

URGE

Unlearning Racism in Geoscience

NIOZ Pod

URGE Demographic Data for NIOZ

This is what was found by The Pod at NIOZ on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **The link(s) to demographic data at our organization are here:**
 - Our organization does not collect any data on ethnic or racial background of its employees. It does collect data on gender. We are thus unable to report on specific diversity at our organization.
 - According to Dutch law, it is illegal for any employer to collect personal demographic data on the ethnicity and racial background of their employees.
 - At our institute, there is a physical map where employees can use a red pin to mark where in the world come from (blue pins denote research areas). This is of course a choice and not all employees participate. However, this is the extend of diversity recorded by NIOZ:



- **How does your organization compare to others, or to the field as a whole?**
 - Without being able to directly examine the diversity at NIOZ, we cannot explicitly compare the NIOZ with other organizations.
 - The NIOZ POD has contacted the NWO-I, the overarching organization for over institute, and checked whether they have previously made use of the Cultural Diversity Barometer (CDB; <https://business.gov.nl/running-your-business/staff/terms-of-employment/know-your-companys-cultural-diversity/>) and if we can have access to the information. This will



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be followed up in our POD meeting with the NIOZ human resources and management (HRM). Even in the case that we have never made use of this tool, it might be of interest to apply in the future by NIOZ.

- **Public goals on demographics or increasing representation:**
- Are there general goals stated at your organization for achieving representation?
 - For the NIOZ itself, we could not find any goals or statements to increase representation within the organization, both on the external website or the internal intranet. Only one communicate against racism was published in June 2020:

“We recognize the significance of this moment in time, and we want to take the opportunity to acknowledge the terrible examples of racial inequality and the impact it has internationally as well as within the Dutch oceanographic community. Unfortunately, racism is prevalent throughout society in many parts of the world, including here in the Netherlands. NIOZ absolutely condemns racism and we resolutely support members of our (scientific) community who experience agony, pain and stress from bias and racism. How we all respond matters. Racism and other forms of discrimination damage and limit scientific careers, while at the same time hampering scientific potential and progress. We want to take our responsibility and work towards a better understanding of racial injustices that occur often in ways that are hidden or unrecognized by the majority of us. NIOZ is committed to an inclusive marine science & education community, to ensure all feel that they belong and can succeed. Please get in touch with NIOZ leadership directly or with one of the confidential counsellors if you need support or want to express your feelings and concerns. NIOZ director & management team”
 - NWO-I has a statement about researchers with a migration background on their website, <https://www.nwo.nl/en/diversity-and-inclusion>:

“It is assumed that there is an underrepresentation of people with a migration/non-western background in science in general and in certain scientific disciplines in particular.” and aims to create “ more equal opportunities and equality in outcomes in the granting process for people with a migration background in both the short and the long term.”
- Are there measurable goals stated at your organization for achieving representation?
 - As far as we are aware, NIOZ has no formal policy or goals on achieving demographic/ethnic diversity and representation. However, it is stated in the NWO-I implementing rules document Implementing regulation 14-recruitment code Article 1 “Where appropriate, an affirmative action policy may be applied for disadvantaged groups in the labour market;” and article 3 “If an affirmative action policy for specific groups is pursued, this will be mentioned explicitly.”



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- NWO-I launched a national action plan for diversity and inclusion in September 2020: <https://www.nwo.nl/en/news/national-action-plan-diversity-and-inclusion-launched>. For example on the website it says “Improve and broaden monitoring of diversity in teaching and research, including social safety and inclusion” as one of the goals. However, it is unclear how this goal will be implemented. For example, it might be hard to measure this goal without permission to collect and publish demographic data.
- Suggested additional goals for your organization:
 - Goal 1: As a POD we want to reach out to the Management Team (MT) and HRM to ask them to write a diversity and inclusivity statement and publish this online.
 - Goal 2: Suggest that HRM and the MT to implement an affirmative action policy more often when new positions need to be fulfilled, especially for higher level positions, which are noticeable un-diverse. This should be used as a means to achieve more demographic diversity on all levels within the institution, including the MT and research leaders. A statement could also be added to the website where we publish internships and student projects, to achieve more diversity among future researchers.
 - Goal 3: Suggest to the colloquium committee, the group of people responsible for inviting external speakers to the NIOZ, that they consider diversity.
 - Goal 4: Expand the already in place outreach program designed for primary school and the first two classes of high school, to include visits to more traditionally segregated schools. This will hopefully stimulate interest in Geosciences and lead to more diversity in the field in the future.
 - Goal 5: Suggest to the Education Coordinator to advertise internships on website that are more accessible for students outside of the Netherlands and/or the EU. Within Europe, this could be the Erasmus Plus website.
 - Goal 6: Set up a more long-term diversity task force within the NIOZ, like those already established at DIFFER and other NWO-I institutes. This task force could for example give advice on how to increase diversity, or could spread URGE or something similar NIOZ wide.
 - Goal 7: We would like to ask the MT to periodically (e.g. once a year) invite an intercultural learning/ diversity training expert to give a presentation/workshop for all colleagues at the NIOZ. This is could for example be done by the AFS (<https://afs.org/education/>). They have a new AFS Global Competence Certificate Program that is fully online and speakers can be invited to give training sessions/presentations.
- **Policy or proposed policy for collecting demographic data at your organization:**
 - How data are collected, reported, tracked, and utilized in decision making.



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- They are not.
- OR proposed policy for collecting, reporting, tracking and utilizing demographic data.
 - Propose that HRM collect employee nationalities within the NIOZ in a confidential and anonymized way. We can also request that we collect this data from the CDB, or that we use the dashboard provided by CBS. More precise data (other than a map with red pins) may potentially be collected legally by NIOZ in the future as long as we state clearly the purpose of doing so. Employees have the right not to participate. Compliance of the law can be checked here: <https://rvo.regelhulpenvoorbedrijven.nl/avg/#/welkom>
- **What did you learn about other organizations (or in general) while investigating demographic data?**
- We learned that collecting and having access to demographic data in the Netherlands on different organizations is complicated and protected by privacy laws.
- We recognize that diversity in geosciences in general is low.
- Based on the map at the institute where employees have indicated their country of origin, it appears that our staff is very international. However, we still perceive that our institute is not ethnically diverse. We also do not believe that the diversity in the institute reflects the diversity in the Netherlands.