

Lawrence Berkeley National Laboratory

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

Project Structure and Process

The Lawrence Berkeley National Laboratory (LBNL) survey contained 67 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English and Spanish and distributed from January 15, 2013 through February 7, 2013 through a secure on-line portal.ⁱⁱ Confidential paper surveys were available to those who did not have access to an Internet-connected computer or preferred a paper survey.

Description of the Sample at LBNL

LBNL community members completed 1,992 surveys for an overall response rate of 54%. Response rates by constituent group varied: 49% for Men ($n = 1,232$), 60% for Women ($n = 728$), >100% for Scientists or Engineers ($n = 688$), and 44% for Non Scientist or Engineers ($n = 978$). Table 1 provides a summary of selected demographic characteristics of survey respondents. The percentages offered in Table 1 are based on the numbers of respondents in the sample (n) for the specific demographic characteristic.ⁱⁱⁱ Only surveys that were at least 50% completed were included in the final data set for analyses.

Key Findings - Areas of Strength

1. High levels of comfort with the climate at LBNL

- 78% of all respondents ($n = 1,556$) of all respondents were “comfortable” or “very comfortable” with the climate at LBNL while 7% ($n = 139$) were “uncomfortable” or “very uncomfortable.”
- 73% of all respondents ($n = 1,453$) of all respondents were “comfortable” or “very comfortable” with the climate for diversity in their department/work unit/academic unit/college/school/clinical setting while 12% ($n = 242$) were “uncomfortable” or “very uncomfortable.”

2. Positive attitudes about work-life issues

- 78% of all respondents ($n = 1,533$) offered that the LBNL values a diverse faculty and 78% offered that the campus/location values a diverse staff ($n = 1,510$).
- 67% of all respondents ($n = 1,312$) respondents indicated that their supervisors provided them with resources to pursue professional development opportunities, and 70% felt that their supervisors provided ongoing feedback to improve their performance ($n = 1,364$).
- 76% had adequate access to administrative support ($n = 1,494$).

Table 1. Lawrence Berkeley National Laboratory Sample Demographics

Characteristic	Subgroup	<i>n</i>	% of Sample
Position Status	Scientist or Engineer ^p	688	35%
	Non-Scientist or Engineer ^z	978	49%
	Other ^o	326	16%
Gender Identity	Women	728	37%
	Men	1,232	62%
	Transgender ^x	3	<1%
	Genderqueer ^x	11	1%
Racial Identity	White	1,178	59%
	Underrepresented Minority ^{xi}	209	11%
	Other People of Color ^{xii}	515	26%
	Multi-Minority ^{xiii}	12	1%
Sexual Identity	Heterosexual	1,641	87%
	Lesbian, Gay, Bisexual, Queer	125	7%
	Questioning ^{xiv}	11	1%
	Asexual ^{xv}	84	5%
Citizenship Status	U.S. Citizen	1,711	86%
	Non-U.S. Citizen	272	14%
	Undocumented	-	-
Disability Status	No disability	1,625	86%
	Disability (physical, learning, mental health/ Psychological condition)	259	14%
Religious/Spiritual Affiliation	Christian affiliation ^{xvi}	543	27%
	Other Religious/Spiritual affiliation ^{xvii}	114	6%
	Muslim ^{xviii}	20	1%
	Jewish ^{xix}	40	2%
	No affiliation ^{xx}	997	50%
	Multiple affiliations ^{xxi}	128	6%
Unknown	150	8%	

Note: The total *n* for each selected demographic characteristic differs due to missing data.

Key Findings - Opportunities for Improvement

1. Some members of the community experienced exclusionary conduct

- 22% of respondents ($n = 447$) believed that they had personally experienced exclusionary, intimidating, offensive and/or hostile conduct; 8% of respondents ($n = 164$) indicated that the conduct interfered with their ability to work or learn.^{xxii}
- Differences emerged based on various demographic characteristics including position status, gender identity, racial identity, religious/spiritual affiliation, and disability status. For example,
 - A higher percentage of Non-Scientist or Engineer respondents reported experiencing this conduct as compared to Scientist or Engineer respondents and Other Position respondents.
 - A higher percentage of women and genderqueer respondents reported experiencing this conduct as compared to men.
 - A higher percentage of Underrepresented Minorities reported experiencing this conduct as compared to White respondents and Other People of Color respondents.
 - A higher percentage of Christian respondents reported experiencing this conduct as compared to other religious/spiritual affiliations.

- A higher percentage of respondents with disabilities reported experiencing this conduct as compared to respondents without disabilities.
- A higher percentage of respondents who were 50 years or older reported experiencing this conduct as compared to respondents who were younger.

2. Several constituent groups indicated that they were less comfortable with the overall campus/location climate, workplace climate, and classroom climate

- Non-Scientist or Engineer respondents were slightly less comfortable with the overall campus/location climate at LBNL and with the climate in their departments/work units.
- LGBTQ respondents were less comfortable than heterosexual respondents with the overall climate and less comfortable with the climate in their classes.
- Underrepresented Minority respondents were less comfortable than White respondents, Other People of Color respondents and Multi-Minority respondents with the overall climate and the workplace climate.
- Women respondents were less comfortable than men and genderqueer respondents with the overall climate, and genderqueer respondents were less comfortable than women and men respondents.

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- Respondents with disabilities generally were less comfortable with the overall climate and in their departments/work units than were respondents without disabilities.
 - As the age of the respondents increases, comfort with the overall climate at LBNL and in their departments/work units decreases. Respondents over the age of 50 years were less comfortable than their younger counterparts.

3. A small but meaningful percentage of respondents experienced unwanted sexual contact

- a. 1% of respondents ($n = 25$) believed they had experienced unwanted sexual contact while at LBNL within the last five years. Subsequent analyses of the data revealed the following:
 - Other People of Color respondents (2%, $n = 8$), respondents with disabilities (2%, $n = 6$), Christian-affiliated respondents (2%, $n = 10$), and Non-Scientist or Engineer respondents (2%, $n = 18$) were more likely than other groups to have experienced unwanted sexual contact.

Additional findings disaggregated by position and other selected demographic characteristics are provided in more detail in the full report.

Lawrence Berkeley National Laboratory

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Recent efforts in campus climate

- The **Women Scientists & Engineers Council (WSEC)** was formed in 2008 and has grown swiftly since then. The Council works in partnership with senior management to review strategies and priorities for recruitment, retention, work/life balance, and professional development of women scientists and engineers. Very active subcommittees have made notable achievements in all of these areas, including introduction of the Back-up Care program as an employee benefit; updating of policies for sick leave, pregnancy leave, and lactation accommodation; and completion of a survey to better understand the needs of women researchers. WSEC also holds regular networking forums.
- ◇ The **Diversity & Inclusion Council**, with one or two representatives from each of the Lab's divisions, has become significantly more active and effective since it was overhauled in 2006. The Council has sponsored a series of topical speakers, initiated a very popular annual Cultural Festival that has grown in each of its three years, and worked with division directors to recommend strategies for strategic recruitment and other issues related to promoting diversity and inclusion.
- The Lab partnered with UC Berkeley's Haas School of Business to provide intensive leadership training for "emerging leaders" and heads of departments and programs. More than 130 employees have completed those programs, and many of them have been promoted. These **leadership development training sessions** also offered the opportunity for Lab leaders and future leaders, from diverse science areas as well as operations, to meet, network, and share experiences.
- At the end of 2013 Lab Director Paul Alivisatos announced the **Director's Diversity & Inclusion Initiative**, aimed at attracting and retaining the brightest minds. The Lab has identified a number of priority areas including developing a consistent process for recruitment so that the candidate pool is as diverse as possible; improving dual-career recruitment tools; boosting opportunities for mentorship; ensuring all directors and managers are invested in LBNL diversity and inclusion goals; and assessing equitability. This effort is still in its early stages.
- In 2014 Berkeley Lab will reintroduce the **Diversity Fellowship**, which had been eliminated in FY2012 due to funding cuts. The goal of the program is to provide two outstanding scientists from historically underrepresented groups an opportunity to conduct research that is relevant to the mission of Berkeley Lab, and to integrate diversity more directly into the Lab's research community.

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- Berkeley Lab's Diversity and Inclusion Manager recently formed a **DOE Diversity Officers Working Group** consisting of her counterparts at the 16 other U.S. Department of Energy national laboratories. The group will exchange ideas and best practices.
 - Last fall Berkeley Lab worked with **Project Search**, a national program that provides job training for adults with autism and other developmental disabilities, to hire four new employees with developmental disabilities. These employees were hired part-time for nine months on a limited appointment, with above-minimum-wage pay, benefits, and union representation. The goal is to bring these employees on as permanent staff, if possible. The next round of Project Search employees will be introduced this spring.
 - The **Ombuds Service** offers LBNL employees confidential, informal, neutral, and independent assistance with issues like workplace disputes, interpersonal difficulties, and resolution or management of problems.

Process and next steps for developing actions and initiatives based on survey findings

The data from this survey, as well as an internal survey conducted in 2010, will be analyzed by a committee of the Diversity & Inclusion Council. This committee, which has already been formed, will then recommend an action plan for the Lab as a whole, as well as possibly for individual divisions. LBNL anticipates that some of the conclusions from the workplace survey will help its divisions to set targets and metrics for their initiatives.

CONTACT

<https://commons.lbl.gov/pages/viewpage.action?pageId=80154831> or
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