BES Early Career Network Webinar:

Diving into Diversity, Equity, and Inclusion: From Understanding to Action in STEM

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Trends in STEM – and the U.S. Population

(ACS, 2020)	Chemistry Faculty at Top 50 Schools	Chemistry Ph.D. Recipients	Total Population*
White, non-Hispanic	78.5%	74.1%	60.5%
Black or African American	1.6%	4.5%	13.4%
American Indian/ Alaska Native	0.3%	0.2%	1.3%
Asian/ Pacific Islander	16.1%	10.3%	6.1%
Multiracial	0.3%	2.5%	2.7%
Hispanic/Latino/Latina	3.3%	6.2%	18.3%
Women	20%	41%	50.8%

These data don't help understand the intersectionality.

The demographics of the U.S. are changing: Over 50% of those under 17 are people of color.

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* U.S. Census data   See ACS, APS, AIP resources for detailed statistics

DOE National Lab Demographics: Research/Technical Management

CHANGE DATA VIEW:

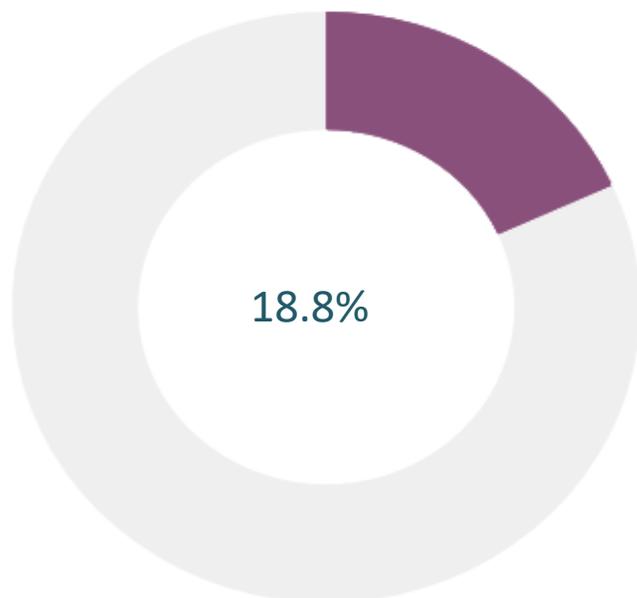| ALL JOBS | SENIOR LEADERSHIP | **RESEARCH/TECHNICAL MANAGEMENT** | OPERATIONS MANAGEMENT | TECHNICAL RESEARCH STAFF | OPERATIONS SUPPORT STAFF |

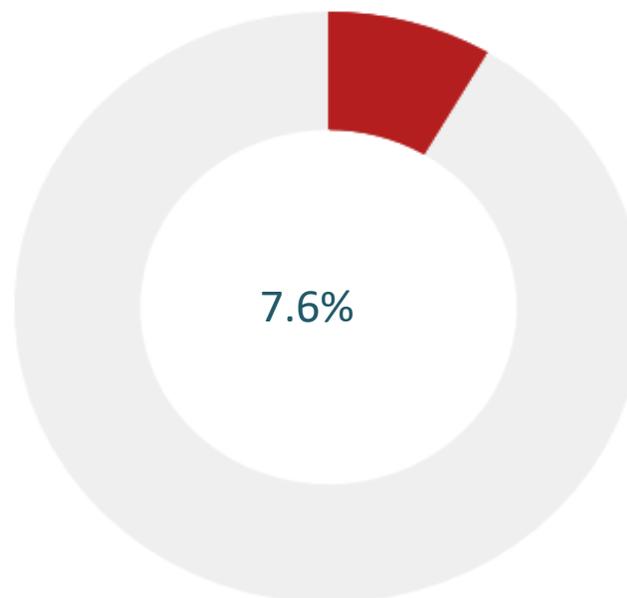| POST DOCTORAL | GRADUATE STUDENT | UNDERGRADUATE STUDENT |

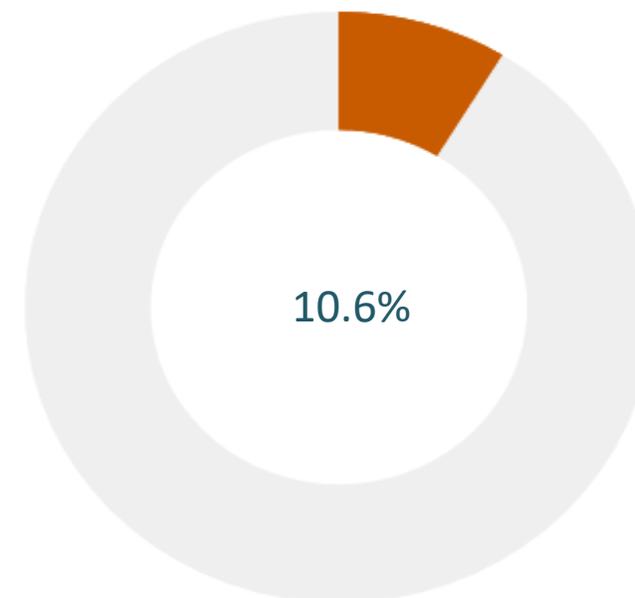## RESEARCH/TECHNICAL MANAGEMENT (FIRST-LINE AND MID-LEVEL)

WOMEN	UNDER-REPRESENTED MINORITIES	OTHER PEOPLE OF COLOR
18.8%	7.6%	10.6%

https://nationallabs.org/staff/diversity/ **(NLDC Website)**

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Challenges

- The processes that the scientific enterprise has used, based on a traditional view of meritocracy, do not address the reality of systemic inequities.

- The ability of institutions and individuals to overcome inequitable access to resources and support *in order to respond to* government-sponsored opportunities.

- The data we have to work with are imperfect.

- Culture change is not easy, it requires leadership and awareness and engagement at all levels.

Role of Funding Agencies

- Funding research to better understand the challenges and identify evidence-based solutions.

- Ensuring open, fair, transparent, and accessible processes for allocating and competing government resources.

- Setting expectations for institutions and individuals for advancing diversity, equity, and inclusion in all government-sponsored activities and within institutions that receive government funding.

- Leading the way in adopting new, evidence-based processes for allocating resources to address systemic barriers and inequities.

- Demonstrating the importance of diversity, equity and inclusion and impact <u>with data</u>.

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