Diversity & Inclusion in the Natural Sciences & Astronomy

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Ethics in Astronomy 12/10/08
Why talk about Diversity?

The “Scientist”: many hats!

From http://www.ars.usda.gov/is/kids/satellite/story4/satellitecow.htm
Guiding principles

- **Full** participation of men & women & minorities will maximize excellence in the field.
- The measure of equal opportunity is outcome, i.e., percentage of women/minorities in the next level of advancement equals the percentage in the pool.

(based partly on Pasadena Recommendations)
# Diversity Statistics @ UCB

## UCB L&S Physical Sciences, Diversity Pipeline*, AY2007-08

<table>
<thead>
<tr>
<th>Level</th>
<th>White Women</th>
<th>Asian Women</th>
<th>URM** Women</th>
<th>Int. Women</th>
<th>Int. Men</th>
<th>URM** Men</th>
<th>Asian Men</th>
<th>White Men</th>
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*All data (degrees, pool, & faculty #) are cut to department level.


**URM=African American, Native American, & Hispanic.

***Based on U.S. PhD Recipients from 2000-2004 from Top 50 Universities Producing the Greatest Number of PhDs in National Research Council Top Quartile Programs.
Slide by Rachel Ivie, AIP

Sources: National Science Foundation and National Center for Education Statistics. Bachelor’s degree data for Academic Years 1999 and 2001 were not available. Compiled by AIP Statistical Research Center.
Homework

• Imagine you are the chair of a selection committee for grad school/postdoc/faculty job. Describe how you would put together:
  – (a) the people on the committee.
  – (b) the selection process.
Case Study I

• Continuation of HW:
  – Shortlist
    • Female
      – Strong letter of rec from prof 1
    • Male
      – Strong letter of rec from prof 1
      – Strong letter of rec from famous prof 2
  – Committee
    • Senior male: favors male
    • Senior female
    • Junior female: reads papers by shortlisted people
Case study II

• Tom & Francine are grad students
• @ same lab & with same advisor
• Francine notices that she gets assigned mostly the menial tasks, while Tom gets to lead small, separate projects

• Q:
  – What should Francine do?
  – What will the letters of rec contain?
See Slides on Bias