

Year 2 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

Argonne National Laboratory

Allyship Success in Research and Development Webinar

Relevant Rubric Area(s): Prevention: Ally or Ambassador Programs; Identifying and Reinforcing Community Values; and Civility or Respect Promotion Programs

Description of Work:

In January 2021, Argonne National Laboratory's Women in Science and Technology (WIST) employee resource group hosted a two-hour interactive webinar titled *Allyship Success in Research and Development*. The webinar specifically focused on diversity of thought and emotional intelligence in order to strengthen collaboration, problem solving and decision making in the scientific research and development environment. It was open to Argonne, FermiLab and University of Chicago personnel, and more than 100 participants joined the webinar from those institutions. The opening of the webinar also included an overview of the National Academies of Sciences, Engineering and Medicine (NASEM) Action Collaborative efforts within Argonne and more broadly.

A key aspect of advancing towards environments that are more inclusive involves developing the emotional intelligence of the organization. For this reason, the webinar covered intuition, empathy, political correctness, self-awareness, self-management and motivation as competencies that assist participants to:

- Improve their interactions with others.
- Communicate effectively.
- Develop and improve leadership skills and teamwork.
- Manage change and resolve conflicts.
- Become more adept at recognizing their emotions and those of others.
- Live up to their own expectations and motivations.
- Take initiative towards achieving those expectations.

These seven competencies are not simple to achieve and require commitment to connecting with others through building trust and strengthening relationships. This ultimately leads to greater accountability and cooperation among a team, which, in turn, helps to change organizational attitudes and behaviors. At each level, the webinar encouraged participants to share their own experiences and thoughts, especially as to how these related to their own Research and Development. The intent of the webinar was to complement the many efforts underway at Argonne that aim to improve the foundation for inclusive and collaborative relationships. Specifically, it targeted how individuals interact with one another, to assist in

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creating an environment where negative interactions, such as sexual and gender harassment, are less likely to occur, but are also promptly addressed if they do. In this manner, the webinar directly supports the Prevention goals of the NASEM Action Collaborative.

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WIST webinar: 'Allyship Success in Research and Development at Argonne'

DECEMBER 21, 2020

Women in Science and Technology (WIST) will host "Allyship Success in Research and Development at Argonne," an interactive webinar focusing on diversity of thought and emotional intelligence in order to strengthen collaboration, problem solving, and decision making. The webinar takes place Thursday, Jan. 21, 2021, from 10 a.m. to noon.



Registration is required.

The webinar will:

- Strengthen emotional intelligence to build better relationships;
- Support a vibrant work culture by improving interactions;
- Utilize inclusion best practices;
- Apply principles that build trust and rapport;
- Identify opportunities to improve relationships; and
- Help us make commitments to ourselves and others to bridge differences.

This webinar supports Argonne's work with the National Academies of Sciences, Engineering and Medicine (NASEM) Action Collaborative on Preventing Sexual Harassment and will include an overview of efforts underway at the laboratory.

Lab-wide News

- Director's Messages
- Top News

Community News

RELATED ORGANIZATIONS

- Women in Science and Technology
- Argonne Leadership Institute
- Diversity, Equity and Inclusion Office

Website for further information (if applicable): <https://blogs.anl.gov/wist/>

Point of Contact Name: Lauren Boldon; J'Tia Hart

Email Address for Point of Contact: boldon@anl.gov; jtia@anl.gov