BES Early Career Network Webinar:

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

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DOE Office of Science
https://science.osti.gov
Trends in STEM – and the U.S. Population

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

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.
DOE National Lab Demographics: Research/Technical Management

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

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

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