### **Human Resources**

(gathered from Allison Rippole, URGE questions in black, HR answers in Red)

### Does CMNH track staff or hiring demographic data?

Yes. CMP is a federal contractor and affirmative action employer. As such, we are required to develop written Affirmative Action Plans and comply with Office of Federal Contract Compliance Programs' (OFCCP) laws which include various administrative and reporting requirements related to ethnicity, race, gender, disability and veterans status. CMP also tracks ethnicity, race and gender data for reporting compliance with the Equal Employment Opportunity Commission (EEOC).

Can that data be shared with our group in some form? We ask that it be shared only with managerial staff in MNH. And that it not be provided externally or to non-supervisory team members. ... This type of data contains confidential, personal information it typically would only be shared in summary/percentage formats and when required for legal compliance, in certain types of grant requests, and with CMP management internally (related to the efforts noted below).

Are there policies in place about hiring and recruitment relevant to demographic diversity? Yes, please reference these policy and commitment materials:

Equal Employment Opportunity Non-Discrimination.docx <a href="https://carnegiemuseums.org/opportunities/our-commitment/">https://carnegiemuseums.org/opportunities/our-commitment/</a>

Does CMNH have stated measurable representation goals for staff? Yes, CMP establishes placement goals when the percentage of women or minorities hired or promoted is less than would be reasonably expected given their availability. Collectively, the leadership teams, human resources, and the hiring managers play vital roles in assisting CMP integrate diversity initiatives into recruitment outreach strategies to help meet placement goals and promote CMP's commitment to diversity and inclusion. In all employment decisions, CMP makes hiring selections in a nondiscriminatory manner. The best qualified candidate is selected for open positions. Placement goals are targets, not quotas and such goals may not be set so as to create preferential treatment or to displace merit selection processes.

## **CMNH advisory board:** (information from Erin Allport)

currently at in terms of demographics (not counting emeritus/ex officio):

66% male; 34% female
89% white; 11% nonwhite
6% LGBTQ (self-identified)

• 46% 60+ years old; 54% between 30-60 years old

Of the 12 new members brought on in 2019-2020, seven were women, two were persons of color, and one identifies as LGBTQ. Board members who responded to the 2020 engagement survey agree that diversity has improved but is not yet where it should be to more accurately reflect the communities we serve.

### **CMP Board of Trustees**

(gathered from Bonnie Heinrichs, URGE questions in Black, responses in Red)

What is the demographic representation of the CMP Board of Trustees? This chart reflects voting Trustees only, does not include Emeritus Trustees.

# CMP Trustees Diversity Report

	African American	Caucasian	Other	Total
Female	2	10	0	12
Male	3	19	1	23
Total	5	29	1	35

Are there policies in place about the CMP board of trustees relevant to addressing demographic diversity?

The CMP Governance Committee, who is responsible for maintaining proper board composition, has as one of their duties in their charter: identifying, cultivating, and nominating new trustees with an emphasis on diversity and inclusion in addition to skill diversity and knowledge.

Does CMP have measurable representation goals for the Board?

We are currently in the process of updating/developing a new matrix to address this issue. In the past, the Governance Committee used a matrix containing demographic representations (age, locality, race, gender, skills, etc.) as a guide when nominating new Trustee candidates. As we now have a new chair of the Governance Committee, a subcommittee is tasked with updating the matrix. Currently in the works!

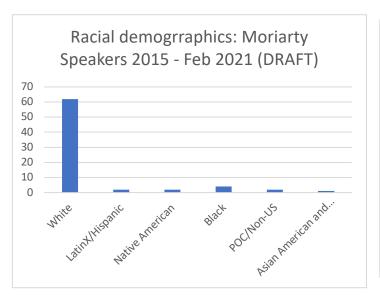
Is demographic information publicly accessible, or shared publicly?

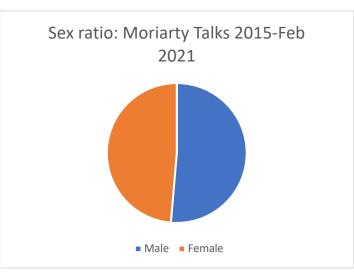
I know we are required to share the information with RAD (Allegheny Regional Asset District) on a yearly basis for our funding reports. I'm not certain if other funders

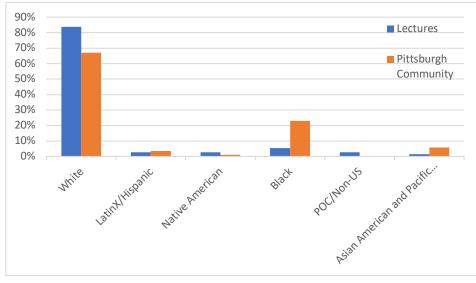
require this but I vaguely remember being asked this question once in a while when staffers are preparing reports; just can't tell you who the funders are off the top of my head. A few years back, Steve Tonsor needed a report on Trustees and their citizenship so that he could move forward with a renewal of some funding source. We now ask that question on their information form when they become a Trustee. It's entered into my board database and I can easily run the report when needed.

# Moriarty Seminar analysis (2015-Feb 2021)

(demographics are based on phenotypic presentation and internet searches. It may under-estimate diversity)  $\sim$  approximately 15% of talks by BIPOC

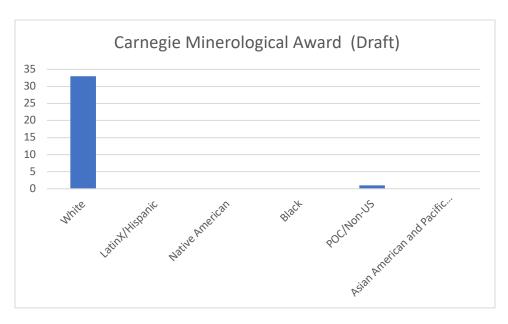


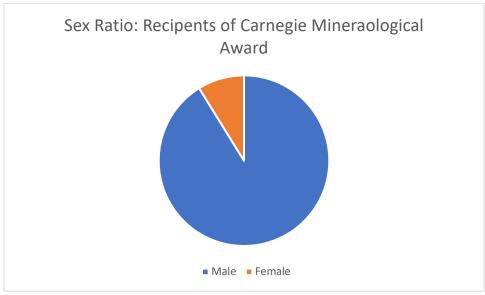




Same data changed to percentages and compared with US Census data demographics for Pittsburgh in 2019.

**Carnegie Mineralogical Award:** The award is open to all North American based researchers, hence the note for Canadians and Mexicans. (demographics are based on phenotypic presentation and internet searches. It may under-estimate diversity).





### **Past winners:**

34 total; 4 organizations

12 academic or minerals curators with Ph.D.

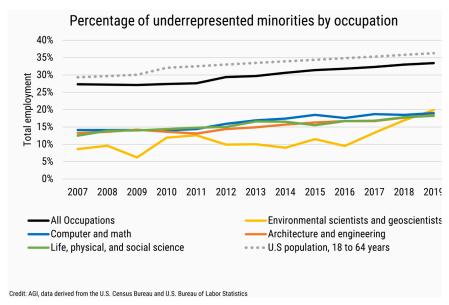
31 men: 3 women (0 women with Ph.D.)

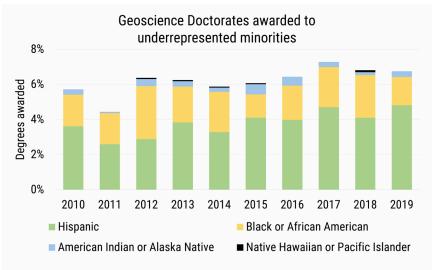
Race/Ethnicity is difficult to assess but what I assessed was: 33 White?

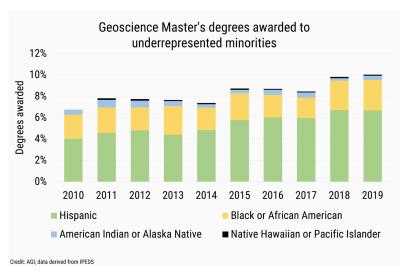
O African American/Black, 1 Canadian, 1 Mexican, ? Latinx

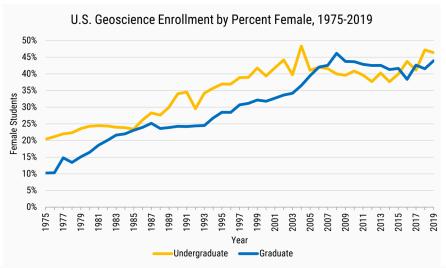
### Society demographics

https://www.americangeosciences.org/geoscience-currents/diversity-geosciences









# 2005 Ecology Report

Table 4. Ethnicity of all members and those U.S. native born.

	All Members		U.S. Born Members	
Ethnicity	n	%	n	%
Asian	56	2.6	17	0.9
Black/African American	15	0.7	12	0.6
Hispanic	71	3.2	30	1.6
multiracial	36	1.6	24	1.3
Native American	10	0.5	8	0.4
Native Hawaiian/Pacific Islander	2	0.1	2	0.1
white/Caucasian	1982	90.5	1752	94.2
other	19	0.9	14	0.8
Total	2191	100.0	1859	100.0