

Charge to the 2017 NRAO Diversity Review Panel

The National Radio Astronomy Observatory (NRAO) enables the research community to perform forefront research into the Universe at radio wavelengths. NRAO is managed and operated by Associated Universities, Inc. (AUI) under a cooperative agreement with the National Science Foundation (NSF).

NRAO is interested in conducting an objective assessment of its diversity program from a panel of experienced diversity practitioners (Review Panel) who understand the unique nature of NRAO's business and its diversity challenges.

Diversity & Inclusion efforts across the Observatory focus on the following key areas: broader impacts, new and on-going pipeline initiatives, workforce hiring, retention, training, and workplace culture.

The task before this Review Panel is to review NRAO's diversity program and identify new opportunities or activities that may be considered. The panel will review program documents and presentations by the diversity team and other NRAO staff supporting the accomplishment of NRAO's diversity goals, and will address the following questions:

Hiring and Retention

- Over the past few years, NRAO has made a number of changes to its hiring and retention methods, including recruitment strategies designed to continue to make progress toward our diversity goals. What additional strategies might NRAO employ to meet our diversity goals?
- NRAO's diversity program is designed to address workforce and scientific community trends, issues and concerns. Are there additional considerations related to diversity that could affect the NRAO's core activities and performance?

Workplace Climate

Working together, the Office of Diversity & Inclusion (ODI) and Human Resources (HR) continue to refine, and maintain, an education and training program that (a) emphasizes the relevance and importance of a diverse workplace, and (b) offers learners opportunities to better understand and overcome unconscious biases that affect hiring decisions. We center our program on the belief that a culturally diverse and aware workforce can create a culture of mutual respect and dignity, garnering a reputation as a fair employer in the job market. After reviewing the following activities and plans, what suggestions might you have for further improving our Workplace Climate program?

- Training programs and learning opportunities
- Diversity speaker series
- Inclusive activities

"Pipeline" Development

NRAO takes seriously its obligation to help build the Science, Technology, Engineering, and Math (STEM) pipeline, particularly in supporting the inclusion of minority and

underrepresented¹ groups in education, training, and employment opportunities. This pipeline includes k-12, undergraduate, graduate, and postdoctoral students. NRAO has invested significantly in a variety of initiatives and programs designed to build and maintain opportunities for students at all levels to experience meaningful support in their academic and professional careers.

- What is NRAO doing right?
- In what ways might NRAO improve its pipeline efforts?

¹ Within the mandate and mission statement of NRAO we define under-represented groups to mean all of the following but not limited to: people of color, women, economically disadvantaged, and first-generation college students.