Diversity—it’s All About Advocacy

Dr. Lura J. Powell
Director
Pacific Northwest National Laboratory

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Businesses must take advantage of a diverse workforce to remain competitive
Battelle manages the Pacific Northwest National Laboratory for DOE’s Office of Science

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

DOE’s Missions
- Provide a Secure Energy Future
- Advance Basic Science
- Clean Up the Production Complex
- Enhance National Security

Pie chart showing PNNL FY02 Sales Volume:
- Department of Energy $460M
- Other Agencies $70M
- Battelle Private $60M
- Total $590M
PNNL’s world-class equipment and facilities enable breakthrough science
PNNL’s diversity program

**Recruiting**
- Set expectations
- Emphasize advocacy, not compliance
- Increase women and S&E population
- Include in top-manager goals

**Retention**
- Provide tools and development opportunities
- Succession planning
- S&E rotation program
- Mentoring by senior scientists
- Quarterly meetings and data

**Engagement**
- Create a supportive work environment
- Alternative work arrangements
- On-site day care
- Diversity/cultural celebrations

**Self-assessment**
- Measure results
- Workplace engagement assessment
- Self-assessment program

**Reward performance**
- Celebrate
- Incentive compensation
PNNL is making steady progress in building a diverse workforce

% Women in S&E Population

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% Minorities in S&E Population

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