

BES Early Career Network Webinar:

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

August 23, 2021

#### **Dr. Julie Carruthers**

Acting Director, Office of Diversity, Inclusion & Research Integrity
Senior Science & Technology Advisor, Office of the Principal Deputy Director
DOE Office of Science
https://science.osti.gov

## 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.

## DOE National Lab Demographics: Research/Technical Management



#### CHANGE DATA VIEW:

LL JOBS SENIOR LEADERSHIP

RESEARCH/TECHNICAL MANAGEMENT

OPERATIONS MANAGEMENT

TECHNICAL RESEARCH STAFF

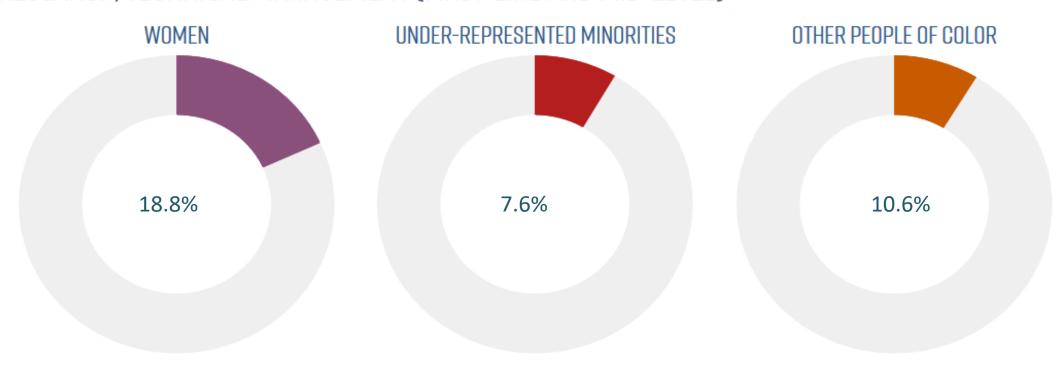
OPERATIONS SUPPORT STAFF

POST DOCTORAL

GRADUATE STUDENT

**UNDERGRADUATE STUDENT** 

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



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.