

From Intention to Action: Diversity, Equity and Inclusion in Building Efficiency

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National Renewable Energy Laboratory

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DEI in Building Science: From Intention to Action

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DEI in Building Science: From Intention to Action

- Why is Diversity, Equity, and Inclusion (DEI) important to a research organization
- How are we moving from intention to action
- What actions are we taking

DEI Is Critical to Achieving the Mission

- Broad adoption and market transformation across all market demographics maximizes clean energy outcomes.

Limited Market:



Full and equitable market deployment

- Technology challenges and market barriers are best articulated by including perspectives representative of all market demographics

Limited Perspective:



Diverse workforce

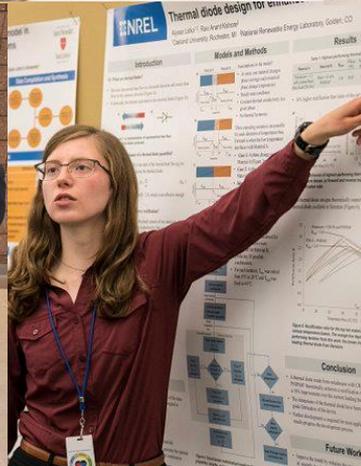
- Transformative technology and market solutions are best generated in an environment that fosters creativity and innovation by everyone

Limited Innovation:



Inclusive environment

Importance of DEI Must Permeate the Organization



From Intention to Action

- Integration of DEI into research activities (e.g. Jump into STEM)
- Engagement with other DEI focused organizations (e.g. [#MAEFutureLeaders](#))
- Community outreach
- Intentional diversity strategy in recruiting and talent acquisition
- Employee research groups

Partnership with the National GEM Consortium

- National GEM Consortium recruits high quality underrepresented students looking to pursue advanced degrees in applied science and engineering.
- Since FY15, NREL has hosted a total of 39 fellows.
- Since FY17, NREL has hired 5 GEM alumni and continues to expand recruiting and partnership activities.



As a GEM Alum, I am honored to work with NREL's senior management to support GEM in their efforts to develop the next generation of top scientific talent.



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HBCU and HSI Partnerships

Developing a pilot undergraduate research program for students at HBCUs and HSIs

- Expanding talent pool and raising awareness with top-tier schools typically overlooked
- Students gaining hands-on research experience with scientists working on DOE-BTO projects
- Faculty mentors provide ongoing support to students

Learning module on clean energy innovation

- Exposing students to clean energy academic pursuits, career pathways, and leadership opportunities
- Educating students on the infrastructure that needs to be developed to become a part of clean energy innovation pipeline
- Incorporated into different HBCU/HSI student programming done by supporting organizations

Thank You

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