

# An All-Hands Approach to EDIA

A collaborative, all-encompassing approach to Equity, Diversity, Inclusion and Accessibility at Fermilab is essential in advancing initiatives and programs that build an inclusive workplace culture.



## Statement of diversity

Fermilab develops, implements and maintains purposeful and intentional strategic initiatives to support a respectful organizational culture and intellectually diverse workplace. Our workforce and community collaborations advance the laboratory's mission and accountability to welcome and excite diverse national and global talent. Our hallmarks include sharing knowledge, strengthening professional networks, and assuring equity and inclusion for each member of the lab community.

## Vision for EDIA

Fermilab leadership is committed to operate in alignment with the Department of Energy Office of Science (DOE/SC) Statement of Commitment to Diversity and Inclusion, and champions a safe, respectful, inclusive, diverse, equitable, accessible and professional work environment for the advancement of all its employees. The team recognizes that diversity of thought, culture and human identity accelerate Fermilab's research excellence and are necessary to achieve laboratory success. Every member of the laboratory community plays a role in shaping the organization's culture, climate and reputation. Accordingly, formal systems of accountability help to continually assess laboratory policies, procedures and practices to build a workplace culture of belonging that supports, develops, rewards, retains and attracts a diverse workforce and proactively leverages the potential of a diverse talent pipeline.

## Inclusion Matters

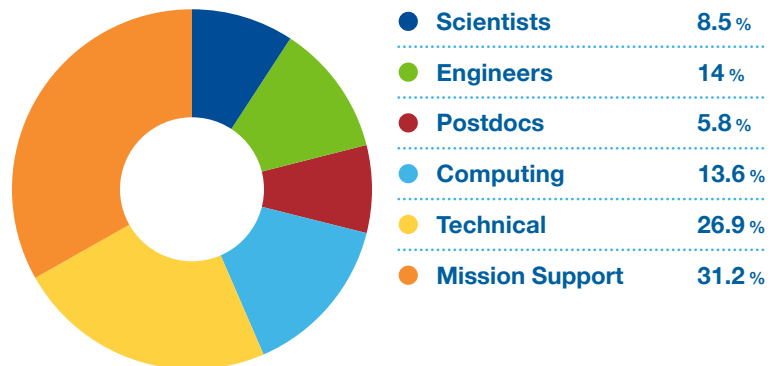
Inclusion Matters is an annual series of lectures, trainings, and informational symposiums to give employees the tools they need to ensure we at Fermilab can foster a positive community and help to advance the efforts of equity, diversity, inclusion and accessibility. The theme for FY24 is "Physical Safety. Psychological Safety."

Inclusion Matters 2024 will include LGBTQ+ SafeZone Trainings, Veteran GreenZone Trainings, a panel in honor of National Mentoring Month, and events in honor of National Women's Day, Asian American and Pacific Islander Month, Pride Month, Intern Week, and others.

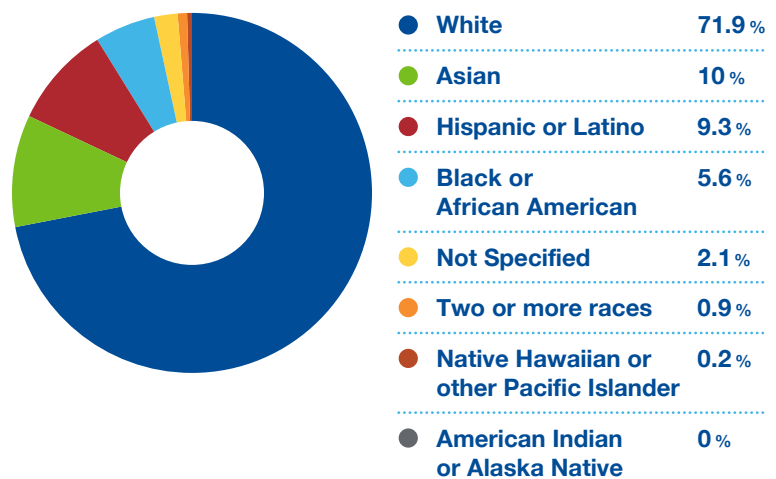
## Fermilab workforce demographics

**2,160** **1,553** Male  
**607** Female

## Field of work

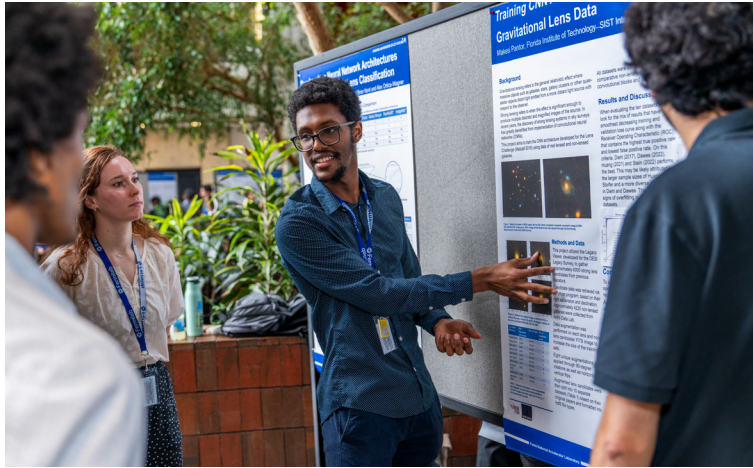


## Race/ethnicity



To learn more, visit [diversity.fnal.gov](https://diversity.fnal.gov).

Data as of September 30, 2023



## Internships

Fermilab has a long history of internship programs for high school, undergraduate and graduate students, secondary school teachers, and professionals. Increasing the recruitment and retention of underrepresented scientific and technical students, postdoctoral research associates, early career researchers, and experts is a workforce priority. Application deadlines, length of assignments, selection process, eligibility and requirements vary by program.

Fermilab interns have access to mentoring, networking opportunities, and workshops, and all Fermilab interns are invited to the Fermilab Alumni Network, joining hundreds of other students and professionals with similar experience.

**To learn more, visit [internships.fnal.gov](https://internships.fnal.gov).**

## Laboratory Resource Groups

Laboratory Resource Groups (LRGs) are voluntary networks led by the Fermi-community that serve as resources in building a diverse and inclusive workforce that is aligned with the organization's mission, values, and goals. Our hallmarks include sharing knowledge, strengthening professional networks, and assuring equity and inclusion for each member of the lab community.

African-American/Black Association

Fermilab Asian Pacific Association

Fermi Accessibility Communities

Fermilab Society of Women Engineers

Fermilab Society of Hispanic Professional Engineers

Fermilab Young Professionals

Hispanic/Latino Forum

Spectrum (LGBTQ+) Community

Veterans Group

Women's Initiative

## Commitment to military and veterans

**VALOR:** Fermilab's commits to U.S. military veterans through a new workforce development program known as VALOR, or Veteran Applied Laboratory Occupational Retraining, which builds workforce pipeline of trained technicians, computing and procurement professionals to fill critical roles. The VALOR program aims to provide Junior Reserve Officer Training Corps (JROTC) high school cadets and veterans starting their civilian careers valuable hands-on training experiences and full-time technical career placement and security at Fermilab.

**SkillBridge:** In partnership with the University of Chicago - Office of Military Affiliated Communities the SkillBridge Program provides an opportunity for service members to gain valuable work experience through specific industry training, apprenticeships or internships during the last 180 days of military service.

**Courageous Conversations:** The Courageous Conversations Series is designed to increase awareness and engagement at Fermilab of our U.S. military affiliated persons. Attendees gain insight into the challenges and opportunities faced during the transition from military service.

**Green Zone:** A Green Zone is a designated location recognized by veterans as a safe place. Green Zone workshops raise awareness of the issues and concerns of military service members. Upon completion, employees are able to lend an ear and help veterans identify and connect with appropriate resources. Trained employees are advocates who display the Green Zone Fermilab seal in their offices or workspaces.

