

2022 FAIR OFFICE



ERG, Demographic Roadshow

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F

Fundamental Rights Protection

Learn how the FAIR Office offers resources to protect community members from discrimination and harassment on the basis of protected categories.



A

Affirmative Action Plan

Learn how the FAIR Office administers the Lawrence Berkeley National Laboratory Affirmative Action Plan (AAP).



I

Impartial Investigations Process

Learn how the FAIR Office offers resources to address employee concerns.



R

Respectful Environment Resources

Learn how to access other self-help resources, provided by the FAIR Office.



Leticia Ericson

Title: Title IX Officer



Cheri Toney

Title: Title VII Senior Investigator,
Title IX Deputy



Jon LeGaux

Title: Equal Employment
Opportunity Specialist



FAIR MISSION

Fundamental Rights | Affirmative Action | Impartial Investigations | Respectful Environment

The FAIR office serves all Lab community members. Our mission is to help prevent and eliminate discriminatory and harassing behavior, by continually engaging the Lab community in education, conflict resolution, and impartial investigations. All professional work environment concerns are taken seriously, and there are a variety of available options to take action. Safe and fair responses to concerns are at the heart of ensuring a welcoming professional environment for all.

Discrimination, Harassment, and Affirmative Action

General Points of Review

Discrimination, Harassment, and Affirmative Action in the Workplace

<https://policy.ucop.edu/doc/4000376/DiscHarassAffirmAction>

Management is responsible for enacting our equal opportunity employment workplace and **FAIR** has been designated to monitor, enforce, and report out on policy compliance.

Lab Community

We are all committed to providing a **workplace free of discrimination...** and we **undertake affirmative action efforts**, consistent with our obligations as a federal contractor, and as an **Equal Opportunity Employer**.



Equity Advisor Program Progress

2019

Translation from UC's Faculty EA program applied to staff in Lab environment, addressing noted challenges

2020

Pilot applied to recruitment process only, Deputy Division Leadership position and above

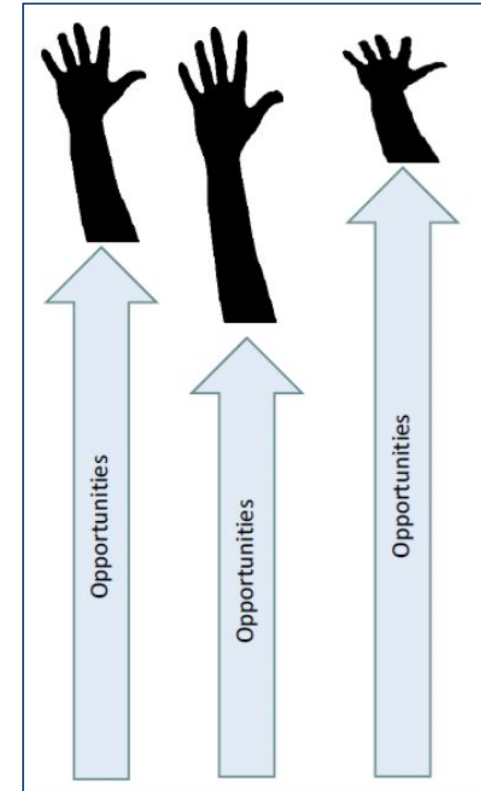
2021

Program consistency of fair practices across Lab areas, embeds principles of equal opportunity in key business processes (Trained Cohorts)

2022

Expansion

- S&E, Mid-Level Manager Levels
- Promotion Process

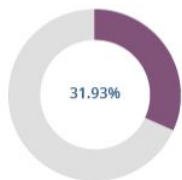




National Lab DOE Demographics (7/1)

ALL JOBS

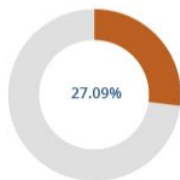
WOMEN



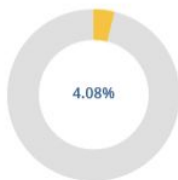
UNDER-REPRESENTED
MINORITIES



OTHER PEOPLE
OF COLOR



TWO OR MORE
RACES/ETHNICITY

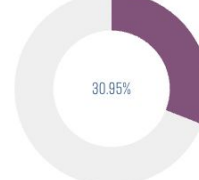


WHITE



ALL JOBS

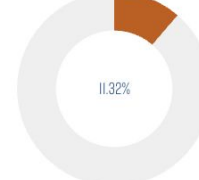
WOMEN



UNDER-REPRESENTED
MINORITIES



OTHER PEOPLE OF COLOR



TYPES OF JOBS	% WOMEN	% URM [1]	% OPC [2]	% TWO OR MORE RACES/ ETHNICITY [3]	% WHITE
Overall (all Employees)	31.93%	9.09%	27.09%	4.08%	48.13%
Lab Senior Leadership (LD, DLD, ALDs)	36.36%	0.00%	18.18%	0.00%	81.82%
Research/Technical Management (first-line and mid-level)	17.80%	5.12%	23.05%	2.94%	65.81%
Operations Management (or Research Support)	58.82%	12.42%	15.69%	3.59%	61.44%
Technical Research Staff	18.82%	7.79%	23.09%	3.68%	53.16%
Operations Support Staff	58.55%	20.12%	22.67%	5.09%	39.27%
Postdocs	29.45%	3.44%	48.95%	3.82%	32.31%
Graduate Students [4]	30.30%	3.86%	35.54%	4.68%	31.96%
Undergraduates [4]	35.15%	7.27%	35.15%	8.48%	26.06%

TYPES OF JOBS	TOTAL	WOMEN	WOMEN %	URM	URM %	OPC	OPC %
Senior Leadership (Director/President, Deputy Director/Vice President, Associate Lab Director)	252	81	32.14%	24	9.52%	16	6.35%
Research/Technical Management (first-line and mid-level) (Engineering Management, Research Management, Technical Management)	5,131	988	19.26%	431	8.40%	589	11.48%
Operations (or Research Support) Management (Business Management, Computer Systems, Communications, ESHQ, Facilities Ops, HR, Legal, Tech Transfer, Strategic Planning)	3,264	1,317	40.35%	695	21.29%	175	5.36%
Technical Research Staff (Non-management: Researchers, Scientists, or Engineers)	29,026	5,861	20.19%	3,758	12.95%	4,036	13.90%
Operations Support Staff (Non-management: support roles)	26,193	10,872	41.51%	7,076	27.01%	1,133	4.33%
Post Doctoral (Post-doc employees)	3,526	906	25.69%	270	7.66%	1,475	41.83%
Graduate Student (Funded by Lab)	2,763	893	32.32%	525	19.00%	589	21.32%
Undergraduate Student (Funded by Lab, does not include undergrad student funded by DOE directly (i.e. SULI))	2,545	1,047	41.14%	699	27.47%	376	14.77%
Totals	72,700	21,965	30.21%	13,478	18.54%	8,389	11.54%

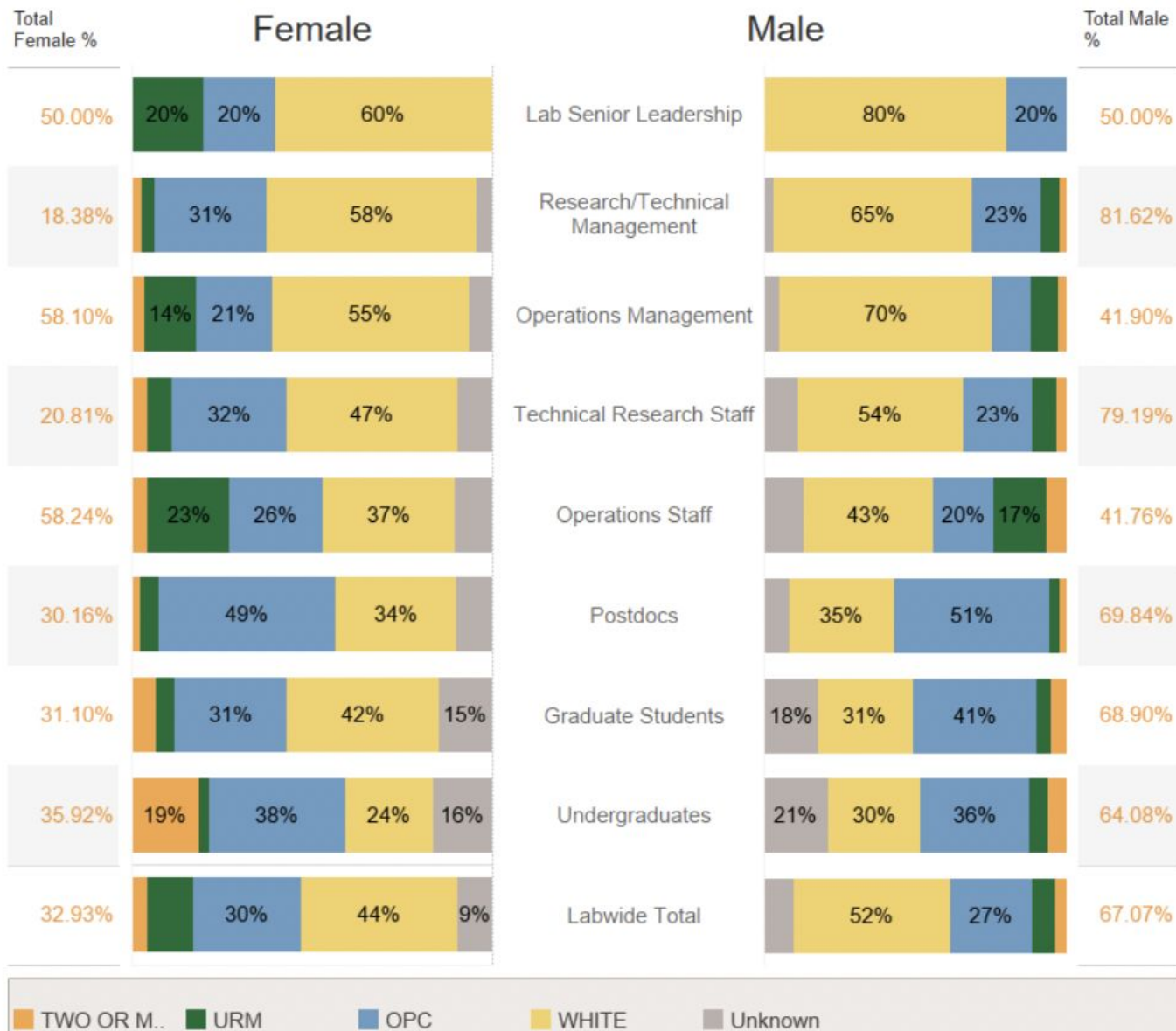


DOE Demographics

Year of Year

2021

Pyramid Chart for Gender, Ethnicity, and DOE Category



Contacts for Complaints

If you have a good faith belief that you or anyone else in our Lab community is being subjected to **discrimination**, please submit such complaints to FAIR at [FAIR.lbl.gov](https://fair.lbl.gov)

Complaints are initially assessed and assigned to the appropriate office for review, and if necessary to further neutral investigation to provide all parties appropriate due process and to reach a reasonable conclusion based on the factual evidence collected.

External

<https://www.eeoc.gov/>
<https://www.dfeh.ca.gov/aboutdfeh/>

Anonymous EthicsPoint Hotline

Hotline (800-403-4744)

<https://secure.ethicspoint.com/domain/media/en/gui/23531/index.html>

Confidentiality of parties is protected to the extent possible. If there are findings, investigation and outcomes may not be kept completely confidential; the appropriate parties, administrators, offices, are notified to take appropriate measures, based on the factual findings and circumstances (business need-to-know).