

Appendix A: Announcement to all LIGO Lab personnel, establishing LIGO Lab Diversity effort

Diversity within LIGO Laboratory – Email (9/11/07) from Jay Marx, LIGO Executive Director:

Colleagues,

In the proposal we are submitting to NSF for funding Laboratory operations from FY2009-FY2013 we say: "LIGO Laboratory is committed expand the participation of all of our citizens in science and engineering at all levels of the educational process and through professional opportunities to participate in LIGO's cutting edge research." This is true, but what are we doing to carry out this commitment? There is much that we do in our public outreach activities that bears on diversity, and within the Laboratory itself we try to be alert and proactive in providing opportunities for underrepresented minorities and woman to join our staff and to thrive.

But as we say in the proposal, "we acknowledge that we have a long way to go..... and we will seek to improve the diversity of our staff through proactive awareness." I am fully committed to this goal.

I am announcing the creation of the position of LIGO Laboratory Diversity Officer and appointing Fred Raab to that position. In this role, Fred will report to the Directorate.

Fred has a strong and very active interest in working to improve diversity in science, engineering and math education and within the Laboratory. As Diversity Officer, Fred will chair the soon to be appointed Laboratory Diversity Committee. This committee will be made up of Laboratory staff members and perhaps a few knowledgeable outsiders. The committee will advise the Directorate about actions that can be taken to move the Laboratory forward towards our goal of providing opportunities for underrepresented minorities and woman to join our staff and to thrive....Jay