mentoring students from campus

## Hiring

- Working with our recruiter (Rasool Yousufzai) and HR partners (LaTonja Wright, Kelly Rushing, Patrick Cheng, and Tasha Oliver)
- Posting job openings on diversity-related professional organizations (division funding available - [previous slides from February](#))

## Promotion and retention

- [Bias in performance reviews](#)
- Learn about implicit biases ([previous slides](#))
- [50 Ways to Fight Bias](#)
- [Employee Resource Groups \(ERGs\)](#)
- [Workplace Life Committee](#)

# Thank you for your attention



If you have any feedback or questions please contact us at

**[NSD-IDEA-Council@lbl.gov](mailto:NSD-IDEA-Council@lbl.gov)**