Sanford Underground Research Facility
Inclusion, Diversity, Equity, Access (IDEA)

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Sanford Underground Research Facility
South Dakota Science and Technology Authority

IDEA – Where We've Been

Work with the 9 Sovereign Native Nations in South Dakota

- Commitment to treat sacred lands with respect.
- Cultural Awareness Video that is shown to all staff working on-site and visitors; Jace DeCory featured in video, Mato Standing High narrates.
- Regular interactions with Tribes—with staff dedicated to this purpose.
- Public outreach efforts focusing on Native culture and history.
- K-12 STEM education outreach efforts with Tribal schools in region.

Cultural Advisory Committee (CAC) – Areas of Focus

- Recruitment and retention of members of historically under-represented groups.
- Education outreach to tribal and rural communities
- Incorporating cultural initiatives at SURF to build bridges and understanding between cultures

Tribal Nations within South Dakota
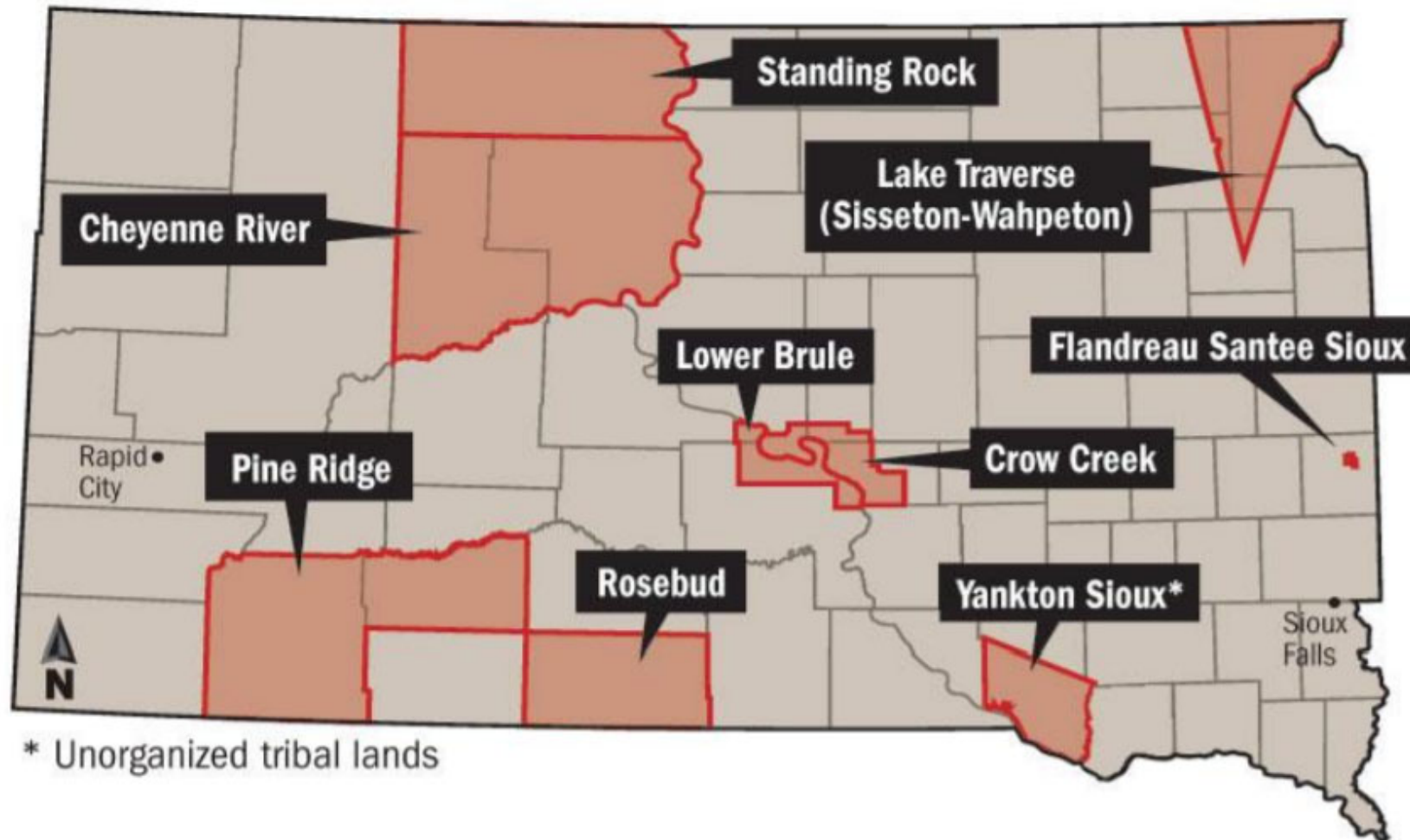
IDEA - Where We Are…

- IDEA office established (Feb 2021) – Deb Wolf, Rochelle Zens join KC Russell

- CAC continues to meet/advise – new members recently added, charter revision in process

- Manager level training contracted with IDEAL Center at the SMM (August) – partnered with SD EPSCoR for this training

IDEA – Where We Are

- Culture Amp selected to provide support, surveying, resources

- Year 1 IDEA planning underway - developing internal metrics for success. Metrics will include:
  - recruiting/hiring a diverse workforce
  - supporting and maintaining a diverse workforce
  - community and K-12 outreach efforts that have a focused IDEA lens

- Code of conduct draft written – feedback and next steps requested

- Core values written and IDEA commitment embedded

- Jack Headley Internship established

- Education and public outreach efforts continue

IDEA – Where We're Going

- Responding to feedback from engagement survey
  - Opportunities and challenges identified – target areas (voice, feedback)
  - Management training (monthly)
  - Increased opportunities for cross-group collaborations and social connection
- Website development
- Code of Conduct finalization
- Human Resources
  - increased support for new hires (onboarding process)
  - Increased efforts for recruitment of applicants from under-represented populations
- Equity Statement finalization and made visible
- Sacred Circle garden planning, programming
- Education efforts and public outreach
- How can we be helpful to user groups?