



# NREL Diversity, Equity, and Inclusion Activities

The National Renewable Energy Laboratory's (NREL) 2021 Diversity, Equity, and Inclusion (DEI) Lab Plan, identified four institutional challenges to address:

1. Developing and maintaining a supportive work culture for all NREL employees
2. Enhancing recruiting practices and retention of our workforce
3. Providing support, resources, and development for NREL employees, with an emphasis on managers and leaders
4. Identifying and developing future leaders through a succession planning initiative.

## Institutional Challenges and Accomplishments

### 1. Developing and maintaining a supportive work culture.

- Hired DEI Officer and K-12 STEM Outreach Lead, October 2019
- Built an online DEI Dashboard to track and report on DEI initiatives. Content was developed with input from Employee Resource Groups (ERGs), staff, and leadership.
- Created DEI Executive Council (NREL Leadership Team and ERG leads)
- Updated Lab Values to incorporate DEI and created DEI Vision statement
- Developed and delivered DEI trainings (including Mind Gym) to leadership and staff in support of current events affecting staff (e.g., George Floyd, attacks on Asian community)
- Developed and delivered Upstander/Active Bystander Trainings to approximately one third of staff

- Engaged with external DEI experts to deliver awareness trainings (Mind Gym Innovation, Picture a Scientist, Imposter Syndrome, Inclusion Circles, Harvard Project Implicit)
- DEI officer certified as Mind Gym and Arbinger facilitator to support additional DEI trainings, September 2021
- Created quarterly DEI newsletter to celebrate successes and create awareness

### In Development

- Employee Engagement Survey Planning
- Additional DEI trainings to support staff (Unconscious Bias, Psychological Safety)
- Refreshed and updated internal website to include all DEI trainings, messaging, and offerings such as the DEI Reading Group
- Transgender resources for staff and managers

## 2. Enhancing recruiting practices and retention of our workforce.

- Hired HR DEI Liaison (starts September 7, 2021) to provide a stronger connection with the laboratory's diversity, equity, and inclusion efforts. Will liaise with ERGs, DEI officer and help enable HR's DEI dashboard initiatives.
- K-12 STEM education outreach to Boys and Girls Clubs, and Girls, Inc. in underserved communities (outreach leading to long-term recruiting)
- Increased engagement with the National GEM Consortium including having an NREL Associate Laboratory Director on the GEM board

### NREL's Partnership with GEM: Steady Achievement

**39** NREL-sponsored GEM Fellows since 2015

**22** GEM Fellows in FY21

**16** NREL-sponsored GEM Fellows

**Six** Building Technologies Office/  
NREL-sponsored GEM Fellows

- **Three** are obtaining their masters
- **13** are obtaining PhDs

- Created eight ERGs in last four years, including:
  - ERG Steering committee, with structured charters, and signature event methodology
  - HR ERG engagement committee to allow HR to be more accessible to staff and ERGs.
- High School Intern Summit Pilot (virtual) focused on underrepresented and underserved students. Duration of six weeks, with 25 students participating.

### In Development

- Hiring dedicated Strategic Diversity Outreach and Development staff member to focus on developing and maintaining diverse external candidate pipelines
- Establishing HBCU/HSI/Tribal focused research engagement leading to potential internship programs (ongoing)
- Offering High School DEI Internship program (in-depth hands-on research opportunity)
- Creating an Indigenous Community Group (or ERG)

In an era of globalization and rapidly changing demographics, we must strengthen our efforts in creating an inclusive and diverse workplace. Meeting the world's clean energy challenges demands a culture of respect for individual differences and diverse viewpoints.

—Martin Keller, NREL Director

## 3. Providing support, resources, and development for NREL employees, with an emphasis on managers and leaders.

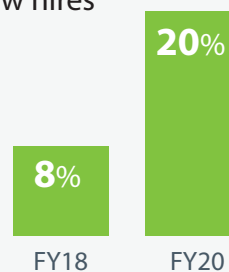
- Establishing internal team and guidelines to support Principal Investigators in the development of DEI plans for proposal submissions to FOAs and Lab Calls. This will support the goal of engaging underserved and underrepresented communities at all stages of a research project (request for information to deployment).
- Moderated DOE/NREL sponsored event – Equitable Deployment and Demonstration Roundtable (panel and breakouts)

### In Development

- Lab-wide mentoring program, expected rollout FY23
- Technician Workforce Development Program Bootcamp
- Targeted professional development and leadership training for ERGs

### The percentage of underrepresented minority new hires

Intentional and prioritized focus on increasing the diversity of NREL staff has contributed to early success.



## 4. Identifying and developing future leaders through a succession planning initiative

### In Development

- Succession planning and training for all staff