



OAK RIDGE NATIONAL LABORATORY

Diversity, Equity, & Inclusion

Oak Ridge National Laboratory's (ORNL's) diversity, equity, and inclusion (DEI) vision is to create and foster a safe research and work environment where diversity is essential, equity is inherent, and inclusion is innate. We believe that committing to our people and building an inclusive culture enables and defines our success as we aspire to lead the world in research and innovation.

Awards

Established in 1943 as part of the Manhattan Project, ORNL has been recognized for building on our legacy of discovery and innovation by numerous DEI-focused organizations. Some recent notable awards include:

- Only national laboratory to be named a Top 10 supporter of Historically Black Colleges and Universities in 2021
- National GEM Consortium Best Employer for 2021 for providing science and engineering opportunities to underrepresented groups
- Tennessee Board of Regents Award for Excellence in Philanthropy
- Employer Support of the Guard and Reserve Pro Patria Award, National Veteran Owned Small Business Coalition Award, and Hiring Heroes Award for outstanding support of veterans, US reserve members, and veteran-owned small businesses
- Five employees have received the Great Minds in STEM Award from the Hispanic Engineer National Achievement Awards Corporation

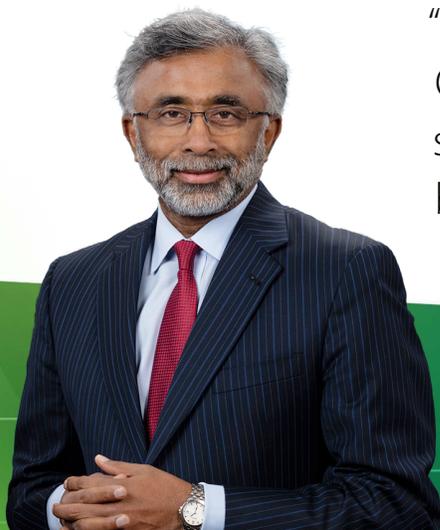
Reimagining ORNL

In 2020, we launched "Reimagining ORNL" to expand opportunities for scientific leadership in our existing programs as well as the emerging fields that will define our laboratory in the decades to come. This effort is helping to better align our people, programs, and facilities for global leadership in research and development; to sustain operational excellence; and to foster an inclusive environment marked by innovation, creativity, and collaboration.



"ORNL is committed to ensuring a diverse and inclusive One ORNL environment where every employee feels safe, heard, and appreciated. This is vital to enabling breakthrough discoveries at ORNL for years to come."

Thomas Zacharia, Laboratory Director



DEI Goals

In recent years, ORNL has introduced several new diversity initiatives to increase the impact of programs that support the equitable treatment of all employees and respect for individual differences.



Committed Leadership

The Laboratory Director sets the tone for diversity and inclusion by regularly communicating about important topics related to diversity, hosting listening sessions, offering office hours, and leading by example. In addition, the newly formed Diversity and Inclusion Council advises Laboratory leaders on institutional gaps, opportunities, DEI-related progress, and actions to ensure diversity in our workforce, contracts, small business programs, and technology transfer relationships.



Enriched Culture

ORNL is focused on cultivating a safe, respectful, and inclusive culture that permeates every facet of life at the Laboratory. By raising awareness of unconscious bias and attitudinal barriers, we are building a strong DEI culture into the entire employee life cycle.

For example, the Laboratory is mandating respect-in-the-workplace training and includes DEI concepts in professional development programs and other trainings. A recent climate and culture survey provided an opportunity for employees to give feedback on the lab culture and to identify opportunities for workplace improvements. The survey will be conducted annually to provide new data for leadership decisions and tracking progress.



Engaged Workforce

By involving staff members in efforts to improve recruitment and retention of a diverse, highly skilled workforce, ORNL seeks to become the employer of choice among the national laboratories. The lab has promoted DEI through leadership involvement in strategic outreach, creation of a reentry program for professionals who have taken a career break, Spanish-language engagement, and the use of quantitative and qualitative data to inform DEI decision-making.



Equitable Workplace

ORNL strives to be an innovative institution, continuously evaluating creative and forward-thinking opportunities to attract, support, and retain a diverse workforce. Important elements include career development and mentoring opportunities, family-friendly programs that enable flexible work schedules, and assessment of the feasibility of providing childcare near the campus.



Future Workforce

ORNL is working to become the leading institution in the building of the future STEM workforce, educating diverse pools of talent with intention and purpose. This is achieved through targeted recruitment, development of materials that attract more diverse candidates, and collaboration with minority-serving institutions to strengthen the long-term talent pipeline. The Laboratory is also growing its postdoctoral, graduate, undergraduate, and K-12 programs to provide more opportunities for underserved communities and to strengthen the future STEM pipeline.



Corporate Citizenship

ORNL has programs that encourage volunteer, board governance, team building, fundraising, and financial contributions to employees' preferred nonprofit organizations. As part of these efforts, ORNL has contributed \$1.6 million+ to local charities, museums, and organizations. In addition, through the small business program and other initiatives, ORNL engages small, disadvantaged, women-owned, minority-owned, veteran-owned, and other socioeconomically disadvantaged businesses in subcontracting, licensing, and entrepreneurship opportunities. In FY 2020, ORNL's small business utilization totaled \$373 million.



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