National Diversity Equity Workshop 2013

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Diversity Equity
What is Diversity?

Inclusion of the “other”:

- Gender
- Race & Ethnicity
- Disabilities
- LGBTQIQ
- Socioeconomic
- Culture
- Life experiences
- Ideas
- Geography
- University Pedigrees
- Political Ideology
- Place of Origin (International)
- etc.
Competitiveness
Women are 17% of Chemistry Faculty

After a year’s pause, Gradual Growth in the percentage of female chemistry professors resumes

Science and Technology

The University of Puerto Rico, Rio Piedras, had the highest percentage of women in 2010 – 16.4%. There were almost one-third of the faculty positions held by women, and this number was the highest among the universities we examined. (If the goal of chemistry in 2010 was to be a 50-50 gender-balanced field, then these universities were on track for this goal.)

The male-female ratios for 2010 are:

- 324:114 - Assistant
- 289:86 - Associate
- 1238:162 - Full

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

In Top 75 Male:Female ratios for 2010 are:

- 324:114 - Assistant
- 289:86 - Associate
- 1238:162 - Full

Numbers
In the 2010 Census:
- 16.4% Hispanic or Latino
- 12.6% African American
- 4.8% Asian American
- .9% Native American
- .2% Pacific Islander

URM Data on Faculty in Chemistry coming this year!

FROM B.S. TO FACULTY: THE PIPELINE FOR U.S. CITIZEN ETHNIC GROUP REPRESENTATION IN CHEMISTRY in 2003

B.S. = 6,268 (67%)
PhD = 1029 (88%)
Faculty = 1459 (86%)

Total White Population = 67%
Total URM* Population = 27%

B.S. = 1519 (16.6%)
URM PhD = 75 (6.4%)
URM Faculty = 61 (3.6%)

* Underrepresented Minorities

Numbers

- Let’s do the numbers:
  - 6,268 BS / 1,029 PhD
    \[ \Rightarrow 1 \text{ Ph.D. : } 6.1 \text{ B.S.} \]
  - \( (1,029 \text{ PhD} / \text{ year})/(1,459 \text{ Profs} / 25 \text{ years}) \)
    \[ \Rightarrow 1 \text{ Prof : 17.6 Ph.D.} \]
    \[ \Rightarrow 1 \text{ Prof : 107.4 B.S.} \]
- Faculty in the top 50 are rare events.
- The best chemists have options with better odds.

Professors are the intellectual 1%!
Excellence
Implicit Bias
Can you believe what you see?

Do you see one or two colors in the swirling stripes?
(Blue or green?)

Adapted from B. Nosek, U.Va.

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Implicit Bias
Can you believe what you see?

Adapted from B. Nosek, U.Va.
Implicit Bias
Can you pick the winner?

Adapted from F Smyth, U.Va.
Implicit Bias
Can you pick the winner?

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

Hagemann, Strauss & Leising, 2008

Adapted from F Smyth, U.Va.
Diversity Equity is Timely
"When people asked why I had left government, I explained that I’d come home not only because of Princeton’s rules (after two years of leave, you lose your tenure), but also because of my desire to be with my family and my conclusion that juggling high-level government work with the needs of two teenage boys was not possible. I have not exactly left the ranks of full-time career women: I teach a full course load; write regular print and online columns on foreign policy; give 40 to 50 speeches a year; appear regularly on TV and radio; and am working on a new academic book.

But I routinely got reactions from other women my age or older that ranged from disappointed ("It’s such a pity that you had to leave Washington") to condescending ("I wouldn’t generalize from your experience. I’ve never had to compromise, and my kids turned out great").

"Here’s what nobody is telling you: Find a husband on campus before you graduate.”
—Susan Patton’77
LGBTQIQ in the News

Lesbian
Gay
Bisexual
Transgender
Queer
Intersexed
Questioning

Robbie Rogers, Pro Soccer Player

Lynsey Addario, New York Times, March 29 2013

Carolyn Bertozzi

Alan Turing & UK Apology

R. Hernandez
@ Georgia Tech

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URMs in the News
Disabilities in the News
You build it and they will come

Diversity is a planned event will come
Who We Are

- 2011: OXIDE = Open Chemistry Collaborative in Diversity Equity

- September 2012: funded jointly for five years by NSF, NIH, DoE

- Demographics of academic chemistry faculty do not correspond to the demographics of the U.S. population

- Vision: flattening diversity inequities by placing the responsibility (to solve the problem) on institutions, not on single agents
Enacting the Vision

- Change academic chemistry infrastructure from the top down
- Excellence-Driven (Diversity is Key to the Post-Modern Meritocracy)
- Partner with research-active chemistry department chairs
  - Responsibility and credit
- Reduce inequitable policies and practices
  - Historically led to disproportionate representation
- Collaborate with social scientists
- Diversity writ large
  - e.g., gender, race-ethnicity, disabilities, and sexual orientation
- Disseminate broadly
What We Do

- Host biennial National Diversity Equity Workshops (NDEWs)
  - 2011, 2013, 2015, 2017

- Conduct and publish annual demographic census of research-active doctoral Chemistry departments

- Disseminate relevant findings from STEM & the social sciences
  - OXIDE portal (beta version)
  - NDEWs and NDEW reports
  - To come: other mechanisms…

- Connect department chairs, social scientists, existing diversity communities

- Assess the impact of department policies, programs, and changes
- Assess our programming and dissemination products
OXIDE Advisory Board

Currently 12 members: 4 social scientists, 8 chemists
NDEW 2013 Highlights

• Breakouts!
• Focus session #1: Organizational structure, behavior & dynamics
• Focus session #2: Recruitment, hiring, retention and promotion
• Focus session #3: Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Questioning (LGBTQIQ) equity
• Focus session #4: Creating an inclusive culture
• Sample department diversity presentation & discussion
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