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.
OXIDE: Who We Are

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OXIDE: Open Chemistry Collaborative in Diversity Equity

OXIDE Advisory Board

Current Members:

- Dr. Christopher J. Benmore, Chemistry, Savannah River National Laboratory (2014-2017)
- Prof. Malika Jethroe, Chemistry, Iowa State University (2012-2016, 2016-2017)
- Prof. Mary Jo Orscher, Chemistry and Chemical Biology, Northeastern University (2013-2015, 2015-2017)

Past Members:

- Prof. Sheila E. Brown, 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)
Think-Pair-Share Q

• A paleontologist, an astronomer and a chemist walk up to a bar...

• Picture them in your mind.

• What does she order?
  A. Skulls and Bones Cocktail.
  B. Blue Moon Cocktail.
  C. Neat oxygen dihydride.
  D. All of the above.
Lego: Research Institute, Set 21110

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

...along many vectors...
What is Diversity?

Inclusion of the “other”

- Gender
- Race & Ethnicity
- Disabilities
- LGBTQIQA+
  - 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.
Competitiveness
Faculty Demographics: Gender

- 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

Compare to Chemistry 2010 PhDs‡:
- 2306 All
- 37.4% Female

‡Advancing Graduate Education in the Chemical Sciences (2012)
Faculty Demographics: URM

- In Top 50 in 2010, URM comprises:
  - 5% of Assistant Professors
  - 5% of Associate Professors
  - 3% of Full Professors

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

Compare to Chemistry 2010 PhDs‡:
- 2306 All
- 57.4% (1323) U.S. Citizen or PR
- 0.4% Native American
- 10.9% Asian
- 4.1% African American
- 4.8% Hispanic
- 76.1% White


Take Home Message
- Representation drops dramatically from BS though to Full Professor
- Drop from Ph.D. to Assistant Professor is very dramatic
### Faculty Demographics: URM

<table>
<thead>
<tr>
<th>Percentages of Under-represented Minority (URM) Chemistry Professors at Top 50 Departments</th>
<th>AY2011-12</th>
<th>AY2012-13</th>
<th>AY2013-14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant professors</td>
<td>5.2%</td>
<td>6.0%</td>
<td>5.6%</td>
</tr>
<tr>
<td>Associate professors</td>
<td>8.3%</td>
<td>7.8%</td>
<td>7.3%</td>
</tr>
<tr>
<td>Full professors</td>
<td>2.5%</td>
<td>2.7%</td>
<td>3.4%</td>
</tr>
<tr>
<td>All professors</td>
<td>3.8%</td>
<td>4.1%</td>
<td>4.2%</td>
</tr>
</tbody>
</table>

- OXIDE survey (unpublished)
- 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
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

NDEW 2015

Key Workshop Elements

• Session #1: Bias, Barriers, & Inequality
• Session #2: Intersectionality: Women of Color
• Keynote: Gregory Robinson
• Session #3: Future Faculty
• Session #4: Implementation & Solutions
• Workshop Recommendations
• Sample/Model Department Presentation: David Giedroc
• Keynote: Kei Koizumi
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NDEW 2015

2015 Diversity Catalyst Lecturer

David Giedroc
Indiana University
Your Deliverables

• It's a workshop!
• In your breakouts, you will:
  – Develop hypotheses for redressing a targeted diversity inequity
  – Recommend policies
  – Recommend programs
  – Include assessment plan
• Fill out Surveys re NDEW
• Not use screens during sessions
• Recycles badges
• Answer yesterday’s “OXIDE Faculty Demographics Survey” e-mail
“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*