



U.S. SCIENCE SUPPORT PROGRAM

IODP Diversity in the U.S.

Carl Brenner

IMPACT Next Generation Workshop



Where We Stand Now

Diversity by Gender in U.S. IODP Science Parties: **Excellent**

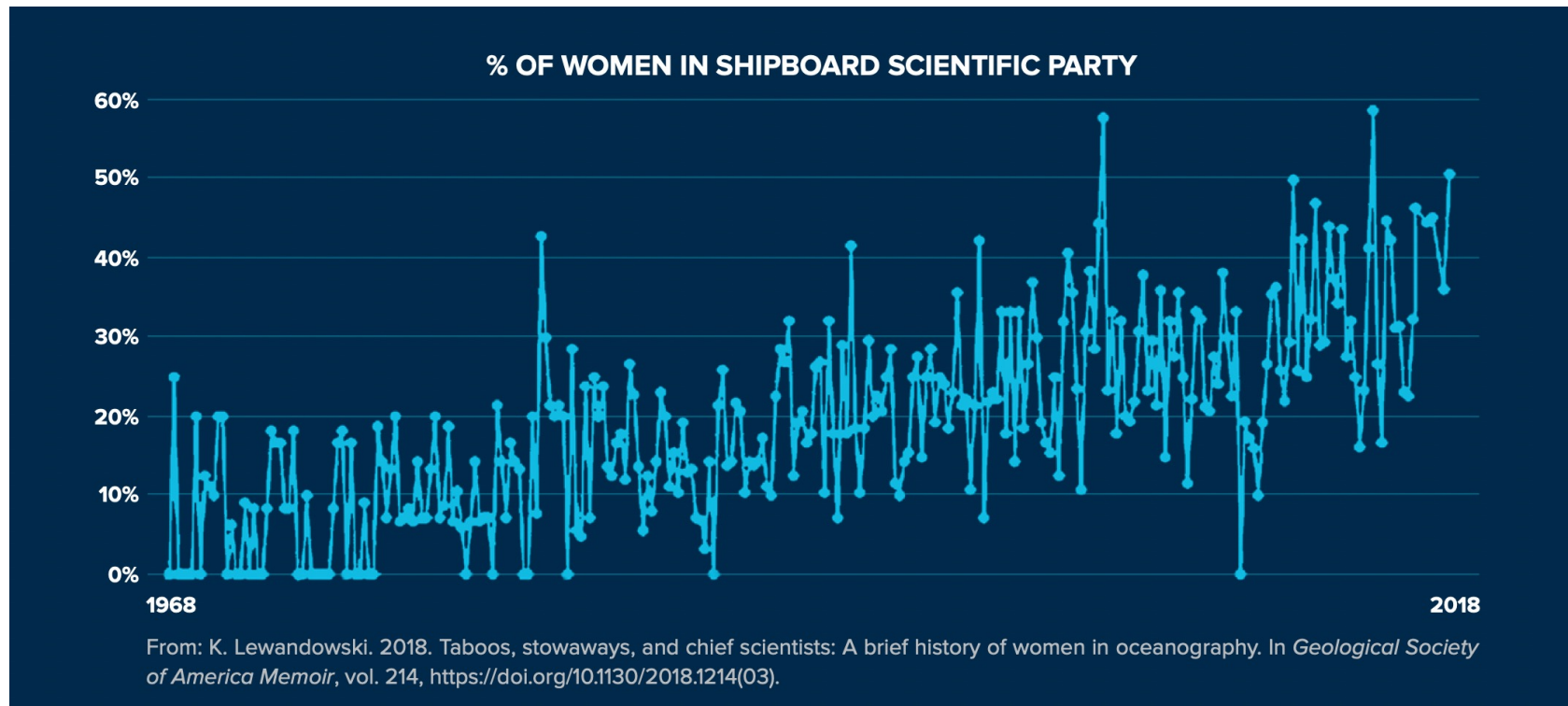
Diversity by Career Level in U.S. IODP Science Parties: **Excellent**

Diversity by Institution in U.S. IODP Science Parties: **Excellent**

Diversity by Race/Ethnicity in U.S. IODP Science Parties: **Challenging**



Gender in Science Parties, 1968-2018



Gender Breakdown in U.S. Applications to Sail, 2015 - 2021

Applications

Gender	# of Applications	% of Applications
Male	306	49.5%
Female	311	50.3%
Non-binary	1	0.2%

Final Science Party

Gender	# of Participants	% of Participants
Male	142	48.1%
Female	153	51.9%

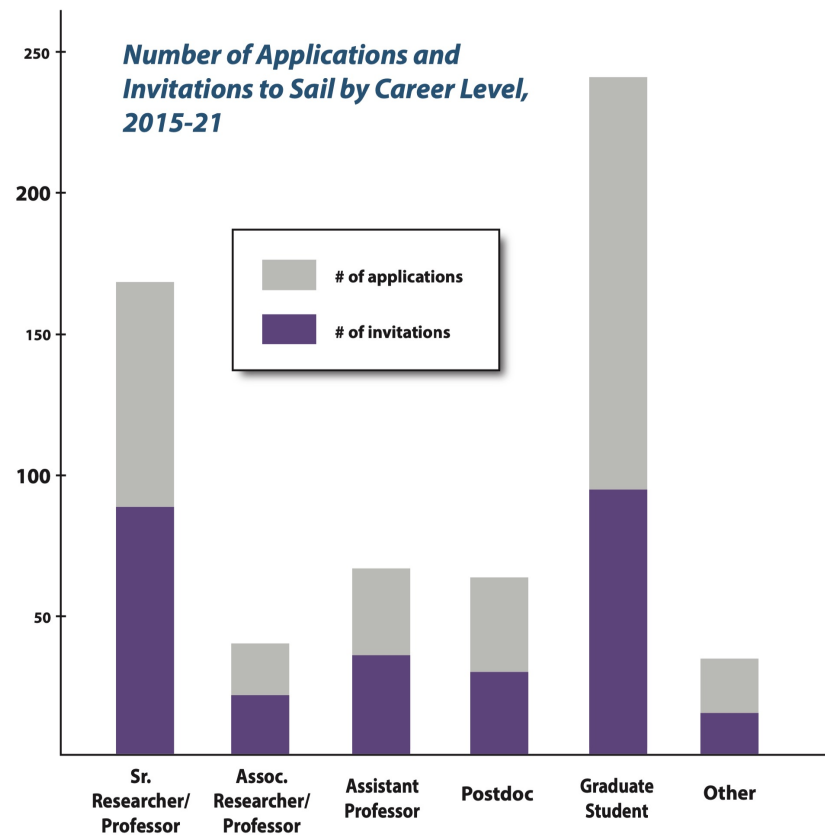


U.S. Staffing Statistics by Career Level, 2015 - 2021

Career Level	# of Applications	# of Invitations	Invitation Rate
Sr./Researcher/Professor	169	88	52.1%
Assoc. Researcher/Professor	40	22	55.0%
Assistant Professor	68	36	52.9%
Postdoctoral Researcher	64	30	46.9%
Graduate Student	242	96	39.7%
Other	35	15	42.9%
Total:	618	287	46.4%



U.S. Staffing Statistics by Career Level, 2015 - 2021



U.S. Final Science Parties by Career Level, 2015 - 2021

Career Level	# of Participants	% of Participants
Sr. Researcher/Professor	96	32.5%
Graduate Student	92	31.2%
Everyone Else	107	36.3%

Early career researchers* comprise > 50% of U.S. science parties in IODP!

*Graduate students, postdocs & Assistant Professors



Race/Ethnicity Data: Caveats, Disclaimers, and Notes

- **Limitations of Data Set**
 - Relies on self-reporting; response rate not 100%
 - Small sample size for Hispanics and most non-Whites
- **Multifactorial statistical analysis is beyond my capability!**



U.S. Staffing Statistics by Ethnicity, 2015 - 2021

Ethnicity	# (n=589)	% of pool	Invitation rate
Hispanic	34	5.8%	35%
Non-Hispanic	483	82.0%	44%
No response	72	12.2%	54%



U.S. Staffing Statistics by Race/Heritage, 2015 - 2021

Race	# (n=589)	% of pool	Invitation rate
Alaskan/Native American	4.5	<1%	*
Asian	93	15.8%	36%
Black	10.5	1.8%	*
Hawaiian/Pacific Islander	1.5	<1%	*
White	416.5	70.7%	46%
No Response	63	10.7%	54%



Miscellaneous Observations

- # of [Hispanic + Alaskan/N.A. + Black + Hawaii/PI] – “Overlaps” = 46
- Invitation rate for this group is ~30%
- This group skews very young
 - Students + postdocs = almost 80%
 - Non-students, non-postdocs invited at 60% rate (though small number)
- Regardless of the age skew, Hispanic and non-White applicants fare less well than non-Hispanic Whites



Conclusions, Questions, and Strategies

- # of Hispanic and non-White applications to sail is rising
- What is driving their relative lack of success?
 - Unconscious racial bias on part of USAC, USSSP, CCs, and/or Operators?
 - Career level of cohort
 - “Qualifications gap”? (legacy of racism)
- **Outcome: USSSP now shares demographics data with Operators**

