

# PSC DEIA STRATEGY

PHOTON SCIENCES

# PSC

DIVERSITY  
EQUITY  
INCLUSION  
ACCESSIBILITY  
COUNCIL

**FANNY RODOLAKIS**  
Physicist  
X-ray Science Division

# PSC DEIA COUNCIL MEMBERS

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Fanny Rodolakis

## CO-CHAIR



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## ALD



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Zou Finrock

## APS-U



Grace Avellar



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## AES



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Ashley Wayman



Anne Boron

## ASD



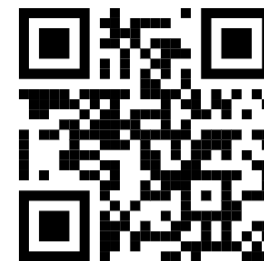
Ibrahim Kesgin



Sirisha Kallakuri



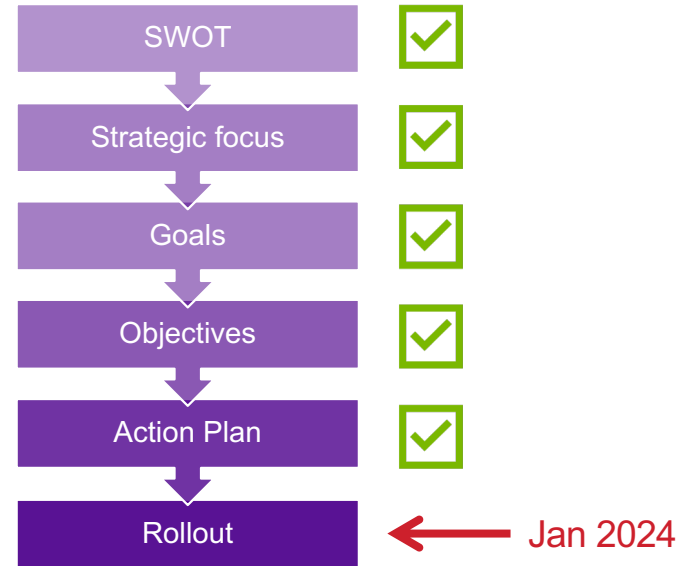
Elroy Chang



<https://aps.anl.gov/deia>

# STRATEGIC PLANNING

- Operationalization of DEIA efforts within PSC:
  - Process started in October 2022
  - Methodology ensured an inclusive approach, harnessing the expertise and insights of the entire team
- **Objectives are owned by senior leaders**
- Opportunity to think big and plan strategically for DEIA activities
- Include DEIA in FY24 APS strategic plan



# DEIA STRATEGIC PLAN

## Progressing toward implementation:

- Plan has been finalized and approved by PSC Leadership
- Council charter has been revised to match the plan's objectives
- Plan will be dynamically updated by DEIA Council
- Ready to recruit volunteers!



# OUR GOALS



## PSYCHOLOGICAL SAFETY

Improve communication avenues and increase sense of safety when speaking up



## DIVERSITY

Leverage Argonne and DOE support for underrepresented minority (URM) outreach to increase diversity



## HIRING

Improve postings to lower applicant barriers, but not requirements, attract URM communities at an early stage to provide a new talent pipeline



## CAREER DEVELOPMENT

Develop career pathways and communicate opportunities for professional development



# PSYCHOLOGICAL SAFETY

- Define DEIA structure, governance, roles, and responsibilities
- Promote DEIA representatives as a resource for staff
- Ensure that employee concerns are taken seriously and addressed
- Promote trust and two-way communication between employees and management at all levels



# IMPROVE ACCESS TO SENIOR MANAGEMENT



- Promote skip level meetings
- Add an informal meeting with DDs as part of onboarding
- “Coffee with the director”





# DIVERSITY AND OUTREACH

- Promote educational outreach to local communities at all levels
- Increase minority-serving institution (MSI) access to APS
- Establish a robust knowledge exchange platform
- Increase URM participation in the APS workforce







# SCALE AND PUBLICIZE GEM PROGRAM

- **Mission:** Increase the participation of underrepresented groups in engineering and science at the master's and doctoral levels
- GEM fellows in PSC are funded by Ops:
  - 3 in summer 2021
  - 6 in summer 2022
  - 8 in summer 2023
  - 12 in summer 2024
- **Upcoming deadlines:**
  - **CCI: January 31**
  - GEM: March 1
  - OMNI: mid-April



# HIRING



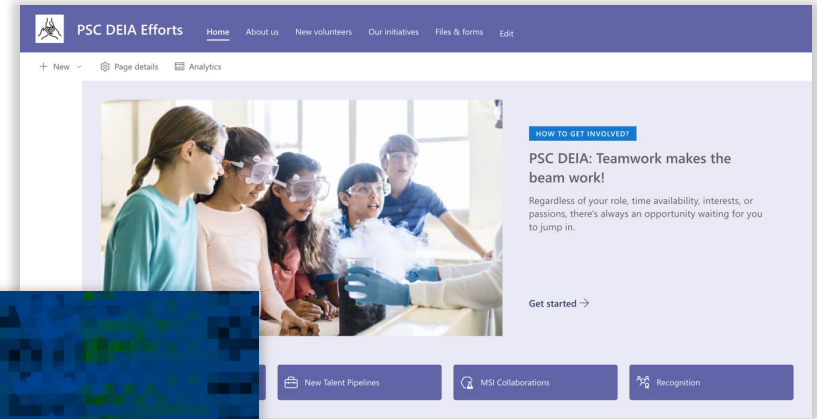
- Post better job descriptions (JDs) and complete JD improvement process
- Improve access to postings
- Incentivize staff to participate in new talent pipeline programs



# INCENTIVIZE STAFF TO PARTICIPATE IN NEW TALENT PIPELINE PROGRAMS



- Integrate DEIA accountability into management R&R
- Promote DEIA recognition
- Clarify pathways for staff DEIA involvement
- Creation of DEIA cost code





# CAREER DEVELOPMENT

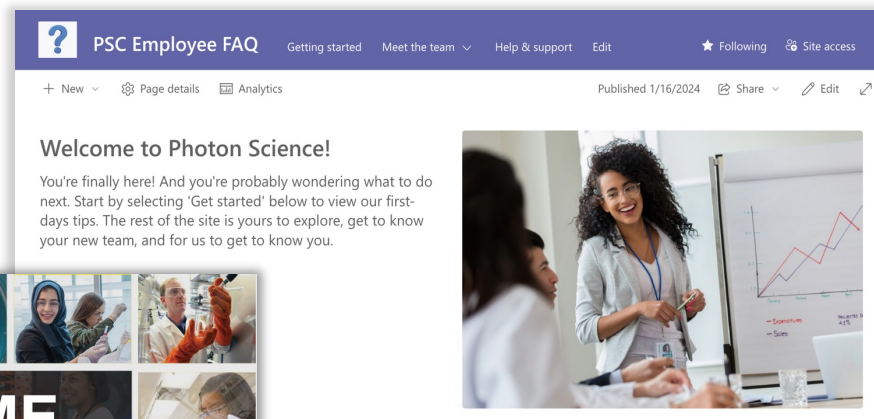
- Enhance knowledge of career development opportunities and career pathways
- Promote management advocacy for employees' professional development
- Improve onboarding experience and education on policies and resources
- Foster open dialogue between all staff and senior leaders to drive continuous improvement



# CAREER DEVELOPMENT



- Improve onboarding process
- Relaunch employee navigator
- (New) Employee FAQ



# WHAT CAN YOU DO?

## Engage with the Council:

- Send feedback to [psc-deia@lists.anl.gov](mailto:psc-deia@lists.anl.gov)
- Consider council membership?
- Attend round tables (Skip-level interaction, onboarding improvements)

## Support Student & Talent Programs:

- Mentorship (ESRP, GEM, CCI)
- Organize educational activities
- Assist with MSI user recruitment

## Professional Development:

- Explore new job posting platforms
- Register as a navigator for newcomers
- Participate in mentorship programs

## Connect with Management:

- Participate in informal meet-ups

**Keep an eye out for detailed emails on how you can contribute to each initiative!**

# DEIA Volunteer Opportunities Sign-up

