




# Diversity, Equity & Inclusion at Jefferson Lab



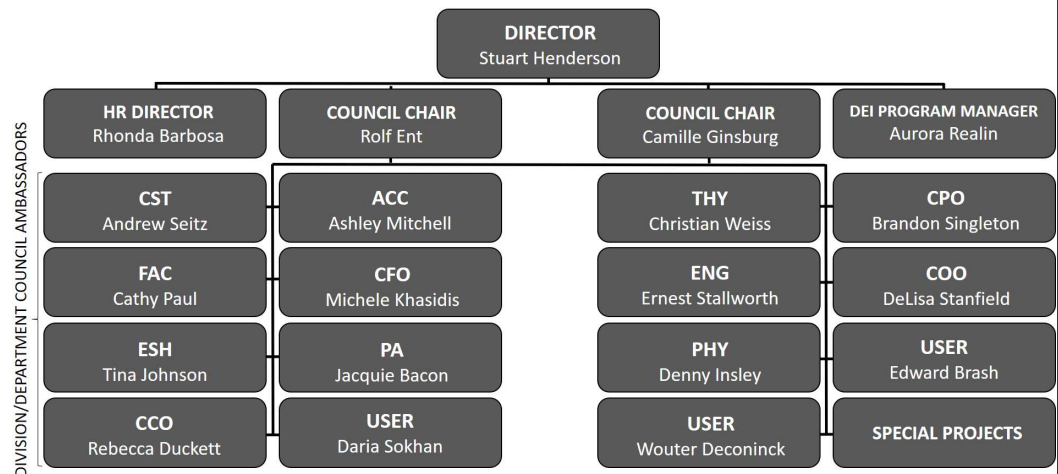
Jefferson Lab is committed to fostering a culture of diversity, equity and inclusion, internally, in the DOE and National Lab System, and in our community made up of 803 staff, 1692 researchers representing more than 37 countries around the world.

Our definition for Diversity, Equity and Inclusion are as follows:



-  **Diversity** - Achieve and sustain a workforce composed of qualified people who proportionally represent the diverse populations that contribute to the advancement of science.
-  **Equity** - Achieve and maintain an organization where fair treatment, access, opportunity and advancement is guaranteed for all.
-  **Inclusion** - Achieve and maintain a professional, ethical, tolerant and respectful work environment in which everyone can contribute to the mission according to their talents.

Our **DEI Council** has representation from all areas of the lab, including our User community. Led by co-chairs **Rolf Ent** and **Camille Ginsburg** in partnership with the DEI Program Manager, **Aurora Realin**, the DEI Council is responsible for assisting leadership in divisional and focus group DEI actions, act as a contact for DEI within their division/group, and facilitate DEI courses such as **Overcoming Barriers to Communication and Safe Zone/LGBTQ+**.



**Demographic Focus Groups** are led by our senior leaders semi-annually to gather feedback directly from staff on actions to take and progress of actions. These demographic focus groups include:

- Age/Generation – Amber Boehnlein, Associate Director, CST
- Disability – Rusty Sprouse, Division Head, Facilities
- Gender – Jennifer Logan, CFO
- LGBTQ+ - Jianwei Qiu, Associated Director, Theory
- Race – Lauren Hansen, Communications Manager
- Role – Staff Administrators and Administrative Assistants – Steve Smith, Performance Assurance Manager
- Role – Technical – Andrei Seryi, Associate Director, ACC
- Tenure – Steve Hoey, Associate Director, ES&H
- Veterans – Will Oren, Division Head, ENG

**Sign up** for our mailing list at <https://mailman.jlab.org/mailman/listinfo/inclusion>

**Visit** the DEI Website - [https://jlab.org/human\\_resources/diversity](https://jlab.org/human_resources/diversity) for more information on DEI initiatives, upcoming courses, World Holidays and educational resources.

**Questions?** Contact Aurora Realin, DEI Program Manager at [realin@jlab.org](mailto:realin@jlab.org)