



LIGO Laboratory / LIGO Scientific Collaboration

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LIGO Laboratory Diversity Accomplishments and Goals

Fred Raab

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This is an internal working note
of the LIGO Laboratory.

California Institute of Technology
LIGO Project – MS 18-34
1200 E. California Blvd.
Pasadena, CA 91125
Phone (626) 395-2129
Fax (626) 304-9834
E-mail: info@ligo.caltech.edu

Massachusetts Institute of Technology
LIGO Project – NW22-295
185 Albany St
Cambridge, MA 02139
Phone (617) 253-4824
Fax (617) 253-7014
E-mail: info@ligo.mit.edu

LIGO Hanford Observatory
P.O. Box 159
Richland WA 99352
Phone 509-372-8106
Fax 509-372-8137

LIGO Livingston Observatory
P.O. Box 940
Livingston, LA 70754
Phone 225-686-3100
Fax 225-686-7189

<http://www.ligo.caltech.edu/>

1 Introduction

Section 2 lists accomplished actions toward broadening participation in LIGO, diversifying the applicant pool for LIGO recruiting and improving retention of under-represented minorities and women. Section 3 lists current goals to be accomplished in future.

2 Accomplished actions

A subsection is devoted to each year, starting with 2007.

2.1 Accomplished in 2007

- Lab Diversity Officer appointed, Sep 2007
- Diversity Committee first meeting, Dec 2007

2.2 Accomplished in 2008

- Began work with HR on strategic posting of LIGO job opportunities to sites likely to be read by minority applicants, Jan 2008
- LIGO exhibits for first time at 2008 Joint Annual meeting of National Society of Black Physicists (NSBP) and National Society of Hispanic Physicists (NSHP), Feb 2008
- LIGO Lab Management Workshop session on management's role in promoting diversity and possible targets of opportunity, June 2008
- LIGO Lab begins annual tracking of minority status of LIGO-Caltech SURF/REU Program applicant pool, Jul 2008
- LIGO exhibits for first time at Society of American Chicano and Native American Scientists (SACNAS), Oct 2008
- LIGO becomes an official sponsor of Third Annual IUPAP International Conference on Women and sends Prof. Nergis Mavalvala (LIGO-MIT and member of LIGO Academic Advisory Committee) as part of US delegation, Oct 2008

2.3 Accomplished in 2009

- LIGO Diversity Plan drafted and reviewed by NSF, Nov 2008 LIGO Scientific Collaboration working group on Education and Public Outreach co-exhibits with LIGO Lab at 2009 Joint Annual meeting of NSBP/NSHP, Feb 2009
- LIGO Executive Director and Lab Diversity Officer meet with Caltech Ass't VP for Student Affairs and Director of Office for Minority Student Education to coordinate diversity programs, Mar 2009
- LIGO formally integrates Outreach and Diversity accomplishments into Employee Performance Reviews, June 2009
- LIGO exhibits for first time at American Indian Science and Engineering Society, Oct 2009
- LIGO begins annual tracking of diversity of Lab community, Nov 2009

- LIGO conducts first LIGO Lab Climate and Diversity survey, Dec 2009

2.4 Accomplished in 2010

- LIGO begins planning joint Caltech-HR representation and coordination with Caltech academic representation at next SACNAS and other job fairs, Jan 2010
- LIGO staffing committee adopts new strategies for improving recruitment with diversity in mind, Nov 2010:
- Each hiring manager is requested to have at least one staff member involved in at least one recruiting activity (LIGO exhibit or seminar) either at a college or university that has a large population of individuals under-represented in their field or at a meeting specifically designed to serve groups under-represented in their field.
- Hiring managers are requested, if possible, to bring at least one qualified candidate from an under-represented group forward for “short-list” consideration in any job search they are conducting.
- The staffing committee will reserve time for discussion of implementing these actions at each meeting.
- LIGO rolls out capability for annual collection of Lab and LSC institution demographics, Nov 2010
- At NSF’s request, LIGO develops metric on encouraging diversity (Nov 10): *“LIGO will undertake at least six outreach and recruiting activities through seminars, exhibits and/or partnerships involving minority-serving institutions, or similar activities at conferences primarily representing or recruiting individuals underrepresented in the physical sciences.”*
- LIGO agrees (Dec 10) to sponsor Fourth International Conference on Women in Physics (Stellenbosch, South Africa, April 2011).
- Recruiting activities qualifying for LIGO/NSF diversity metric:
 - AISES annual meeting (American Indian community)
 - Columbia Basin College internship program (HSI)
 - Laserpalooza 2010 (undergraduate women)
 - SACNAS annual meeting (Chicano & Native American)
 - Sally Ride Science Festival (middle-school girls)
 - Southern University Baton Rouge partnership (HBCU)

2.5 Accomplished in 2011

- LIGO organizes an “LSC Women’s Breakfast” for women members of the LIGO Scientific Collaboration (Jan-Mar 10) to occur at the LIGO-Virgo Collaborations joint meeting in Arcadia, CA in March 2011.

3 Goals

- Begin process of modifying Lab policies and procedures in reaction to Lab environment survey results; schedule discussions within diversity committee meeting and executive committee
- Launch “Rolodex Project” to derive contact database for diversity-related networking
- Host “diversity breakfast” at Arcadia LVC meeting
- Align REU applicant and award demographics with LSC demographics categories to enable more consistent tracking data.
- Share LIGO Lab Diversity Plan with LSC-EPO and work with them and LSC spokesperson on a diversity plan for LSC.