

NDEW 2017

(National Diversity Equity Workshop)



Welcome and Opening Remarks
Rigoberto Hernandez
April 24, 2017

Who scores the next point? (A or B)

Need
primer on
scoring
rules



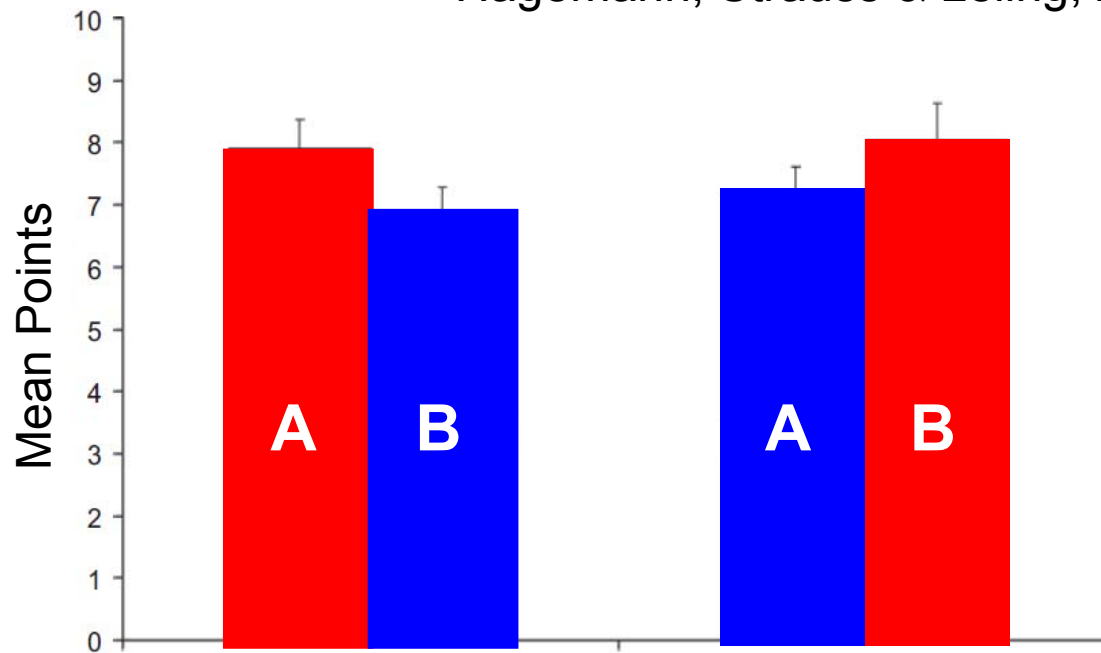
Adapted from F Smyth, U.Va.

Implicit Bias

Can you pick the winner?

Competitor A wins...IF he's wearing red

Hagemann, Strauss & Leining, 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, you 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



DIVERSIFYING ACADEMIA

Percentage of minority chemistry professors in academia remains low, new survey shows
LINDA HANG & SOPHIE L. ROYER, C&EN WASHINGTON

NEARLY ONE THIRD of the U.S. population is made up of underrepresented minorities, according to U.S. Census Bureau figures. Yet they hold only 4% of chemistry professorships at the public college and university that spend the most on chemical research and development.

For the first time, C&EN has data to report on the number of minority professors at the leading Ph.D.-granting chemistry departments in the U.S., thanks to a partnership with the Open Chemistry Collaborative in Diversity Equity, a five-year program funded by the National Science Foundation, the National Institutes of Health, and the Department of Energy. Known as OXIDE, the group works with minority scientists, chemistry departments, and academic societies to make faculty diversity, in particular, a priority.

That is, figures are "encouraging, but it's not surprising," says Melissa Koffler, Ph.D., an assistant professor of chemistry at Iowa State University. "We can't keep doing the same things and expect the numbers to improve, she says. "You have to be very intentional

TOP DEPARTMENTS Among top chemistry departments had the highest percentage of URM in 2013-14

Department	Percentage of URM
Georgia Inst. of Tech., Atlanta	18%
California, U. of San Diego	17%
Arizona State U.	16%
Ohio State U. (Columbus)	15%
Washington, U. of Seattle	14%

URM = Underrepresented minorities, includes African American, Hispanic/Latino, Native American, and multiracial

C&EN 428 37 MAY 18, 2015

ENGAGED as the demographics of the chemistry faculty change in terms of gender and ethnicity, says Charles D. Hoyle, a chemistry program director at NSF.

Things haven't changed as much as we need to give up, but to try something else, like the OXIDE program, to help us solve global challenges, and "to have better people working on these problems."

Rigoberto Hernandez, director of OXIDE and a professor of chemistry at Georgia Institute of Technology, says he hopes the OXIDE initiative will help foster a more supportive environment for URM and other diverse groups in academia. According to Hernandez, OXIDE expects that URM are not as attracted to chemistry departments as their peers because of "real and perceived inequities" within chemistry departments, such as research advisors who show favoritism toward one racial group over another.

He says, "It's like, in partnership with the diversity of chemistry departments, OXIDE is working to help change the climate and attract more URM to the academy to achieve what the discipline represents."

OXIDE COLLECTED data and statistics from universities that NSF says spent the most on chemical research in the past three academic years. The OXIDE survey covered research and tenure-track positions for which a chemistry department paid at least half of the salary. The group gathered statistics about tenure and URM, including tenure, Hispanic and URM, a category that includes African American, American Indian/Alaskan Native, Native American, and multiracial professors.

They are considered URM because their representation on chemistry faculties is lower than in the general U.S. population. Of the 100 departments ranked, 45% had tenure-track positions, 45% had tenure-track positions, and 10% had tenure-track positions.

OXIDE data were provided by the OXIDE program, a five-year program funded by the National Science Foundation, the National Institutes of Health, and the Department of Energy.

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C&EN, p.37,
May 18, 2015

MINORITIES IN ACADEMIA BY RANK, 2013-14

Columbia University and Rice University had the highest percentage of underrepresented minority assistant chemistry professors

Rank	Assistant Professor		Associate Professor		Full Professor		All Faculty	
	Count	%	Count	%	Count	%		
1	10	10%	10	10%	10	10%	10	10%
2	10	10%	10	10%	10	10%	10	10%
3	10	10%	10	10%	10	10%	10	10%
4	10	10%	10	10%	10	10%	10	10%
5	10	10%	10	10%	10	10%	10	10%
6	10	10%	10	10%	10	10%	10	10%
7	10	10%	10	10%	10	10%	10	10%
8	10	10%	10	10%	10	10%	10	10%
9	10	10%	10	10%	10	10%	10	10%
10	10	10%	10	10%	10	10%	10	10%
11	10	10%	10	10%	10	10%	10	10%
12	10	10%	10	10%	10	10%	10	10%
13	10	10%	10	10%	10	10%	10	10%
14	10	10%	10	10%	10	10%	10	10%
15	10	10%	10	10%	10	10%	10	10%
16	10	10%	10	10%	10	10%	10	10%
17	10	10%	10	10%	10	10%	10	10%
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168	10	10%	10	10%	10	10%	10	10%
169	10	10%	10	10%	10	10%	10	10%
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171	10	10%	10	10%	10	10%	10	10%
172	10	10%	10	10%	10	10%	10	10%
173	10	10%	10	10%	10	10%	10	10%
174	10	10%	10	10%	10	10%	10	10%
175	10	10%	10	10%	10	10%	10	10%
176	10	10%	10	10%	10	10%	10	10%
177	10	10%	10	10%	10	10%	10	10%
178	10	10%	10	10%	10	10%	10	10%
179	10	10%	10	10%	10	10%	10	10%
180	10	10%	10	10%	10	10%	10	10%
181	10	10%	10	10%	10	10%	10	10%
182	10	10%	10	10%	10	10%	10	10%
183	10	10%						

Faculty Demographics: URM

Percentages of Under-represented Minority (URM) Chemistry Professors at Top 50 Departments			
Professors	AY2011-12	AY2012-13	AY2013-14
Assistant	5.2%	6.0%	5.6%
Associate	8.3%	7.8%	7.3%
Full	2.5%	2.7%	3.4%
All	3.8%	4.1%	4.2%

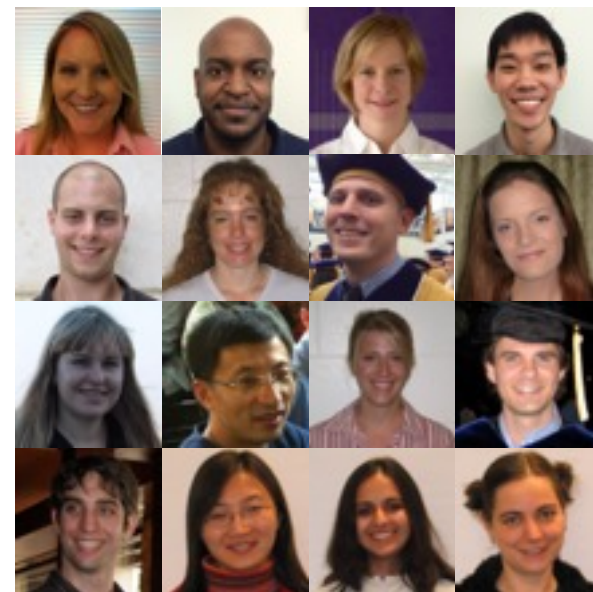
- Very slow, **positive**, rate of increase over the past three years...
- But availability is there, and YOU can do something about it
- OXIDE Data in *C&EN*, Volume 93, Issue 20, pp. 37-39, (May 18, 2015)

Barriers to Diversity Equity

What is Diversity?

Inclusion of the “other”

- Gender
 - Lesbian
 - Gay
 - Bisexual
 - Transgender
 - Queer
 - Intersex
 - Questioning
 - Allies
 - Other Identities and orientation
- Race & Ethnicity
- Disabilities
- LGBTQIQA+
- 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

Hernandez and Watt, “A Top-Down Approach for Diversity and Inclusion in Chemistry Departments,” in *Career Challenges and Opportunities in the Global Chemistry Enterprise*; ACS Symposium Series, Vol 1169, edited by H. N. Cheng, S. Shah, and M.L. Wu, Chapter. 19, pp. 207-214

OXIDE: Who We Are

Open Chemistry Collaborative in Diversity Equity

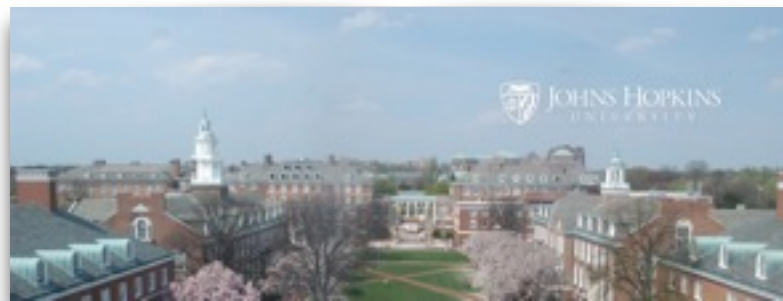
We aim to *flatten diversity inequities* in academic chemistry departments by placing the responsibility and credit on *institutions and administrators*, not on single change agents

The OXIDE Team



Prof. Rigoberto Hernandez

OXIDE Director
Department of Chemistry
Johns Hopkins University
r.hernandez@jhu.edu



Dr. Dontarie Stallings

OXIDE Research and Program Manager
Department of Chemistry
Johns Hopkins University
rpm.oxide@jhu.edu



Dr. Srikant Iyer

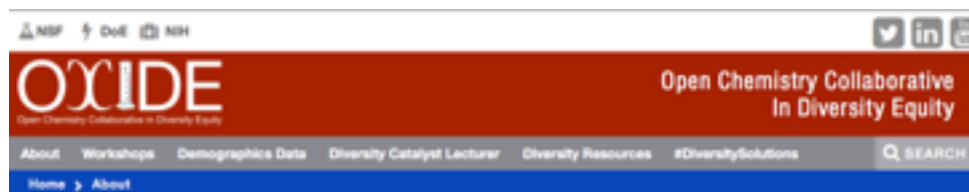
OXIDE Assistant Research and Program Manager
Department of Chemistry
Johns Hopkins University
arpm.oxide@jhu.edu

Additional OXIDE Team Members:

Ms. Clarice Lee
Ms. Kyra Vocci
Ms. Rosalie Elder



OXIDE: Open Chemistry Collaborative in Diversity Equity



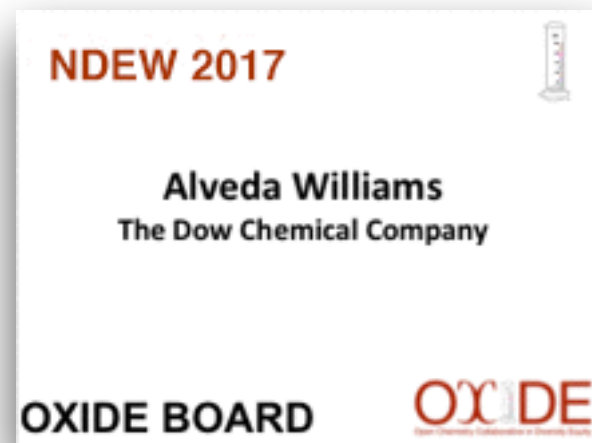
OXIDE Advisory Board

Current Members:

- [Dr. Christopher J. Bannochie](#), Chemistry, Savannah River National Laboratory (2014-2016, 2017-2018)
- [Prof. Karl S. Booksh](#), Chemistry, University of Delaware (2010-2011, 2012-2014, 2015-2017)
- [Prof. Larry R. Dalton](#), Chemistry and Electrical Engineering, University of Washington (2010-2011, 2012-2014, 2015-2017)
- [Prof. Frank Dobbin](#), Sociology, Harvard University (2010-2011, 2012-2014, 2015-2017)
- [Prof. Luis Echegoyen](#), Chemistry, University of Texas at El Paso (2012-2015, 2016-2018)
- [Dr. Archie W. Ervin](#), Institutional Diversity, Georgia Tech (2012-2015, 2016-2018)
- [Prof. Stefan France](#), Chemistry, Georgia Tech (2016-2018)
- [Prof. Michelle M. Franco](#), Chemistry, Bryn Mawr (2010-2011, 2012-2014, 2015-2017)
- [Prof. Paula T. Hammond](#), Chemical Engineering, MIT (Ex-Officio) (2010-2011, 2012-2014, 2015-2017)
- [Prof. Christy Haynes](#), Chemistry, The University of Minnesota (2016-2018)
- [Prof. Rigoberto Hernandez](#), Chemistry, Johns Hopkins University (Ex-Officio) (2010-2011, 2012-2014, 2015-2017)
- [Prof. Malika Jeffries-El](#), Chemistry, Boston University (2012-2015)
- [Prof. Catherine J. Murphy](#), Chemistry, University of Illinois at Urbana-Champaign (2016-2018)
- [Prof. Mary Jo Ondrechen](#), Chemistry and Chemical Biology, Northeastern University (2012-2015, 2016-2018)
- [Dr. Dontarie Stallings](#), Chemistry, Johns Hopkins University (2015-2017)
- [Prof. Timothy M. Swager](#), Chemistry, MIT (Ex-Officio) (2010-2011, 2012-2014, 2015-2017)
- [Dr. Alveda Williams](#), Chemistry, The Dow Chemical Company (2014-2018)

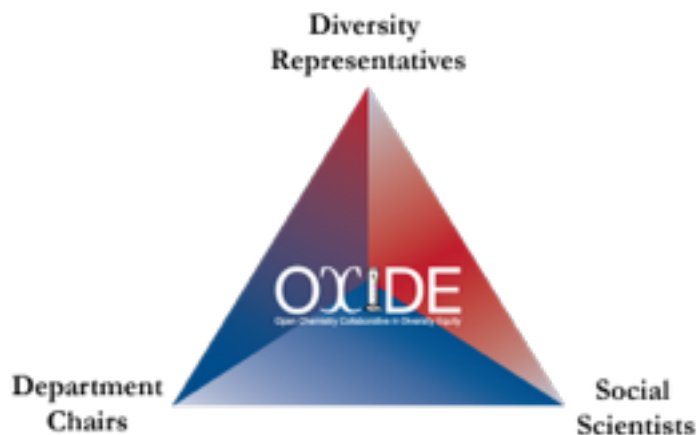
Past Members:

- Prof. Sheila E. Browne, Chemistry, Mount Holyoke (2010-2011, 2012-2014)
- Prof. Sharon L. Neal, Chemistry, University of Delaware (2010-2011, 2012-2014)
- Prof. Geraldine L. Richmond, Chemistry, University of Oregon (2010-2012)
- Prof. Denise Sekaquaptewa, Psychology, University of Michigan (2010-2011, 2012-2014)
- Prof. Jean Stockard, Planning, Public Policy & Management, University of Oregon (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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NDEW 2017

2016 Diversity Catalyst Lecturer



Kay Brummond

University of Pittsburgh

NDEW 2017

2017 Diversity Catalyst Lecturer



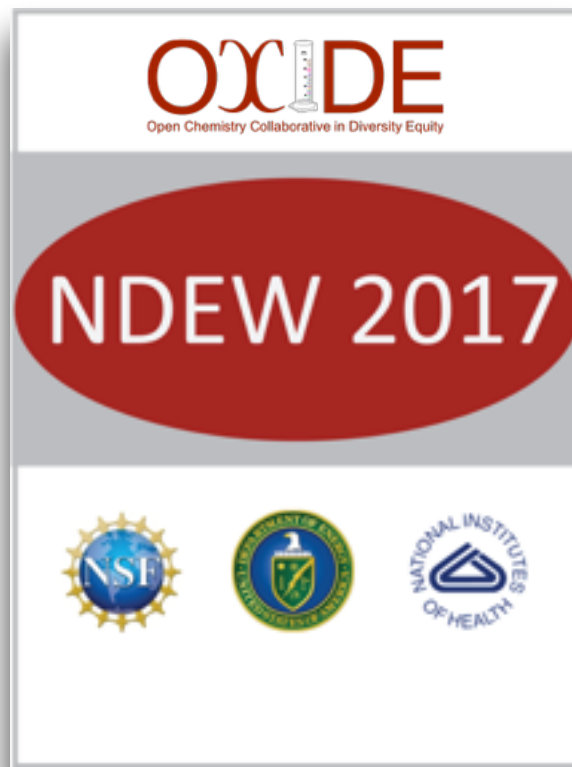
Bill Tollman

University of Minnesota

NDEW 2017

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!



NDEW 2017

“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)