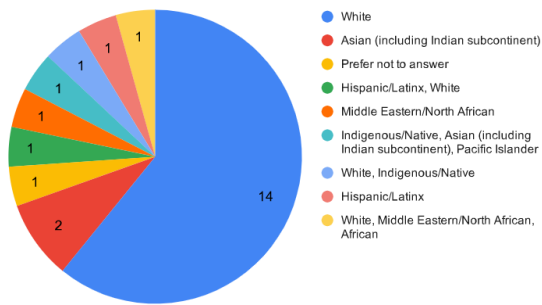




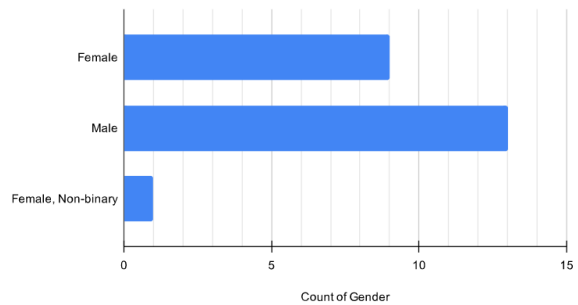
URGE Demographic Data for Woods Hole Oceanographic Institution
Prepared by the WHOI MC&G URGE Pod 1

- **Demographic Descriptions of WHOI:**
 - [WHOI's Workplace Climate Survey](#) was conducted in 2017, but the demographic information is confidential for WHOI employee access only and is behind a WHOI VPN.
 - The report reveals overwhelming numbers of white employees and students at WHOI.
 - The report also discusses workplace climate survey results, including information on workplace comfort and harassment for different racial and position/status demographics.
 - A 2018 report "[Diversity and Inclusion Report and Recommendations On Behalf of the Woods Hole Diversity Initiative](#)" (AKA "The Livingston Report") was conducted on behalf of 6 major Woods Hole Scientific Institutions, including WHOI.
 - The report details "an unhealthy work environment for people of color", comprised of:
 - A dearth of diversity
 - An absence of cultural competence
 - A lack of psychological safety
 - A preponderance of overt racism and aggression/micro-aggression
 - The presence of apathy, skepticism, and resignation.
 - Department Seminar Speakers:
 - WHOI has recently started to collect department seminar speaker demographic information with a voluntary survey. This is not yet online (although faculty leading the seminar have concrete plans to publish this data online). A summary figure describing invited seminar speakers for 2021 is shown below.
 - The results reveal a speaker demographic that is over half white (60%) and more than half male (57%).
 - The percentage of white speakers is very close to the estimated percentage of non-hispanic white Americans (60.1%) in the United States, and is thus much more reflective of the American population and the national scientific community than WHOI employees (81.4% white).

Count of Race/Ethnicity



Count of Gender



2021 invited speaker demographics for the MC&G department seminar series collected via a voluntary survey.

- **How does WHOI compare to others, or to the field as a whole?**
 - WHOI does not publish demographic data, though this data has been collected (see WHOI Workplace Climate Survey discussed above). Other institutions publish their demographic data and set clear actionable goals for promoting diversity and inclusion.
 - [Scripps Institution of Oceanography](#)
 - [University of Washington, College of the Environment](#)
 - [Lamont-Doherty Earth Observatory](#)
 - Looking at the field as a whole, we found that in a publication from 2018 the authors argue based on publicly available demographic data of doctorates that there has been no progress on diversity in 40 years in terms of ethnic and racial diversity (<https://www.nature.com/articles/s41561-018-0116-6>).
- **Public goals on demographics or increasing representation:**
 - On the main WHOI [webpage](#) there is a 'Diversity, Equity, and Inclusion' tab with a statement on the importance of DEI efforts that states that WHOI is "committed to identifying and removing those barriers for richer academic discussion and a healthier research community", followed by links for DEI events, local community groups, and other resources.
 - In the [Careers@WHOI](#) webpage where job listings are posted, there is a page on [Diversity and Inclusion](#), where it states: "We are committed to a sustained, Institution-wide effort to advance inclusive excellence and foster belonging throughout WHOI".
 - These goals appear sincere but vague. They do not include clear metrics of success or progress towards these goals.
- **Policy or proposed policy for collecting demographic data at WHOI:**
 - The Livingston Report (2018) contained [8 pages of recommendations](#) for fostering diversity, inclusion, and integration (p. 7-15) in the 6 major Woods Hole scientific institutions, including WHOI. Some (not all) of these recommendations are presented here, and include:
 - Widening the net for recruitment and recontextualizing how we consider a candidate to be a "good fit" for the institution.
 - Cluster hiring to provide support and community for new hires.
 - Create a diversity policy for contractors.

- Employ diverse interview panels.
 - Institute mandatory diversity training for employees and hiring panels.
 - Create ethnic minority Employee Resource Groups (ERGs).
 - Create an Office of Diversity and Inclusion
 - We recommend making the [Workplace Climate Survey](#), which contains estimated demographics and workplace culture assessments, public.
 - The previous decision to keep the report confidential to WHOI employees only *appears* to be an effort to (1) protect the identity of individual responders when the sample size of some demographic identifiers is low, and (2) protect the institution from the negative press coverage experienced after the public Livingston Report.
 - Peter de Menocal, the new president of WHOI as of 2020, is vocally dedicated to DEI efforts and transparency, and we recommend he reverse the previous decision and make this report public.
 - In addition to the recommendations in the Livingston Report, which are incredibly thorough, this pod recommends:
 - Increasing the pool of start-up money available to incoming faculty to offset the soft-money concerns and barriers many new faculty face at WHOI.
 - [Removing ableist barriers from jobs that should not include physical requirements](#) that prevent the consideration of disabled persons, including the blind, deaf/hard-of-hearing, and mobility device users.
 - Increase support, funding, inclusion, and respect of students in the PEP program, including considering more equal housing and transportation for PEP students when compared to mostly-white SSF students.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - Much of WHOI's demographic data is restricted from the public, creating transparency barriers for demographic information.
 - The Livingston Report is thorough and impactful to read. It details a workplace culture that is overwhelmingly white and actively unhealthy and unsupportive towards minorities in Woods Hole.
 - While the sentiment of statements made on WHOI's DEI pages are similar to those of other institutions, WHOI is lacking in comparison when we look at (1) setting clear, actionable goals for increasing diversity and (2) in publishing demographic information.
 - Comprehensive and up-to-date reports on the demographics, workplace climate, and diversity and inclusion of WHOI and/or the surrounding Woods Hole institutions already exist. WHOI must simply follow their recommendations for improving diversity.
 - Some major policy recommendations from the Livingston Report have already been undertaken, such as increased cluster hires and the job search for a Chief Diversity, Equity, and Inclusion Officer.
 - WHOI has also formed the Committee for Diversity, Equity, and Inclusion (CDEI), a committee that meets monthly to promote DEI efforts at WHOI and includes a number of working groups that report to the full committee.

**Signed,
WHOI MC&G URGE POD 1**