NDEW 2017
(National Diversity Equity Workshop)

Welcome and Opening Remarks
Rigoberto Hernandez
April 24, 2017
Who scores the next point? (A or B)

Adapted from F Smyth, U.Va.

Need primer on scoring rules
Implicit Bias
Can you pick the winner?

Competitor A wins…IF he’s wearing red

Hagemann, Strauss & Leiing, 2008

Adapted from F Smyth, U.Va.
Who scores the next point?

• Take Home Messages:
  • Framing Matters… I told you that it was possible to know the answers because experts would be able to answer the question
    • In the absence of real data, your relied on your schemas to guess who was more likely to score
  • Awareness of implicit biases…
    • Are there factors that you can control? (e.g. the color of your clothing)
    • Are there factors that you can not control? (e.g. the color of your hair or the complexion of your skin)
Competitiveness
Faculty Demographics: Gender & URM

C&EN, p.42, October 31, 2011

C&EN, p.41, April 7, 2014

C&EN, p.19, September 12, 2016

C&EN, p.37, May 18, 2015
Faculty Demographics: URM

Percentages of Under-represented Minority (URM) Chemistry Professors at Top 50 Departments

<table>
<thead>
<tr>
<th>Professors</th>
<th>AY2011-12</th>
<th>AY2012-13</th>
<th>AY2013-14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant</td>
<td>5.2%</td>
<td>6.0%</td>
<td>5.6%</td>
</tr>
<tr>
<td>Associate</td>
<td>8.3%</td>
<td>7.8%</td>
<td>7.3%</td>
</tr>
<tr>
<td>Full</td>
<td>2.5%</td>
<td>2.7%</td>
<td>3.4%</td>
</tr>
<tr>
<td>All</td>
<td>3.8%</td>
<td>4.1%</td>
<td>4.2%</td>
</tr>
</tbody>
</table>

- Very slow, positive, rate of increase over the past three years...
- But availability is there, and YOU can do something about it
Barriers to Diversity Equity
What is Diversity?

Inclusion of the “other”

- Gender
- Race & Ethnicity
- Disabilities
- LGBTQIQ+:
  - Lesbian
  - Gay
  - Bisexual
  - Transgender
  - Queer
  - Intersex
  - Questioning
  - Allies
  - Other Identities and orientation
- Socioeconomic
- Culture
- Life experiences
- Ideas
- Political Ideologies
- Religion
- Geography
- University Pedigrees
- Place of Origin
- Etc.
Implicit Bias is Only One of the Barriers

Implicit or Unconscious Bias
  Schemas
  Accumulation of Bias
  Lack of Universal Design
  Insufficient Mentoring
  Insufficient/Unequal “Family Friendly” Policies
  Overburdening the Few
  Unwelcoming/Non-Accommodating Climate
  Unwelcoming/Non-Accommodating Professional Cultures
  Qualitative vs. Quantitative Assessment

Solo Status
  Stereotype Threat

Minimizing Differences/Colorblindness
  Depoliticization and Meritocratic Ideology

We aim to *flatten diversity inequities* in academic chemistry departments by placing the responsibility and credit on *institutions and administrators*, not on single change agents.
The OXIDE Team

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OXIDE: Open Chemistry Collaborative in Diversity Equity

OXIDE Advisory Board

Current Members:
- Prof. Luis Echeverria, Chemistry, University of Texas at El Paso (2012-2015, 2016-2018)
- Prof. Stefan France, Chemistry, Georgia Tech (2016-2018)
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- Prof. Denise Sekaquaptewa, Psychology, University of Michigan (2010-2011, 2012-2014)
Who You Are

- Chemistry department heads/chairs and their representatives
- Additional department representatives
- Representatives from federal agencies, foundations, and other national organizations
- Board Members, Social Scientists, and other guests
NDEW 2017

Key Workshop Elements

• Session #1: Addressing and Changing Climate
• Session #2: URM Climate and Solutions
• Keynotes: Rochelle Long (NIH) & Freeman Hrabowski III
• Session #3: Organization and Management of Diversity
• Session #4: Diversity Solutions
• Workshop Recommendations
• Diversity Catalyst Lectures (by Department Heads!)
• Keynotes: Bruce Garrett (DOE) and Angela Wilson (NSF)
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2016 Diversity Catalyst Lecturer

Kay Brummond
University of Pittsburgh
2017 Diversity Catalyst Lecturer

Bill Tollman
University of Minnesota
Your Deliverables

• It's a workshop!
  • Chatham House Rules (aka what happens here stays here)
• In your breakouts, you will:
  – Analyze a case study involving a possible diversity inequity
  – Recommend policies
  – Recommend programs
  – Create New Case Studies
• Fill out Surveys re NDEW
  • E.g, Did you complete the Pre-NDEW Survey?
• Not use screens during sessions
• Recycles badges
• Complete the OXIDE Faculty Demographics Survey e-mail, if you haven’t already!
“Sometimes it is the people, who no one imagines anything of, who do the things that no one can imagine.”

Joan Clarke, *The Imitation Game*

(in reference to Alan Turing)