

Diversity—It's All About Advocacy

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**Pacific Northwest
National Laboratory**
U.S. Department of Energy

Businesses must take advantage of a diverse workforce to remain competitive



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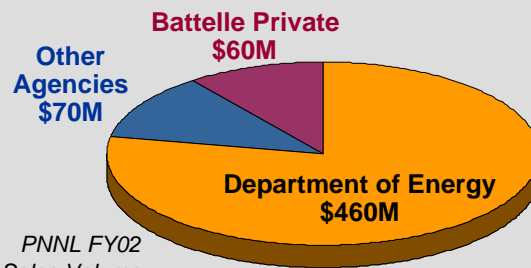
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DOE's Missions



PNNL Statistics

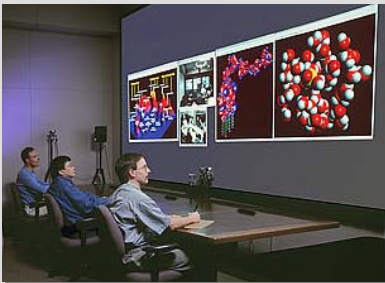
- \$590 million sales volume
- 3,800 staff
- 2 million sq. ft of facilities
- 402 acres



PNNL FY02
Sales Volume

PNNL's world-class equipment and facilities enable breakthrough science

Environmental Molecular Sciences Lab



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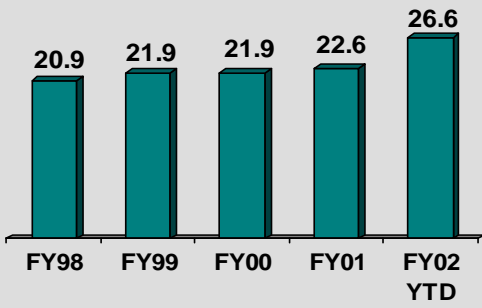
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PNNL's diversity program

Recruiting	Set expectations	<ul style="list-style-type: none">• Emphasize advocacy, not compliance• Increase women and S&E population• Include in top-manager goals
Retention	Provide tools and development opportunities	<ul style="list-style-type: none">• Succession planning• S&E rotation program• Mentoring by senior scientists• Quarterly meetings and data
Engagement	Create a supportive work environment	<ul style="list-style-type: none">• Alternative work arrangements• On-site day care• Diversity/cultural celebrations
Self-assessment	Measure results	<ul style="list-style-type: none">• Workplace engagement assessment• Self-assessment program
	Reward performance	<ul style="list-style-type: none">• Celebrate• Incentive compensation

PNNL is making steady progress in building a diverse workforce

% Women in S&E Population



% Minorities in S&E Population

