

Session 3 Deliverable - WOW Pod

Demographic Data

Findings from:

Woods Hole Oceanographic Institution (WHOI)

Massachusetts Institute of Technology (MIT)

Greater Woods Hole research community

Collection and availability of demographic data to date

It is unclear to the WOW pod what demographic data is collected by WHOI or whether this information is available publicly. There was a report circulating that was internal only from 2017 with some demographic information but it is unclear how to access this information other than getting it from an employee who received it in an email.

WHOI does, however, have a Committee for Diversity, Equity, and Inclusion (CDEI), which has a webpage with links to more information and a statement on WHOI's stance on racism as well as general goals for increasing diversity.

After reviewing the webpage and meeting archives, it became apparent that the only real source of demographic data for all of Woods Hole institutions (WHOI, USGS, NOAA Fisheries, Marine Biological Laboratory, Sea Education Association, Woodwell Climate Research Center I) was a report called the Livingston Report from 2017. This report was discussed at the first meeting of the CDEI (Nov 2019) and was viewed as a starting point for understanding diversity, or lack thereof, in Woods Hole. This report was available to me through a link for free on the CDEI webpage but only as an internal employee. I could access this report outside of WHOI, but would need to sign up for a \$10 a month Scribd account that could be cancelled at any time. Another resource to access the Livingston Report is via the Workplace Climate Committee website. (<https://web.whoi.edu/wcc/internal/diversity-report/>).

In the Livingston Report (so named because the author is Robert Livingston, PhD, Harvard), Livingston details his first meeting with members of the six major Woods Hole institutions to begin his recommendations for increasing diversity. These institutions include WHOI, NOAA, Sea Education Association (SEA), USGS, Marine Biological Laboratory (MBL), and the Woods Hole Research Center (WHRC). In his report, Livingston compiles data from interviews of 15 people of color (POC) that were referred to him by name. A total of 22 people were identified but only 15 were interviewed. The fact that there are so few POC at research institutions in WH that could easily be identified by name was discussed as a reason that this demographic data is not made publicly available.

Livingston noted that Woods Hole institutions identified 3 goals: increasing ethnic diversity, increasing a sense of belonging in the community, and increasing diversity to strengthen scientific innovation. We found no direct evidence of measurable goals other than the creation of the CDEI and their respective working groups, which each have specific goals.

Links to Demographic Data from WHOI:

External Livingston Report:

https://www.scribd.com/document/439213587/Woods-Hole-Diversity-and-Inclusion-Report-and-Recommendations#from_embed

CDEI webpage and associated links:

<https://web.whoi.edu/cdi/about-cdi/>

CDEI working groups:

<https://web.whoi.edu/cdi/working-groups/>

CDEI resource library (URGE should be on this list):

<https://web.whoi.edu/cdi/resource-library/>

Actions and thoughts moving forward with respect to demographic data

During Session 3 (and the week following session 3), several emails were sent to administrators at WHOI (including representatives for specific departments, postdocs, and students).

Responses indicate that this data is not readily available, but is currently being aggregated.

WOW Pod plans to add this data at a later date if this data becomes publicly available (last updated: March 5, 2021).

Another take home from our discussion is that demographic data collection is necessary, but the mode that it will be collected should be carefully curated and culturally competent. A recent effort to collect this data is available (via Adam Subhas).