
URGE Demographic Data for NMNH

These resources regarding demographic data are relevant to the NMNH Geosciences Pod at the Smithsonian Institution (public and internal facing) and include stated goals for representation, and/or proposals to collect and report demographic data.

Acronyms and Shorthand

- CLF: Civilian Labor Force (persons the Department of Labor Statistics considers to be part of the workforce, whether currently employed or unemployed)
- EEO: Equal Employment Opportunity
- GS-13: General Schedule Grade 13
- OEESD: Office of Equal Employment and Supplier Diversity
- OFI: Office of Fellowships and Internships
- OUSSR: Office of the Under Secretary for Science and Research
- PAEC: Professional Accomplishments Evaluation Committee (this is the museum's equivalent of a university's promotion and tenure process/committee)

Links to demographic data at NMNH

- [People & Operations Dashboard](#): Provides a publicly accessible view of employee demographics for the entire Smithsonian. Race and ethnicity are reported separately under the Employee Diversity tool.
- [OUSSR Workplace Diversity Profile](#) (internal only): Provides more detailed racial and gender breakdowns for all employees and high-ranking employees (GS-13 and higher) under Office for the Under Secretary of Science and Research, which includes NMNH. These stats include both federal and trust positions. Race and gender are reported separately.
- Demographic data for applicants to permanent positions is reported as part of the Smithsonian's Annual Report on EEO Program Status (internal only). This reports pools applicant information from across the institution due to confidentiality concerns.
- Fine-grained demographic information can be requested from the OEESD metrics team (internal only). These reports can include gender and race together. Subsets must be above a certain size to avoid confidentiality concerns.

How does NMNH compare to others, or to the field as a whole?

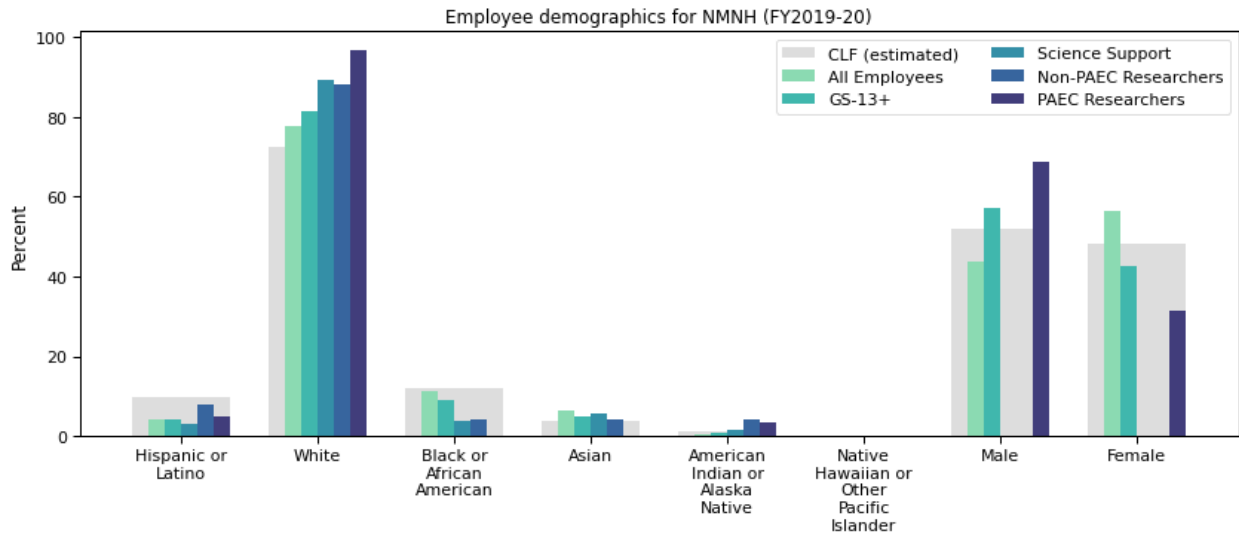


Fig. 1. Civilian labor force (CLF) data was provided by OESSD and is included as a light gray field in the following plots. Gender splits for the CLF were not provided in the original data and were estimated based on splits for the full labor force. Demographics for the All Employees and GS-13+ subsets were compiled from the OESSD quarterly workplace diversity report for FY2021 Q1. The remaining slices were estimated from plots from a 2020 presentation about diversity at NMNH. For the three science groups, the Hispanic/Latin* ethnicity was given separately from race. Numbers for the other racial groups are therefore up to 5-10% higher than they would be in numbers calculated with Hispanic/Latin* as a racial group. Additionally, gender splits were not provided for Science Support and Non-PAEC Researcher subsets.

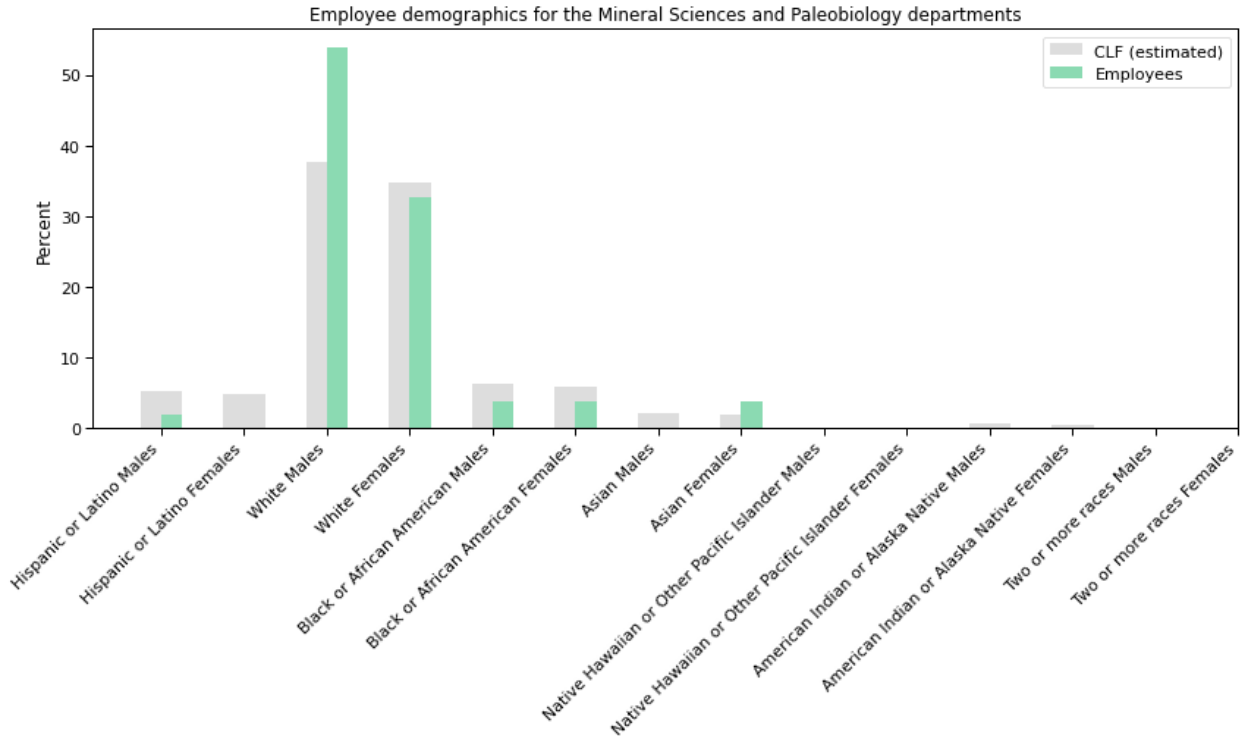


Fig. 2. Demographics for the Mineral Sciences and Paleobiology departments were provided by the OEESD upon request. All staff members in both departments are included. The departments are too small to produce a separate plot with science staff only. Because our departments are small, we are certain that the central database has inaccuracies about our departments' demographics.

- Racial diversity in the overall NMNH staff is similar to that in the Civilian Labor Force (CLF) (Figure 1), which quantifies the participation of various groups in the national labor force. However, the staff at GS-13 and above and the scientific staff (that is, those staff members who conduct research (“GS-13+” and “Non-PAEC Researchers”) or help manage the scientific collections (“Science Support”) are much less diverse than the CLF (Figure 1). Gender splits vary in a similar way. The museum as a whole is roughly 60% female, but staff at GS-13 and above are 60% male and curators (also referred to as PAEC researchers internally) are almost 70% male.
- The United States Geological Survey (USGS) is similar to NMNH in that it is a government agency whose workforce includes a large number of biologists, geologists, and other scientists. According to a 2013 report, minorities comprised 6.2% of the science staff at USGS (National Research Council. 2013. [Preparing the Next Generation of Earth Scientists: An Examination of Federal Education and Training Programs](#). Washington, D.C.: The National Academies Press.)
- The Smithsonian’s [Board of Regents](#) is reasonably diverse but skews heavily male. We could not assess the diversity of the [NMNH Advisory Board](#) based on publicly available information.

- Other large American natural history museums, like the American Museum of Natural History and the Field Museum, do not appear to publish workplace diversity numbers.

Public goals on demographics or increasing representation

- The blurb on the public-facing [People & Operations Dashboard](#) states that the Smithsonian "seeks to attract and maintain a creative workforce that is representative of America's diversity, including expanding employment opportunities for individuals with disabilities."
- The [Diversity and Inclusion Initiatives Report for FY 2020](#) (internal) states that the Smithsonian's goal last year was to "increase the recognition of the Smithsonian brand to under-served communities and increase representation in the Smithsonian's workforce, supplier base and public programming."
- The Smithsonian's [Equal Opportunity Handbook](#) (internal) includes resources that recruiters can use to increase the diversity of applicant pools for permanent positions.
- Those making decisions about whom to hire for permanent or non-permanent positions may not collect and do not have access to applicant demographic data. Selecting officials for positions may not consider demographics when making selections.

Policy or proposed policy for collecting demographic data at your organization

- The Smithsonian collects demographic information about employees, applicants for permanent positions, and fellowships.
- Demographic data for employees is managed by the OEESD and are reported annually as part of both the Diversity and Inclusion Initiatives Report and the Annual Report on EEO Program Status. More detailed demographic reports are available upon request. However, employee demographic data collected by the federal government must be stored according to stringent rules, and staff cannot make or publish their own employee demographic databases.
- Demographic data for fellows and interns is managed by OFI and is summarized in [publicly available annual reports](#).

What did you learn about other organizations (or in general) while investigating demographic data?

- Differences in how diversity data is reported can make it difficult to compare numbers compiled from different sources. The most common disparity is whether a given report treats Hispanic/Latin* as a race or an ethnicity.
- Little work has been done to quantify diversity at natural history museums, and NMNH's peer institutions do not appear to publish information about the diversity of their workforces. Art and cultural museums, including other Smithsonian museums, have done more work in this area but still have overwhelmingly white staff (c.f., [Facing Change: Insights from AAM's DEAI Working Group](#)).

- Centrally held demographic data at the Smithsonian does not appear to be fully accurate. Members of our pod, who self-identify with particular demographic groups, do not appear accurately represented in the data supplied by OEESD and displayed here. We are discussing ways to remedy such inaccuracies.