

This is what was found by the Wash U EPSc pod on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data. [draft]

Publicly available demographic information for Wash U:

- <https://provost.wustl.edu/institutional-research-analysis/> - demographic data for students, postdocs, staff, and faculty.
 - More data/longer time series on students and faculty than staff and postdocs.
 - There's a 10-year summary of data on faculty, showing percentages of women and underrepresented minorities (there defined as African American, Hispanic, Native American, Alaska Native, Native Hawaiian, Pacific Islander) through time, with breakdowns by division/school. In Arts and Sciences URM representation has increased over the past few years, so I guess other departments are doing something right.
 - There are also stats on numbers of applicants, offers, and actual hires of men, women, and URM job candidates over the last 10 years.
 - A bunch of these summary documents have been added to the box folder for future reference
- <https://diversity.wustl.edu/framework/#charts> - fancier dashboard with a lot of the same data as at the previous link
- <https://graduateschool.wustl.edu/explore-data#student-demographics> - data on grad students that can be filtered by department. Includes info on attrition/retention that can be cross-tabulated with race and is honestly pretty grim.
- <https://nces.ed.gov/ipeds/datacenter/institutionprofile.aspx?unitId=179867&goToReportId=6> - NCES summary for Wash U

Departmental demographic data for EPS:

- In theory data on the demographics of EPS exists, at least for the current department composition. We have asked Slava about getting access to that data, but have been told that "This is simply internal information that WashU chooses not to make public at this point."
- Data on invited (colloquium) speakers has not been collected. Names/affiliations of speakers from January 2018 to April 2021 can be found under "past events" on the department webpage. We used those names and some googling to get some very rough stats on the breakdown of invited speakers, though we are aware that guessing at peoples' racial identities based on their names and internet presence is not very good practice. Anyway, this exercise served to confirm our hunch that a large majority of seminar speakers over the past ~3 years have been white (at least 51/71, possibly more)

How does your organization compare to others, or to the field as a whole? (plus some other thoughts)

Qualitatively, our department is certainly no better than average at hiring, recruiting, or inviting non-white scientists. This conclusion would not be surprising to anyone who looks over the "people" page on the department website.

While researching demographics at Wash U, though, we did learn that the university has done surprisingly ok at increasing diversity at a macro level across arts & sciences. Ten-year reports on faculty

diversity show slow but steady increases in representation of what the university defines as “underrepresented minorities”: African American/Black, Hispanic, Native American, Alaska Native, Native Hawaiian, Pacific Islander. We note that current representation on the faculty is not yet where it should be with respect to the US population, nor is it evenly distributed across departments. We also note that much of this progress is due to the dedicated work of Adrienne Davis, who just stepped down as Vice Provost for Faculty Affairs and Diversity. She is still the director of the (relatively new) Center for the Study of Race, Ethnicity & Equity (CRE2).

From our conversation with the department chair, we learned that one concern in the department regarding initiatives to diversify the faculty or student body is a lack of resources, as well as a fear of overpromising and then being unable to meet goals.

In terms of invited speakers, the mechanism for choosing people to invite recently changed. Previously, faculty suggested people they wanted to the colloquium organizer; now, the whole department is invited to nominate speakers through an online form and a colloquium committee decides on a slate of speakers for the semester. This new system was put in place partly because a lot of things were changing when the pandemic started and we moved to zoom seminars, and Bronwen (who had only just become the colloquium organizer) saw an opportunity to try and broaden the pool of invited speakers. In practice, not very many people are submitting nominations. The nominations request also does not explicitly ask people to consider suggesting diverse speakers (for any definition of diversity).

Policy/proposed policy for demographic data collection

- What **is** the policy on data collection in the department? If there is one it sounds like it was adopted fairly recently since Slava says there’s no historical data.
 - If there isn’t a policy, we think that there should be one, and it should ensure that all populations (grad students, undergrad majors, postdocs, staff, and all tracks of faculty) are included in data collection. Standardized annual data collection would be key to this
 - Suggest finding a way to de-identify the data and publish it annually. Given the small numbers problem for racial minorities currently in the department, de-identifying may not be easy or even possible, but we note that grad student demographics for the department have the same problem and are nonetheless published online.
 - LDEO sets a solid example in publishing at least some aggregate demographic data (<https://diversity.ldeo.columbia.edu/content/ldeo-demographics>). While we don’t seem to have any time series data yet, publishing what we do have could help promote accountability/continued data collection in the future
 - Suggest collecting data on seminar speaker demographics in the future by surveying speakers at the **end** of each semester – don’t ask for info upon invite, to keep the focus on the fact that we are inviting them to talk about their research. Some past, ad-hoc attempts to diversify colloquia have come dangerously close to tokenizing. Again, publishing this data would be useful for accountability and looking at trends over time.
 - **STRONGLY** suggest maintaining the colloquium committee and nominating process post-covid, and when Bronwen goes on sabbatical. Along with that, think about ways to

encourage people to nominate speakers, in particular ECRs (for faculty, consider nominating a student or postdoc of someone you work with instead of just nominating that senior person). When invited speakers don't already have connections within the department, ensure that they meet with faculty so that they can benefit from the networking opportunity.

Public goals on demographics or increasing representation:

Our department doesn't really have public goals, currently, on increasing representation of URMs. The DEI committee statement has general calls to increase the number of Black students in EPS, and suggests some ways to work on that including partnerships with other local colleges that may not have a lot of lab work opportunities. Some faculty members (including 2 pod members) are already doing this; one even got a nice chunk of funding for it, demonstrating that resources can be found for these initiatives if we look for them. A poll went out to the department last week asking people to vote yes or no on having the whole department sign the DEI statement instead of just the committee; results pending.

Should we as a department have more explicit goals for increasing racial diversity among students, staff, and invited speakers? Honestly, this is a hard question. On the one hand, without a goal we don't have a target to hold ourselves accountable to; on the other, it's quite clear that formalizing quantitative goals for representation (or even qualitative ones) would meet with a lot of resistance within the department and could undermine some of the subtler changes being made (like having a colloquium committee). We are also mindful of the closely related fact that our department is not currently a very welcoming environment for those who identify as non-white. Our pod discussions have highlighted the need to work simultaneously on recruiting and on improving the environment.

As we consider future goals for the department related specifically to hiring, keep in mind that the university has resources to help departments: <https://diversity.wustl.edu/framework/faculty-advancement-institutional-diversity/support-hiring-faculty/>

Wash U has a lot of broad goals for increasing racial and gender diversity in the student body and on the faculty. Many related programs are outlined here: <https://diversity.wustl.edu/framework/2020-commitments-to-racial-equity/>.