

# URGE

## Unlearning Racism in Geoscience

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### URGE Demographic Data for NASA GSFC SMD - Deliverable

This is what was found by the GSFC URGE podlet at NASA GSFC on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **Organization Demographic data findings:**

- Our SMD workforce is comprised of federal civil servants, contractors, and cooperative agreement staff. The demographics of each of these types of employees are collected and kept separate by each entity (e.g., federal agency, corporation, cooperative agreement management entity). Demographic data for some of these entities, such as NASA, is public up to a degree and only accessible by federal employees. Due to Privacy Act protections, the demographic data is not publicly available when the population numbers drop below a threshold. It is unknown what, if any, demographic data is collected by contractors and cooperative agreement management entities. This year, several of the Center's cooperative agreements are being recompeted, making these entities less likely to take on any risk and share demographic data.
- We do, however, have access to an independently conducted survey titled "The 2020 NASA Goddard Science & Exploration Directorate Workplace Climate Report." Though the response rate was 25%, no division is misrepresented relative to the workforce.
- Typical demographics collected – The NASA Human Resource Office (HRO) and each organization should have access to demographic data (e.g., race, ethnicity, gender, and disability) for the civil servant workforce by Center, organization, grade levels, occupations, and a variety of other variables. The distribution of this data will, however, be limited as the population decreases due to Privacy Act protections.
- Stated and measurable agency goals for representation – Federal agencies, such as NASA, are currently legally prohibited from establishing goals and/or quotas for workforce representation, except for individuals with disabilities (IWD). Currently, NASA and Goddard's IWD goals are 12% for IWDs and 2% for individuals with targeted disabilities. Additionally, our Center has developed a GSFC Action Plan Against Racism and Inequality and has formed Equity Task Force Sub-Teams to further develop the plan.

- **Invited Speaker Demographic data findings:**

- There are many types of groups at the Center and SMD levels that invite internal/external speakers. As far as we are aware, none of these groups collected demographics data about invited speakers. Due to Privacy Act protections, legalities



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may exist with asking for this type of information since the population pool is so small. We have requested more information from the GSFC Office of Chief Counsel about these potential legalities.

- According to the GSFC Office of Chief Counsel, we can voluntarily request invited speakers to provide demographic data. As part of the optional survey, we must inform the invited speaker of why we collect the data and how their data will be used/shared. We have asked the GSFC Office of Chief Counsel for information on whether a survey review procedure and point of contact (POC) exists.
- **Additional notes on final reporting:**
  - The GSFC Equal Opportunity Programs Office has agreed to support our effort and be a final POC for our final presentation deliverables.
- **Comparison of our organization to others and the field as a whole**
  - The following comparison statements are based on Figure 5 (below) from the 2020 NASA Goddard Science & Exploration Directorate Workplace Climate Report and the AGI “Diversity in the Geosciences – a Look at the Data and the Actions of the Community” data up until 2019 (<https://www.americangeosciences.org/webinars/diversity-geosciences-look-data-and-actions-community>). The GSFC 3% and 5% representation of Black and African American and of Hispanic, Latino, or Spanish minority groups in our SMD are on par with AGI’s 2019 numbers of graduate degrees conferred. The GSFC representation for Native Hawaiian or Pacific Islander and Native Indian or Alaska Native, if represented, have been grouped into the underrepresented, multiracial, and other category. The GSFC 2% underrepresented, multiracial, and other category cannot be compared to the >1% Native Hawaiian or Pacific Islander and Native Indian or Alaska Native reported by AGI’s 2019 numbers without knowing more about the GSFC category. The ratio of cisgender female to male for our community is 0.63 as compared to the AGI 2019 graduate enrollment female to male ratio 0.75. This disparity is slightly larger when comparing to AGI 2019 geoscience degrees awarded. The AGI report does not appear to consider Asians as an underrepresented minority.

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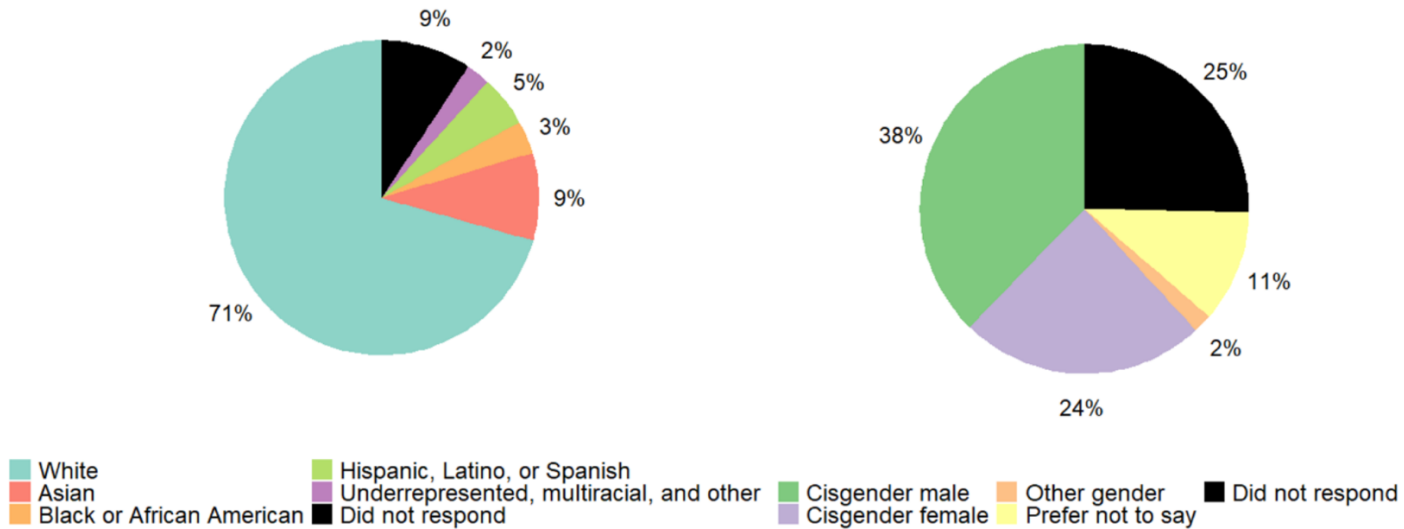


Figure 5. Survey sample proportions by racial group (left) and gender (right). White people are significantly overrepresented, and Black and Asian people underrepresented, compared to the Goddard workforce. A large minority of the sample chose not to disclose their gender.

- **Public goals on demographics or increasing representation:**
  - Are there general goals stated at your organization for achieving representation? Are there measurable goals stated at your organization for achieving representation?
    - Yes, but only for federal employees. These goals are provided in the 4<sup>th</sup> bullet of the Organization Demographic data finding section. No information was obtained/available regarding non-federal employers/employees.
- **Policy or proposed policy for collecting demographic data at your organization:**
  - Yes, but only policies for our agency could be found. More information is provided in the first two sections of this document about the policies for collecting employee and invited speaker demographic information.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - <https://diversity.ideo.columbia.edu/seminardiversity> - Increase diversity in seminars
  - <https://www.nature.com/articles/d41586-019-03784-x> - No all-male panels
  - <http://www.ohrc.on.ca/en/policy-and-guidelines-racism-and-racial-discrimination/part-3-%E2%80%93-guidelines-implementation-monitoring-and-combating-racism-and-racial-discrimination> - more information on collection of demographic data in Canada.