

Promoting Diversity, Equity and Inclusion

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Northwestern

Outline

To give an overview of the postdoctoral landscape

To discuss the value of diversity and acknowledge the role of bias

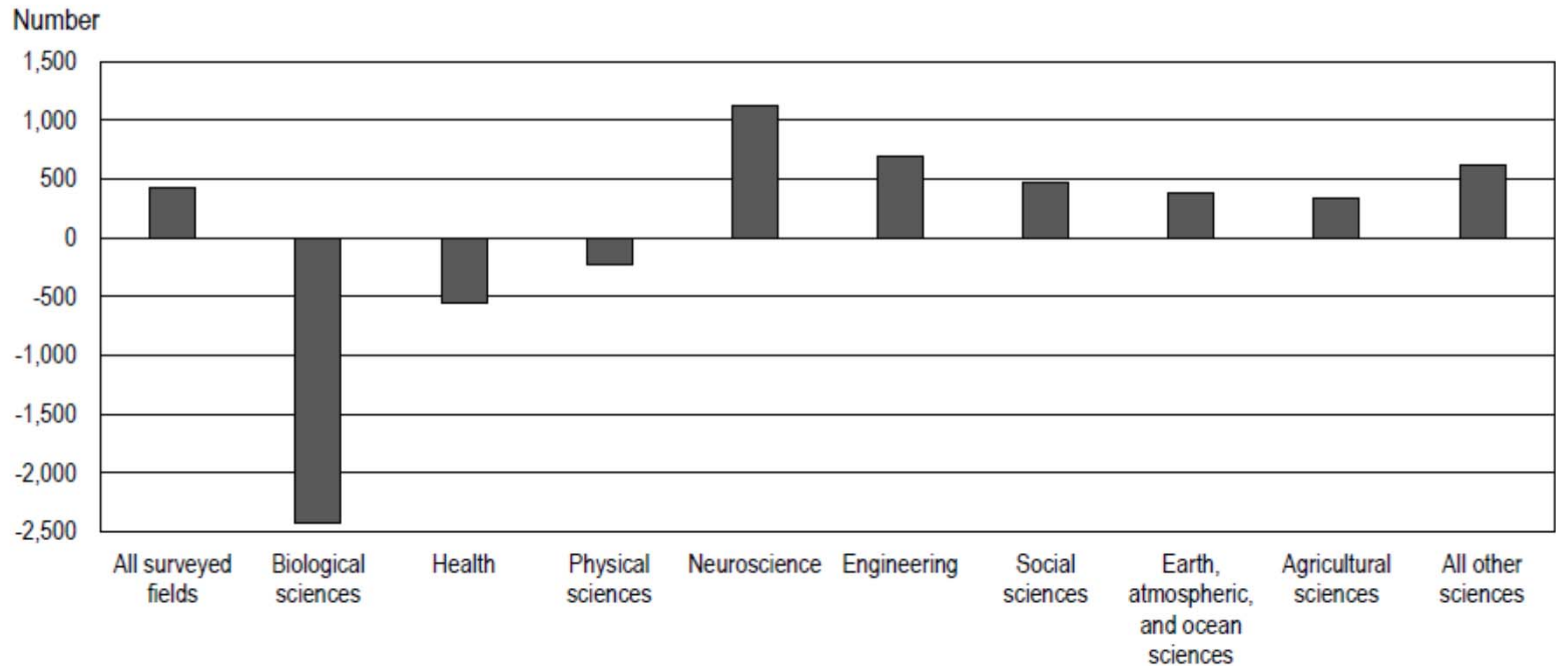
To share strategies to help promote your success

Overview of the Postdoctoral Landscape

The number of postdocs working at US universities was 63,861 in 2015, up 0.4 percent from 63,593 in 2014. Roughly 55 percent of the 2015 postdocs were in the biological sciences (30.2 percent) and clinical medicine (24.8 percent), down from more than 60 percent in 2010.

Source: National Center for Science and Engineering Statistics Info Brief, February 2017.

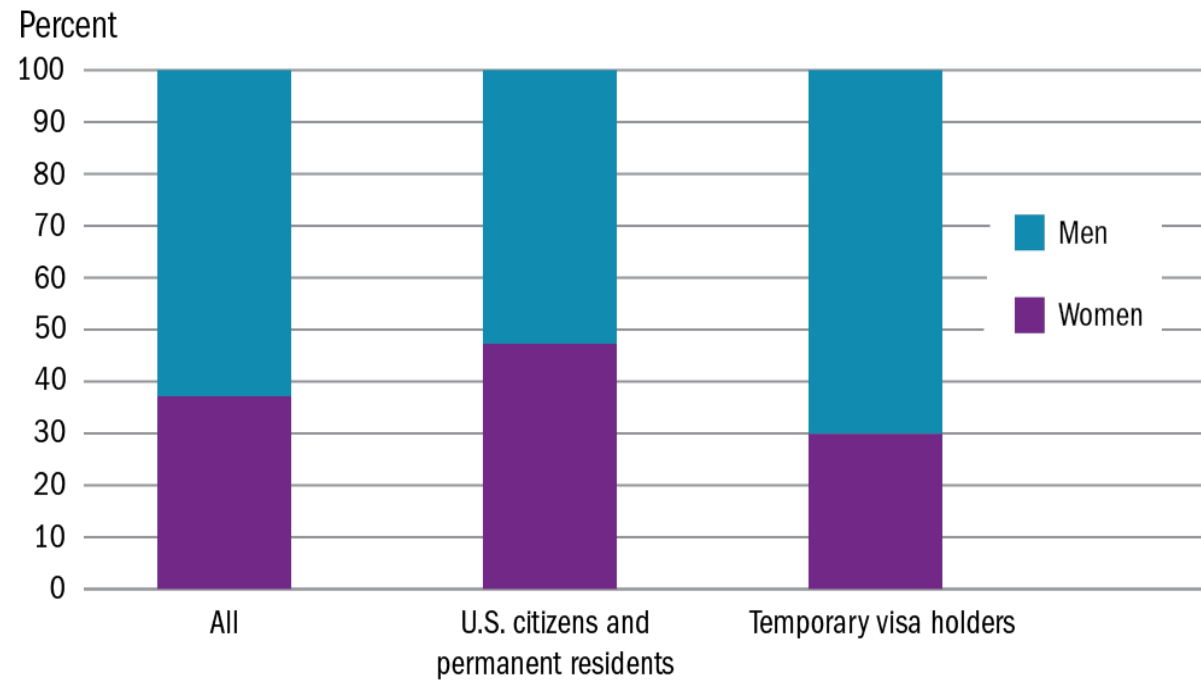
Change in Number of Postdoctoral Appointees by Field, 2010 – 2015



NOTE: "Field" refers to the field of the unit that reports postdoctoral appointees.

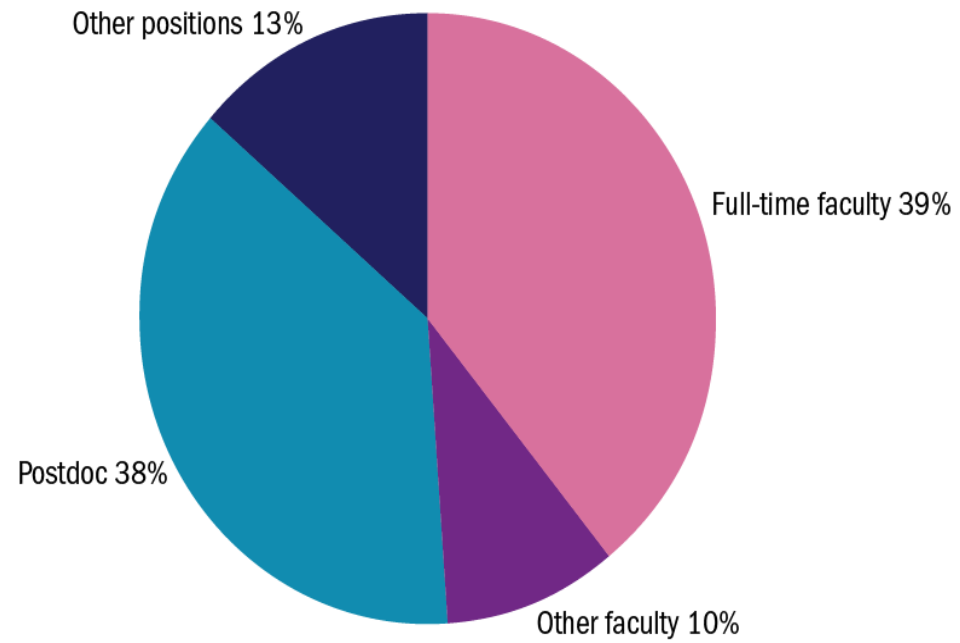
Source: National Center for Science and Engineering Statistics Info Brief, February 2017.

Postdoc positions among early career doctorate holders with a science and engineering degree: 2014



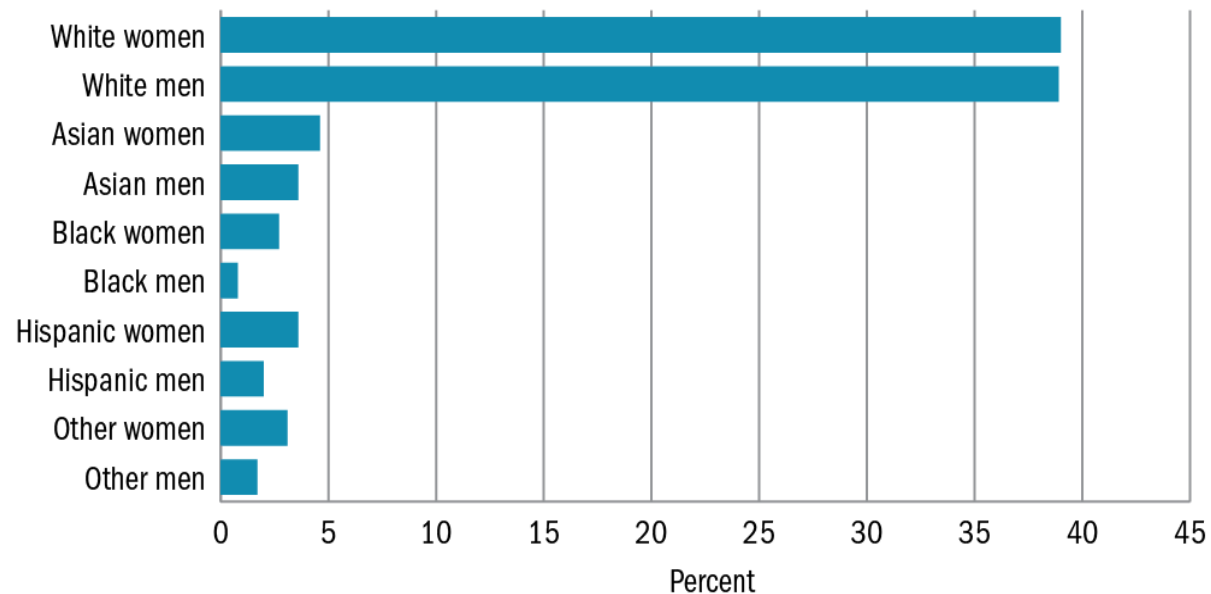
Women, Minorities, and Persons with Disabilities in Science and Engineering: 2017

Academic employment among early career doctorate holders with a science and engineering degree: 2014



Women, Minorities, and Persons with Disabilities in Science and Engineering: 2017

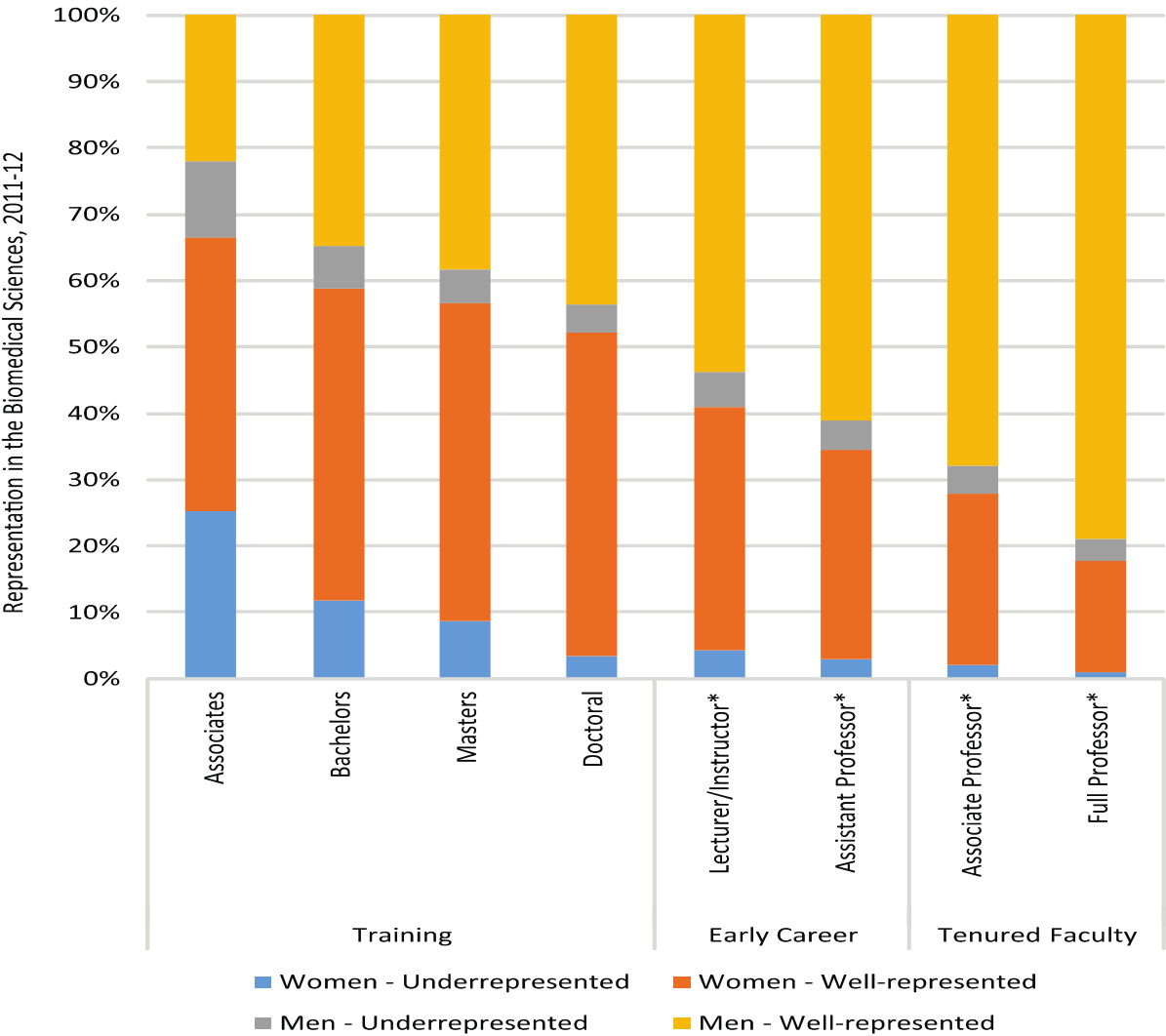
**Race, ethnicity, and sex of early career doctorate holders with a science and engineering degree:
2014**



NOTES: Hispanic may be any race. Other includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, and respondents who selected more than one race.

Women, Minorities, and Persons with Disabilities in Science and Engineering: 2017

Lack of Diversity in the Biomedical Sciences

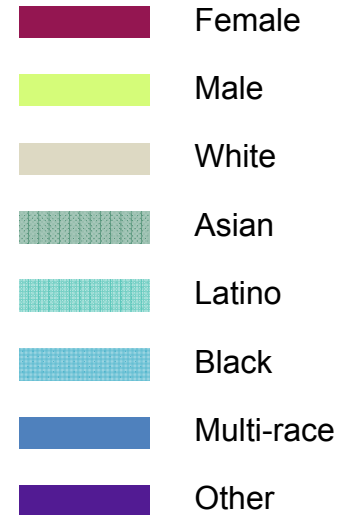
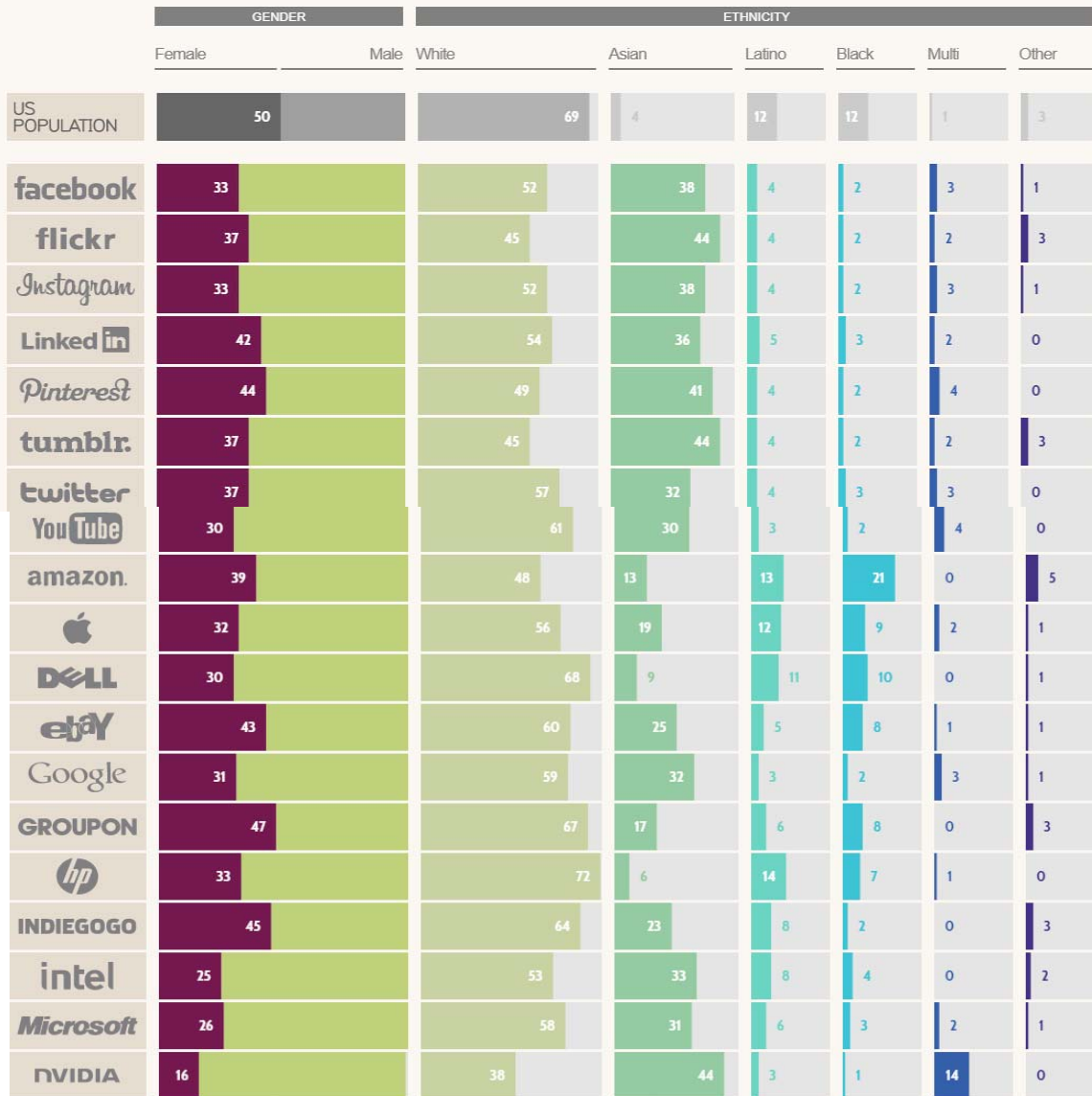


Source: Hannah Valantine, Chief Officer for Scientific Workforce Diversity, National Institutes of Health

Diversity in Tech

Employee breakdown of key technology companies

YEAR: 2014 2015 2016



Yet ... Among 1,400 tech workers polled, 83% think diversity in tech is important, but only half believe improvements need to be made at their own company.

(Atlassian survey 2017)

Source: Hannah Valentine, Chief Officer for Scientific Workforce Diversity, National Institutes of Health

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Value of Diversity and Acknowledging the Role of Bias

Why Diversity Matters



Source: Hannah Valentine, Chief Officer for Scientific Workforce Diversity, National Institutes of Health

Bias – a tendency to believe that some people, ideas, etc., are better than others that usually results in treating some people unfairly

Source: Merriam-Webster's Learners Dictionary

OUR FRACTURED COMMUNITY

When it comes to disparities in science, the numbers speak for themselves. Whether based on culture, religion, race, gender, or myriad other factors, the data show that science is not nearly as diverse as it should be.

42%

of minority women in scientific disciplines have reported experiencing subtle discrimination.¹

< 5%

of all science and engineering doctorates in the U.S. are held by black men.²

Source: Cultures, A Publication of ASM. 3(4). 2016.

RACE & GENDER IN SCIENCE

<7%

*of women who received doctorates
in the U.S. in 2010 were black.¹*

1:133

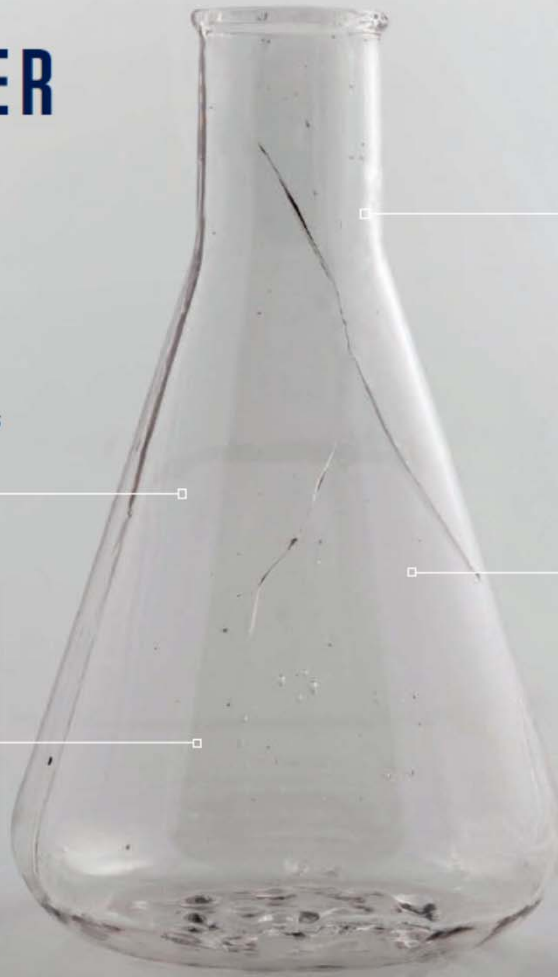
*From 1973 to 2012, a total of 66 black
American women earned physics doctorates,
during that same time 22,712 white men
earned their doctorates. A 1:133 ratio.¹*

2

*In 2007, there were only
2 black female tenure-
track chemistry professors
employed at the "Top 50"
universities.²*

1/2

*Almost half of all black and Latina
female scientists in the U.S. have been
mistaken for janitors or administrative
assistants compared to a third of white
women and a quarter of Asian women.³*



Source: Cultures, A Publication of ASM. 3(4). 2016.

“The scholar who cherishes the love of comfort is not fit to be deemed a scholar.”

Confucius (Chinese philosopher, c. 551-479 B.C.)

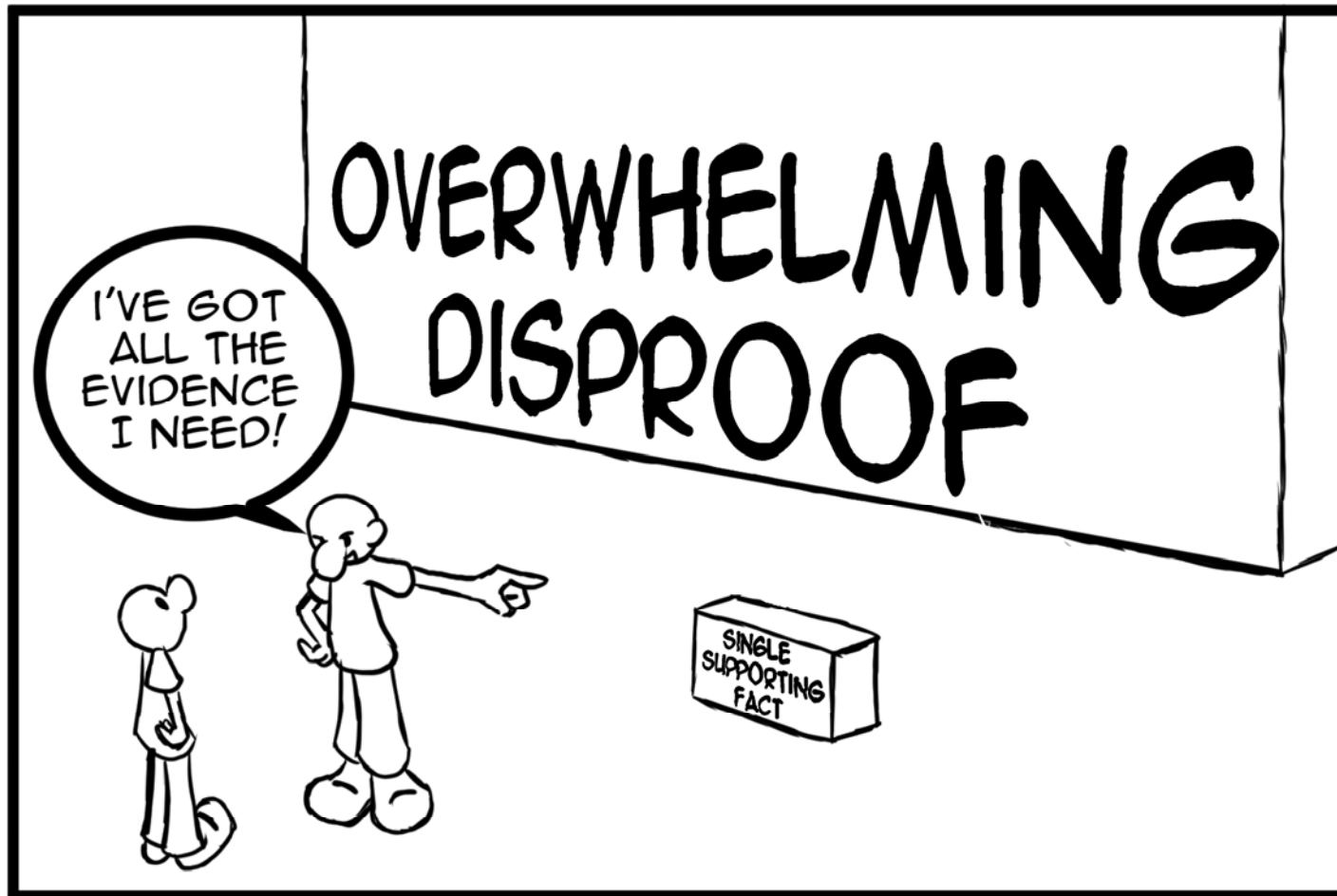
“Change means movement. Movement means friction. Only in the frictionless vacuum of a nonexistent abstract world can movement or change occur without that abrasive friction of conflict.”

Saul Alinsky (U.S. political activist, 1902-1972)

“People who are aware of, and ashamed of, their prejudices are well on the road to eliminating them.”

Gordon Allport (U.S. psychology professor, 1897-1967)

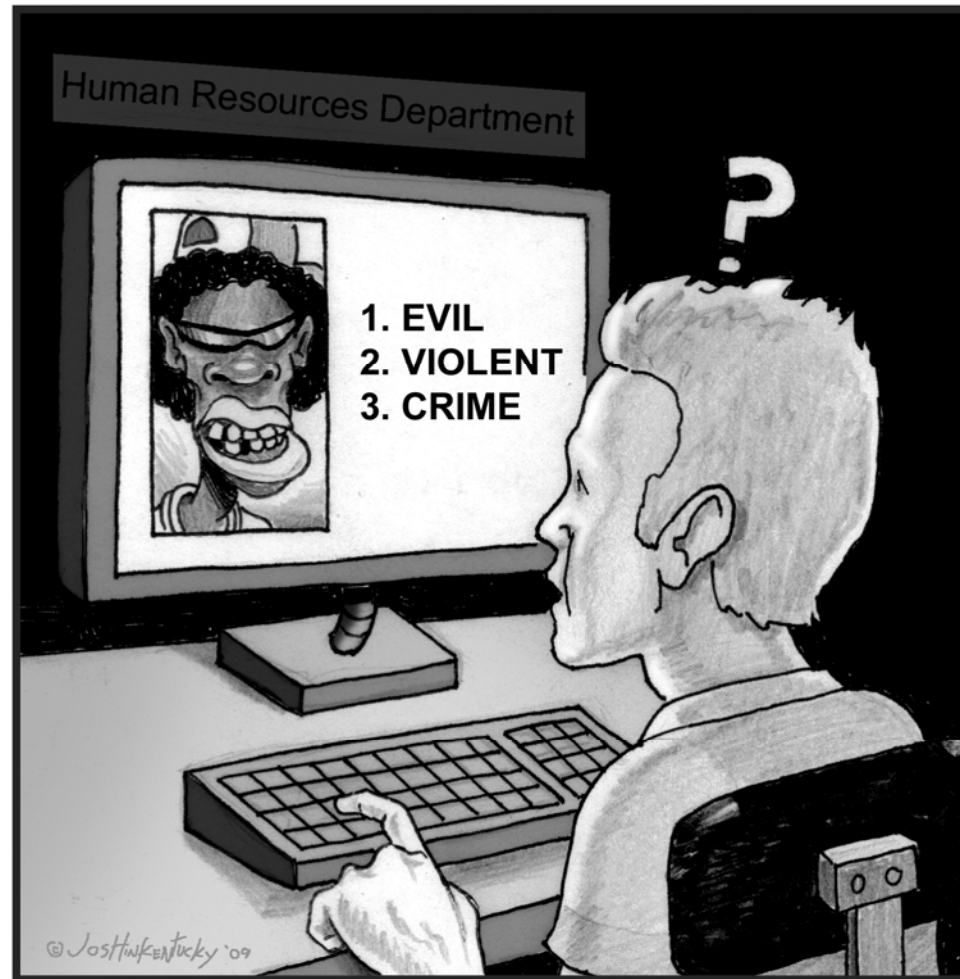
Confirmation Bias



CONFIRMATION BIAS

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Implicit Bias



Stan's attempt to pass his implicit association test was doomed from the moment he asked his employer: "What do I push for true?"

Bias in Hiring



Bias in the Faculty Search Process



Strategies to Help Promote Your Success

Institutional Efforts



POINT OF VIEW

The future of graduate and postdoctoral training in the biosciences

Abstract This article summarizes the outcomes of the second national conference on the Future of Bioscience Graduate and Postdoctoral Training. Five topics were addressed during the conference: diversity in leadership positions; mentoring; modernizing the curriculum; experiential learning; and the need for better data on trainees. The goal of the conference was to develop a consensus around these five topics and to recommend policies that can be implemented by academic and research institutions and federal funding agencies in the United States.

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AND DAVID ENGELKE

Diversity and Academic Leadership: How to better increase the diversity of scientists in senior and leaderships roles

1. Begin leadership training early for graduate students and postdocs
2. Provide incentives and awards for programs that impact institutional culture which enhances diversity, equity and inclusion
3. Encourage change in review practices for recruitment, hiring, promotion, funding, publications and awards
4. Require inclusivity training for all senior administrators, faculty, staff, postdocs and graduate students
5. Establish major funding mechanism to prepare underrepresented postdocs for transition into successful careers

Source: Hitchcock, et al. eLife Science; 6:e32715 <https://elifesciences.org/articles/32715>

Individual Efforts

Acknowledge that 21st Century Bias Exists

In general, behavioral and psychological barriers have replaced more blatant forms of bias

Your challenge is to recognize and make visible the invisible forms of bias

Source: Are the Walls Really Down? Behavioral and Organizational Barriers to Faculty and Staff Diversity: ASHE Higher Education Report, 2007

Understand the Impact of Bias on Self-Esteem

Impact of systemic bias is not restricted to the workplace but may infiltrate your personal life

Underrepresented minorities and women sometimes interpret everyday bias for their own personal shortfalls = self-blame

Underrepresented minorities and women must exercise additional caution in the workplace and overcompensate for existing stereotypes

Appropriately attributing negative outcomes to prejudice can serve as a self-protective function; the predictability of negative stimuli may enable lowering of stress

Source: Are the Walls Really Down? Behavioral and Organizational Barriers to Faculty and Staff Diversity: ASHE Higher Education Report, 2007

Yesterday I was clever, so
I wanted to change the world.
Today I am wise, so I am
changing myself.

~ Rumi

Employ Personal Strategies for Success

Engage in Effective Mentor-Mentee Relationships

Seek Personal and Professional Career
Development

Participate in Networking Events

Develop Social Support

Understand the Power of Negotiation

Lead Yourself Exceptionally Well

Manage Your Emotions

Manage Your Time

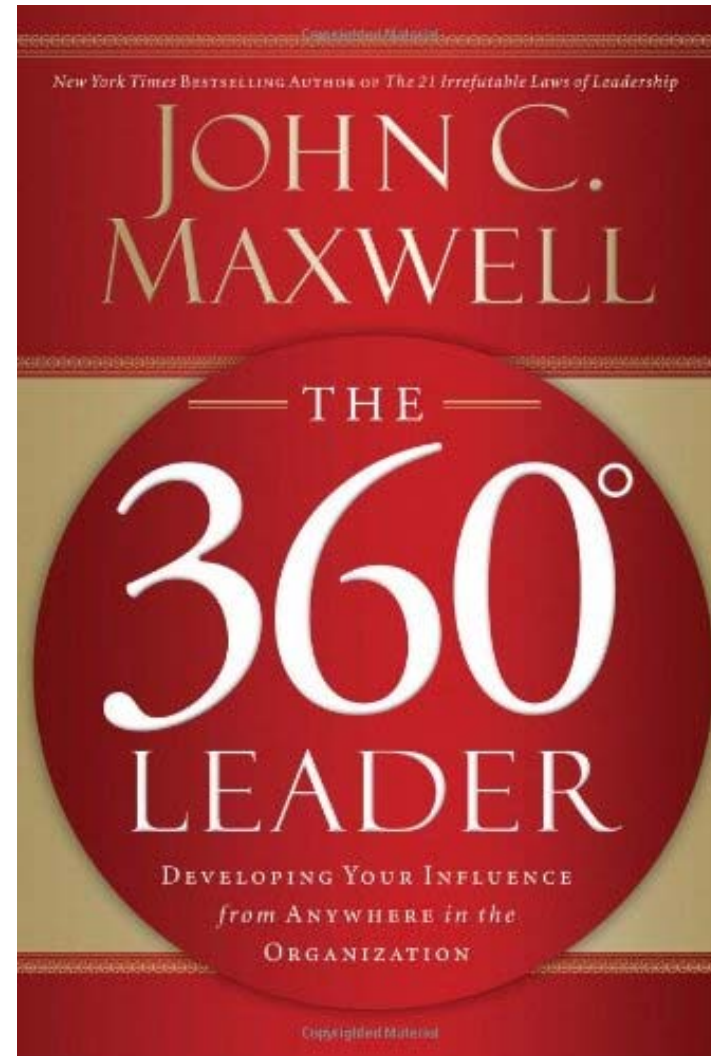
Manage Your Priorities

Manage Your Energy

Manage Your Thinking

Manage Your Words

Manage Your Personal Life



Be Empowered

Understand your potential

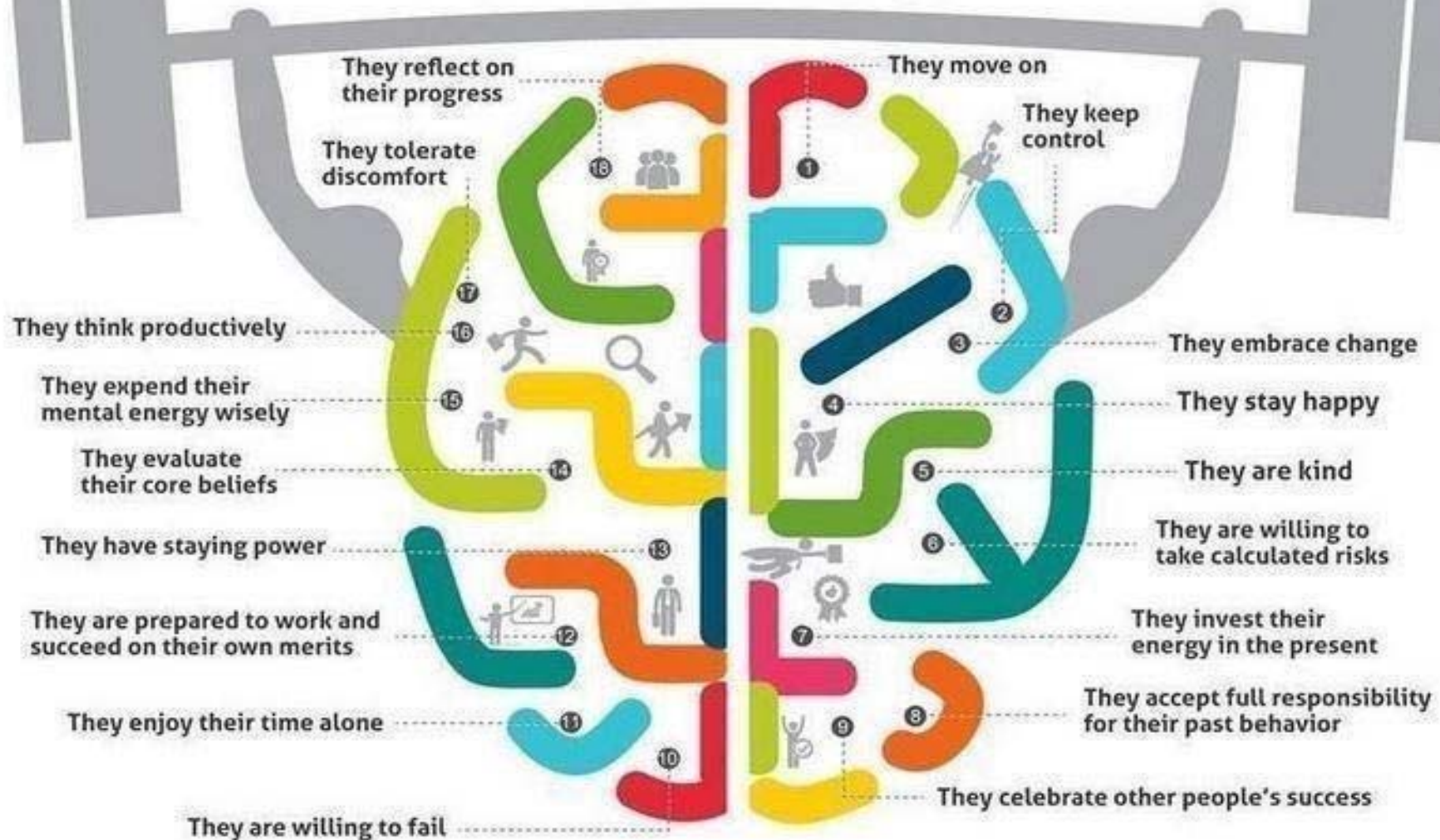
Acknowledge your ability

(Confidently) exercise your competence

Pursue your ambition

Determine your contribution

18 THINGS MENTALLY STRONG PEOPLE DO



On being true to yourself...

You have brains in your head.
You have feet in your shoes.
You can steer yourself
any direction you choose.
You're on your own.
And you know what you know.
And YOU are the guy/gal
who'll decide where to go.

Dr. Seuss, 1990

