

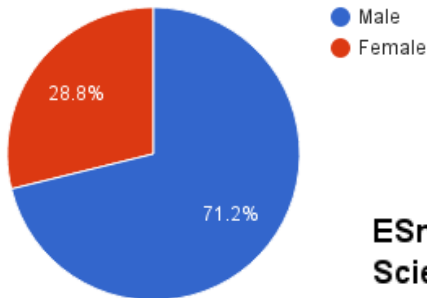
Diversity at Energy Sciences Network (ESnet)/Scientific Network Division

Inder Monga
Division Director

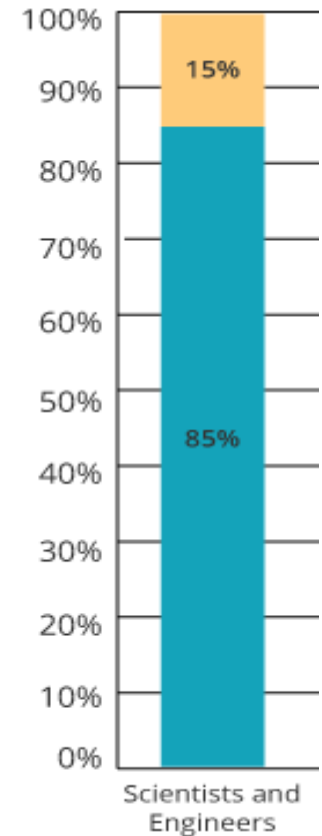
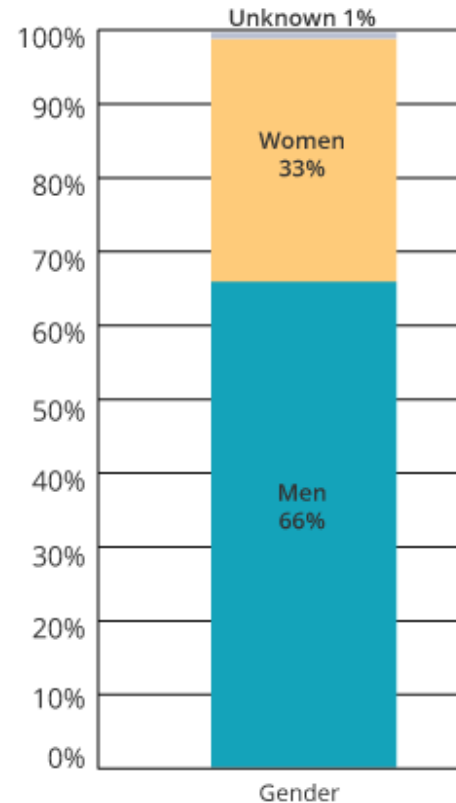
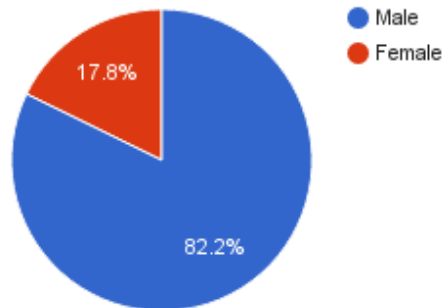


Statistics tell a story

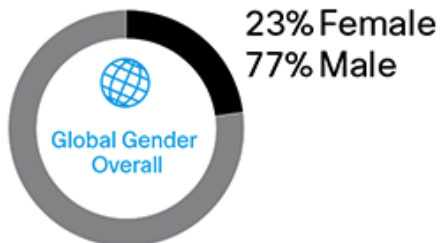
ESnet Gender Demographics



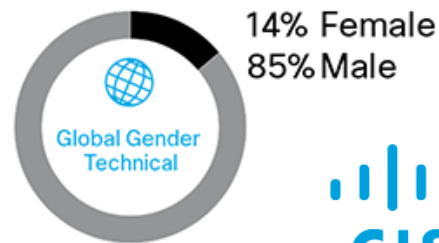
ESnet Gender Demographics: Scientists/Engineers

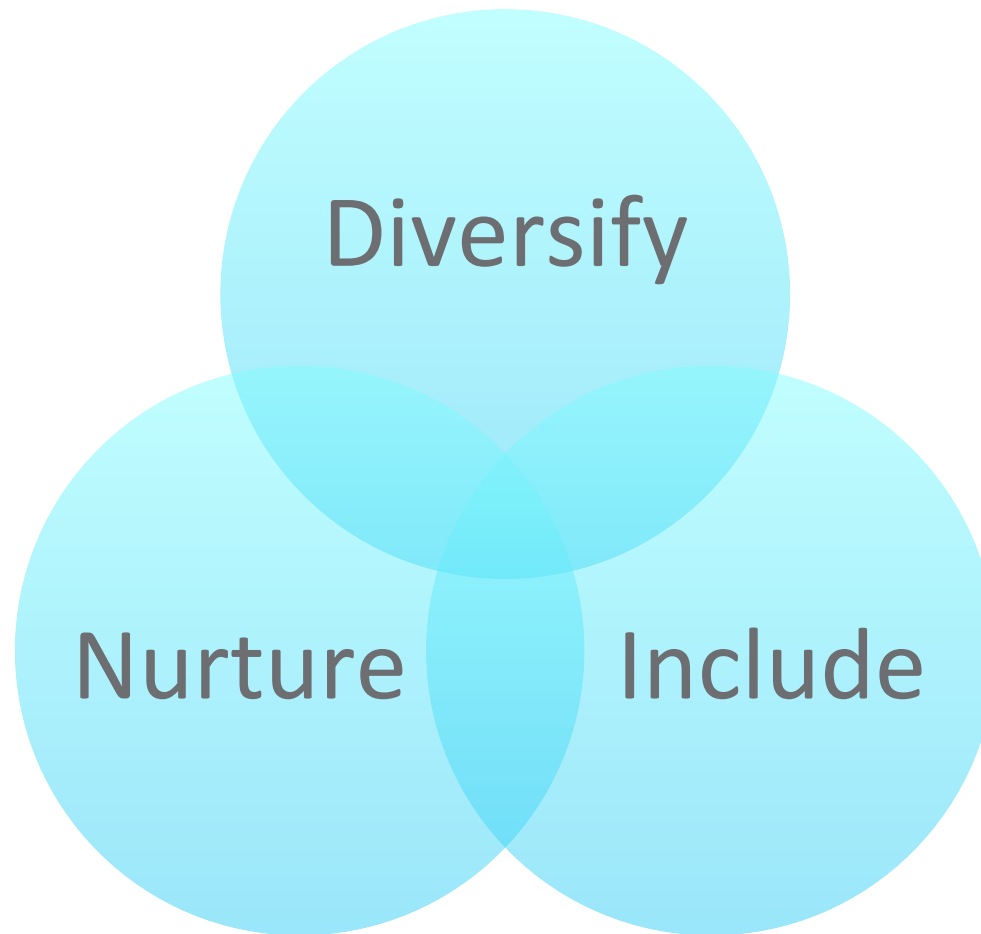


Workforce Diversity—Overall



Workforce Diversity—Technical²





Diversify

- Educate to manage bias



- Start with recruitment

Nurture

- Internal and external mindfulness
 - Attend, Volunteer, Sponsor, Mentor



Include

- Build awareness and set organization priority

- Diversity in decision making; from recruitments to regular meetings

Continue the conversation: imonga at es dot net

Diversity at Berkeley Lab :

<http://diversity.lbl.gov/berkeley-lab-workforce-demographics/>

Thank you!

Ingrained habits of thought that, when left unchecked, lead to errors in how we perceive, remember, reason and make decisions.(Project Implicit, harvard.edu)