



2022 RESEARCH INFRASTRUCTURE WORKSHOP

Developing and Recruiting a Diverse Workforce
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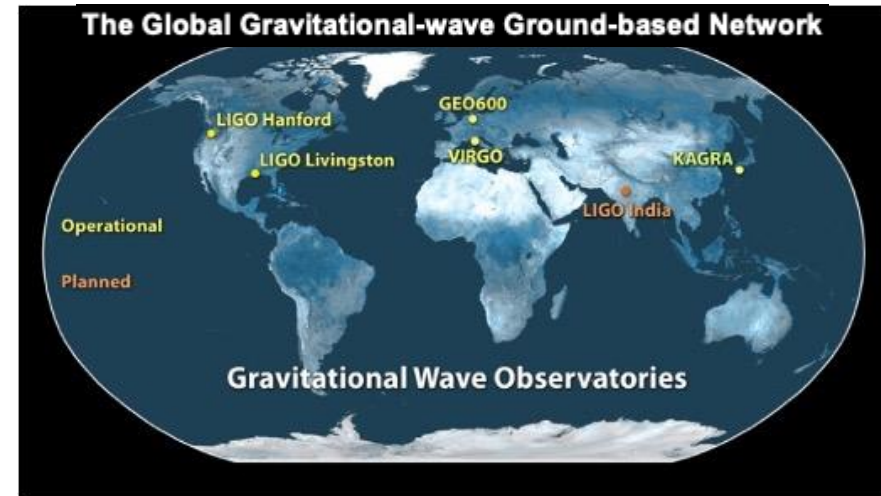
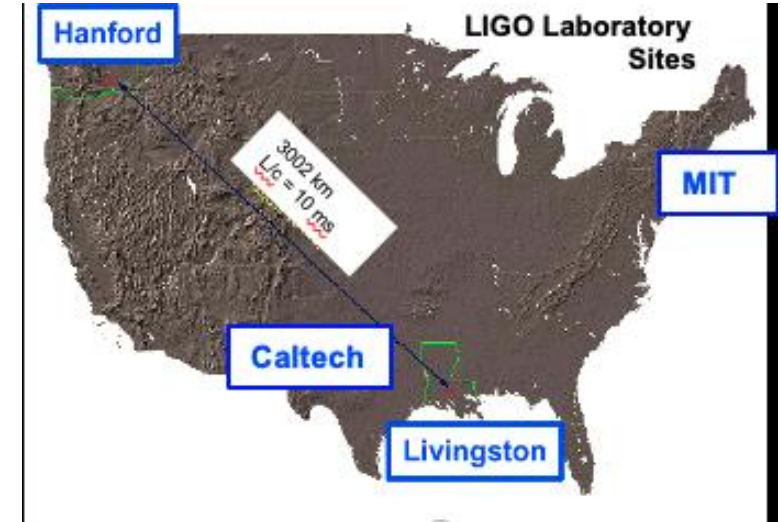


LIGO Laboratory Overview

LIGO

LIGO Laboratory is the world's leading facility for producing gravitational-wave science.

LIGO Laboratory is comprised of 186 FTEs, working primarily from four locations: Caltech, MIT, LIGO Hanford (LHO), LIGO Livingston (LLO). Approximately 12 staff working fully remote.





Recruiting – ensuring a fair process



- **We've hired a Staff Relations Coordinator to spearhead recruiting efforts.**
- **Key strategies:**
 - **Continually review our hiring strategy to keep up to date with the constantly evolving employment trends and market.**
 - **Representation matters – diverse hiring committees attract diverse candidates.**
 - **Working to create equity and fairness in hiring processes and procedures – constant coaching and oversight of our hiring committees.**
 - **Encouraging hiring managers to consider everything from the perspective of the candidate, including how we reach them in the first place. From the way we advertise (education requirements, mobility requirements, driving requirements), to better explaining the day to day in job descriptions, ensuring all barriers to application are removed, to scheduling interviews at times that work for our potential talent pool.**
 - **Analyzing rejected applications to understand barriers to success for certain candidates.**



Recruiting – grassroots

- **Grassroots pipeline creation through internships with community colleges and relationships with other schools.**
- **•Internships that are specific to LIGO’s key technologies. We’ve partnered with Normandale Community College, MN to bring interns from their vacuum technology program to LIGO. The first student was hosted this summer (2022). Designed to increase our visibility as an employer with those going into vacuum careers. While we may not have endless entry-level positions for grads, this program is intended to provide a pipeline of potential staff over many years.**
- **Partnership with regional Hiring Our Heroes program to open a pipeline of potential employees as they transition out of the military. Through this program we will offer 12 week fellowships, at no cost to LIGO, and potentially go on to hire those fellows.**
- **•Internships with local community college, Pasadena City College, an Hispanic Serving Institute. We are working with the MESA (Math, Engineering, Science Achievement) program lead there to create opportunities for young people who would not normally be able to access Caltech.**
- **•These pilots kick off this year, and we hope to grow both programs over the coming years.**
- **•SURF program gives undergrads from all backgrounds research experience. Hundreds of students have benefitted up to this point.**



Recruiting – creative thinking to increase talent pool

- We realize that in a tough market, we need to be more visible and more creative to reach talent.
- •Appearing at job fairs and recruiting events in areas we haven't before, ie. Atlanta University Consortium HBCU Job Fair. It's our responsibility to reach in to disadvantaged communities and show that LIGO is a welcoming environment where all candidates are represented.
- •SACNAS National Diversity in STEM conference & AISES (American Indian Science and Engineering Society) virtual last year, in person this year.
- •Advertising in the places candidates are looking - using websites of societies and affinity groups to advertise.
- •Hiring consultants to assist with targeted recruiting.
- •GW Open Data workshops – model of inclusivity with 1400 participants: <https://www.gw-openscience.org/odw/odw2022/> Free, accessible all over the world and flexible with online lectures, videos and more.
- •Handshake – this online platform allows us to reach graduates and students we wouldn't normally be able to reach.
- Communities of Interest platform to post jobs: <https://researchinfrastructure.forumbee.com/category/careerl-opportunities>
 - If we get more people signed up and utilizing this resource, it could work!