

## INL continues 'the Dream'

*By Julie Ulrich for Inclusion & Diversity*

Sixty-four years ago, Dr. Martin Luther King Jr. and his allies started what would become known as the Civil Rights Movement. King and his allies wanted to ensure everyone had equal access to opportunities regardless of their background. Today, INL continues advancing that goal.

In January, employees and Senior Leadership Team members attended the 12th Annual Martin Luther King Jr. Banquet hosted by the Idaho Falls African American Alliance. INL provided an "I have a Dream" video for the event, Roya Gordon, an INL Control Systems Cybersecurity analyst, performed a spoken word poem, and associate laboratory directors Sean O'Kelly and Ron Crone gave remarks.

O'Kelly, ALD for the Advanced Test Reactor Complex, commented on the labwide changes he's seen at the leadership level and how INL Director Dr. Mark Peters is asking lab leadership to think in a new way. "We're weaving inclusive diversity into the fabric of our organization," said O'Kelly. "At INL, we're being asked to think differently about inclusion and recognize the benefits that come with an inclusive and diverse organization. Thinking differently is going to have an impact on not just our lab, but in the community and the world."

Crone, ALD for the Materials and Fuels Complex, introduced the keynote speaker and shared his own personal experience living "the Dream." He noted there are lots of aspects of diversity – a person's career field, training, background, age, gender, ethnicity, methods of thinking – and those differences positively impact teams.

"I love that I can be part of diverse teams that pursue knowledge," said Crone. "Our scientific success is because of our inclusive diversity."

Keynote speaker Bryan Kehl, former NFL player for the New York Giants, St. Louis Rams, Kansas City Chiefs and Washington Redskins, talked about his experience growing up as a minority after being adopted by two Caucasian parents in Utah. He described playing football at Brigham Young University, becoming a professional football player, and entering the workforce after NFL retirement. His interpretation of King's "I Have a Dream" speech was to "never let your memories be greater than your dreams – keep going, keep accelerating." Listening to the words of King's speech isn't just about learning history, it's about remembering that the dream continues today.

INL is committed to advancing King's dream through our [leadership councils](#) and tools like the new [INL CultureWizard](#) to help us interact and collaborate more successfully. We're also piloting an Inclusive Leadership Assessment. View a sample assessment [here](#). To learn more, please contact [inclusion@inl.gov](mailto:inclusion@inl.gov).



### Resources:

- ['I Have a Dream' video](#)
- [MLKDay.gov](#)
- [How to respond to 'I Don't See Color in the Workplace' \(video\)](#)
- [5 ways to...celebrate diversity in February and beyond](#)

Like