



Campus Update, June 2017

March 2017 - May 2017

Berkeley Lab Staff Association Formation Continues

After getting buy-in from Berkeley Lab management to form a Berkeley Lab Staff Association, current and prior CUCSA delegates, led by the efforts of Rachel Carl, have formulated a first draft of association bylaws and a rollout plan to build membership later this summer, which will include a kick-off event where the CUCSA delegates will present this year's Kevin McCauley Memorial Outstanding Staff Award winner, Anna Spurlock, with her award.

Dr. Steve Robbins Presented To Lab Leaders On Science Behind Inclusion

On May 17th, Dr. Steve Robbins, a leading expert on diversity and inclusion (D&I), presented a talk entitled, "Your Brain is Good at Inclusion... Except When It's Not" to a large group of Berkeley Lab leadership. Dr. Robbins provided a science-based framework for addressing D&I issues, as well as examples of behaviors found to enhance the benefits of D&I. Additionally, he described the ways in which D&I workplace efforts can positively impact creativity and innovation, employee engagement and enthusiasm, and continuous learning and improvement. His presentation drew on the areas of cognitive neuroscience, communication, and social psychology to help us better understand how implicit biases—underlying biases of which we may not be aware—affect decisions and behaviors in hiring, promoting, and providing career development. This visit is part of Berkeley Lab's D&I strategy to enhance leadership and staff awareness, and to foster a more respectful and inclusive workplace. Short learning videos called "Inclusion Insights", created by Dr. Robbins, will be rolled out to the Lab population this summer.

Federal Budget Process Could Impact Berkeley Lab

As the Federal Budget Process was kicked off by a detailed budget proposal for fiscal year 2018 from the President in late May, some concerns began to arise about the overall level of funding at Berkeley Lab under the new administration. The budget proposed significant cuts to many research programs at Berkeley Lab, which would likely result in the need to reduce staff. The President's budget only represents a starting point in the process, and ultimately, the US Congress establishes and appropriates funding for government-funded activities. It is anticipated that the House of Representatives and the Senate will draft language for appropriations bills prior to their August recess, which will provide a better idea of where actual funding levels may land, but it is anticipated that FY18 will begin under continuing resolution with actual funding for programs not determined until later in the fiscal year.