Employee Resource Groups – A significant part of the year was spent transforming APL’s eight diversity related Affinity Groups into Employee Resource Groups (ERGs).

- Affinity Group type events and cultural month celebrations continue
- ERGs play a strategic role in supporting the Lab’s business goals and have partnerships with Lab’s senior management
  - Formed an ERG Vision, Strategy, Execution (VSE) document that aligns with the Lab’s own VSE
  - Worked directly with Lab’s Director to identify priorities for FY 13
    - Establish team environment that includes one or more members of the Diversity Working Group (DWG), which is comprised of Lab’s senior leaders
    - Utilize online interface to share information and track progress
    - Identify Thought Leaders that the Lab could potentially engage for exploring ideas and formulating initiatives during turbulent times
    - Identify and prioritize a set of challenges for the Lab to address during the next few years
    - Solicit ERG feedback on the Lab’s FY 14 VSE after the initial draft is developed
    - Create a list of the top three diversity and inclusion issues facing APL
  - Formed a Joint Employee Resource Group (JERG) comprised of the leaders of each ERG, which interacts with the Lab’s Senior leaders;
  - Participate in ad hoc discussions/feedback sessions (i.e., how to create and encourage innovation)

“Allies in the Workplace” - APL held its first Gay Pride Month Celebration by holding different events throughout the month (i.e., kickoff event, panel discussion, guest speakers.)

- Reviewed all handbook and policy language to ensure it was inclusive and consistent throughout.

Diversity-Related Communications – APL has made a conscious effort to expand its communications on diversity related topics and to integrate these stories with other APL news. A variety of venues used to share information.


Individual Uniqueness – Sponsored 2nd annual Open Minds Open Doors (OMOD) to recognize diversity beyond race, ethnicity and gender. OMOD featured exhibits on gun safety.

Departmental Diversity Teams – Taking actions within Lab departments to target specific problems. Team leaders come together to share ideas and best practices.

External Recognition – In past year APL named:

- “Readers’ Choice Best Diversity Company” in Diversity/Careers magazine for the second year in a row
- Top Supporter of HBCU Engineering Schools by Career Communications Group
- Top Supporter of Black Engineering Schools by Black Engineer. com

APL’s commitment to diversity aligns with its Vision, Strategy and Execution (VSE.) The Laboratory embraces diversity of thought as a key component of its business strategy to foster creativity and innovation. Senior leadership champions these efforts through their personal participation and support.