NDEW 2019
(National Diversity Equity Workshop)

Welcome and Opening Remarks
Rigoberto Hernandez
April 8, 2019
What do you see?

- Picture in your mind:
  - A paleontologist
  - An astronomer
  - A chemist

- Are they all in the same lab?
- What do they look like?
Lego: Research Institute, Set 21110

...ironic result...
Inclusive Excellence is Diverse

...along many vectors...
Competitiveness
Women crack the glass ceiling of female faculty at top chemistry departments

“We have been looking at such small increases in the number of women employed as chemistry professors, particularly at the universities that spend the most on research in fiscal-year 2010. The percentage of women in tenured and tenure-track faculty at the 50 schools identified by the National Science Foundation as having spent the most on chemistry research in fiscal 2013 was up only slightly from the prior academic year. The OXIDE survey of “real and perceived inequities” within academia remains low, new survey shows.

For the first time, C&EN has data to reframe the conversation about diversity. In 2010 female faculty comprised:

- 16.4% in Top 10
- 16.6% in Top 25
- 16.9% in Top 50
- 16.5% in Top 75

Female faculty in top 50 since OXIDE has been tracking:

- 14.8% in AY2009-10
- 19.4% in AY2016-17

URM faculty in top 50:

- 4.1% in AY2011-12
- 4.9% in AY2015-16

Faculty Demographics: Gender & URM
Barriers to Diversity Equity
What is Diversity?

Inclusion of the “other”

- Gender
- Race & Ethnicity
- Disabilities
- LGBTQIA+
  - 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.
Summary of Inclusive language

- diversity equity
  - equality (equal resources)
  - equity (equal opportunity)
  - diversity (inclusion of the other)
  \[\Rightarrow\] diversity equity is equal opportunity of the other

- inclusive excellence
  - inclusion (no one is excluded)
  - excellence (“the best”)
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

Highlights from Previous Workshops

• United all 4 URGs into one workshop, and emphasized identifying barriers to be addressed not just the symptom (e.g. demographic data) to achieve diversity equity with excellence (2011)
• formalized and began to distribute Recommendations Lists (2013)
• Diversity Solutions & DLCs (2015)
• Diversity Action Plans (2017)

• In 2019, we are featuring Disability Equity, once again...
OXIDE: Our Vision

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

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OXIDE Board

Attending NDEW:
✓ Dr. Christopher J. Bannochie, Chemistry, Savannah River National Laboratory
✓ Prof. Luis Echegoyen, Chemistry, University of Texas at El Paso
✓ Prof. Rigoberto Hernandez, Chemistry, Georgia Tech
✓ Prof. Malika Jeffries-EL, Chemistry, Boston University
✓ Prof. Mary Jo Ondrechen, Chemistry and Chemical Biology, Northeastern University
✓ Dr. Celeste Rohfling, Chemistry, American Association for Advancement of Science (retired)
✓ Dr. Laurel Smith-Doerr, Chemistry, UMass, Amherst
✓ Dr. Alveda Williams, Chemistry, The Dow Chemical Company

Not Attending NDEW:
✓ Prof. Karl S. Booksh, Chemistry, University of Delaware
 - Prof. Larry R. Dalton, Chemistry and Electrical Engineering, University of Washington
✓ Prof. Frank Dobbin, Sociology, Harvard University
✓ Prof. Michelle M. Franci, Chemistry, Bryn Mawr
✓ Prof. Christy Haynes, Chemistry, The University of Minnesota
✓ Prof. Catherine J. Murphy, Chemistry, University of Illinois at Urbana-Champaign

@OxideChem
@EveryWhereChem
#NDEW2019
You

• 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 2019

2018 Diversity Catalyst Lecturer

Ron Halterman
University of Oklahoma
NDEW 2019

2019 Diversity Catalyst Lecturer

Nancy Goroff
Stony Brook University
NDEW 2019

Key Workshop Elements

• Speakers and Panels:
  – Session #1: Diversity Solutions
  – Session #2: Disability Equity
  – Session #3: Organization and Management of Diversity
  – Session #4: Sexual Harassment
  – Diversity Catalyst Lectures (by Department Heads!)

• Keynotes:
  – Monday: Rochelle Long (NIH) and Billy Williams (AGU)
  – Tuesday: Carol Bessel (NSF), Bruce Garrett (DOE) and Luis Echegoyen (UTEP)

• Breakout Groups:
  – Analyze Case Studies
  – Develop Solutions Workshop Recommendations
transactions
- an exchange or interaction between people
- 1 Leader <-> 1 student/follower/faculty member

policy
- a course or principle of action adopted or proposed by a government, party, business, or individual
- 1 Leader/Leadership-Team <-> many students/followers/faculty members

Questions to consider:
- Is precedent a policy or a transaction?
- What requires more currency/expense for a junior person: a transaction or a policy?
- What saves more time for a leader: a transaction or a policy?

R. Hernandez, C&EN 97:9, 47 (March 2, 2019)
Objectives

1. To share our understanding of the following concepts as they apply to our professional culture:

   A. the value proposition(s) for advancing diversity equity
   
   B. factors that create safe and inclusive environments
   
   C. the difference and importance of transactional solutions vs. policy solutions as it pertains to managing diversity equity and inclusion
   
   D. factors for administering recruitment, mentoring, tenure and promotion processes that advance inclusive excellence
   
   E. evidenced-based strategies for addressing known barriers within a department so as to reduce existing diversity inequities
   
   F. supporting and communicating inclusive excellence

2. To develop solutions to advance diversity equity in our departments
Objectives

• 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!