Johns Hopkins University Applied Physics Laboratory (APL)
Diversity Highlights

- "Best Place to Work" - Recognized by Baltimore Magazine for the third straight year, and cited as "a place where extremely smart and talented people are set free to do important, innovative work." APL is now in their Hall of Fame.

- "Allies in the Workplace" - Organized for the LGBT community and its allies. The group held a panel discussion and conducted a climate survey on LGBT issues. Allies will sponsor our first Pride Month recognition this June.

- Community Involvement - Donated boxes of clothing to the "Success in Style" through APL's Hopkins Women's Network to provide "interview ready" clothing to people in crisis. For the first time, the drive included men's clothing.

- Middle Management Focus Groups - Held meetings between the Diversity Office and small networks of Group Supervisors to gain their perspective on diversity and source ideas to increase their presence in the Laboratory's inclusion efforts.

- "Girl Power" - Hosted event where women engineers and scientists, including many from APL, presented displays and demonstrations to girls in middle and high school to encourage careers in the science and technology fields.

- External Speakers - Presented diverse talent in high profile roles through affinity group events, showcasing speakers including Secretary of Energy Dr. Steven Chu and NASA Deputy Administrator Lori Garver.

- Individual Uniqueness - Sponsored Open Minds Open Doors (OMOD) to recognize diversity beyond race, ethnicity and gender. OMOD featured exhibits on African American art, Indian magic, Mayan light language, turtle conservation and raw food preparation.

- Reverse Mentoring - Exploring reverse mentoring in conjunction with existing mentoring programs. The Young Professionals Network (YPN) mentors can share skills such as utilizing social media, new developments in technology, and current academic approach to science and engineering.

- Cross Department Collaboration - Created SharePoint site to facilitate collaboration between diversity teams that focus on department specific issues. The efforts of these teams are in addition to Laboratory wide diversity initiatives.

- Unconscious Bias Training - Embarked on a different course of action with respect to annual diversity training. Key members of senior management, human resources and representatives from affinity groups participated in a half day seminar on unconscious bias and the impact on creativity and innovation. The groups discussed transforming affinity groups into employee resource groups.

- Award Recognition - APL Staffers were recognized for awards to include the Emerald Honors Scientist of the Year, as well as awards from the National Society of Black Engineers (NSBE) and Black Engineer of the Year (BEYA.)

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.
Johns Hopkins University Applied Physics Laboratory
Diversity and Inclusion Training
June 6, 2012

- **Annual Diversity Training for Managers and Staff** – Two hour training on the concepts, awareness, and benefits of diversity. Mandatory for managers and voluntary for staff.
- **The Mind of a Leader: How understanding the unconscious mind can build creativity, innovation and collaboration** – 3½ hour training by Howard Ross of Cook Ross.
- **Employee Resource Groups** – 3 hour training on the role of employee resource groups and the effects of unconscious bias. Conducted by Howard Ross of Cook Ross.
- **APL Coaching Seminar** - One week training that includes a segment on diversity. Conducted by APL Training and Development.
- **Group Supervisor’s Training Course** – Two day training that includes a segment on EEO and diversity. Conducted by APL Training and Development Office (T&D) with a presentation from the EEO/Diversity Officer.
- **APL Leader’s Workshop** – Four day training session that includes a segment on EEO and diversity. Conducted by T&D with a presentation from the EEO/Diversity Officer.
- **Team Dynamics: Leading From Any Position** – Half day session that includes segments on observing team dynamics and recognizing contributions. Conducted by T&D.
- **Diversity and EEO at APL: Mechanisms for Innovation** – One hour training developed to highlight the connection between the Laboratory’s EEO/Diversity policies and its quest for innovation. Conducted by the EEO/Diversity Officer.
- **New Staff Orientation** – Half day orientation on the first day of employment that includes a brief on diversity and EEO presented by APL’s EEO/Diversity Officer.
- **Critical Success Factors Courses** – Critical Success Factors are the knowledge, skills, and abilities that support the professional development of staff. Participants learn how to adapt behavior to work more effectively with others. Conducted by T&D.
- **Conflict: Managing Style and Strategy** – Describes possible responses to conflict and includes an instrument that helps participants identify their personal preferences in dealing with conflict and using appropriate conflict resolution strategies. Conducted by T&D.
- **Crucial Conversations**: Crucial Conversations Training teaches skills for communicating when stakes are high, opinions vary, and emotions run strong. This award-winning training will help the participant surface the best ideas, make high-quality decisions, and act on those decisions with unity and commitment. Conducted by T&D.
- **Group Supervisor Cohorts** – Meetings initiated by the EEO/Diversity Officer with Group Supervisors that included dialogue on methods to incorporate diversity topics in staff meetings and increase middle management participation in diversity activities. Conducted by EEO/Diversity Officer.
- **Performance Management Process Training** – Annual training to insure consistent and accurate evaluation of staff, including recognition for diversity activities. Conducted by Human Resources.