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This Month’s HEADLINES

This Month’s DEEP DIVE:
Women, Minorities, and Persons with Disabilities in Science & Engineering
with Elizabeth Grieco

This Month’s HOMEWORK
CONGRESS

- Competing NSF Bills Introduced in House and Senate as Appropriators Hold Hearings on NSF Budget
  - More: www.cossa.org/tag/nsf
- Senate Committee Considers Lander Nomination to OSTP
  - More: www.cossa.org/tag/research-security

EXECUTIVE BRANCH

- NSB Seeks Nominations for 2022 Vacancies
  - More: www.nsf.gov/nsb
- White House Nominates Rob Santos, Current ASA President, to Lead Census Bureau
  - More: www.whitehouse.gov
- Minerva Research Initiative Announces FY 2021 Funding Opportunities
  - More: www.grants.gov (search “Minerva”)

COMMUNITY

- Nominations Sought for Committee on Evaluating 2020 Census
  - More: www.nationalacademies.org/cnstat/committee-on-national-statistics
- New Data Infrastructure Panels Seek Nominations
  - More: www.nationalacademies.org/cnstat/committee-on-national-statistics
- SSRC, AAPSS Name New Presidents

COSSA

- COSSA Joins Science Organizations in Highlighting Diversity in STEM on “WMPD Day”
  - More: www.wmpdday.com/
- “Why Social Science?” Can Help us Communicate Numbers
  - More: www.whysocialscience.com

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Discussion on Women, Minorities, and Persons with Disabilities in Science & Engineering

Elizabeth Grieco
Senior Analyst
National Science Foundation
Center for Science and Engineering Statistics (NCSES)
**What:** WMPD provides statistical information about the participation of women, minorities and persons with disabilities in science and engineering education and employment

**Why:** Mandate from the Science and Engineering Equal Opportunities Act of 1980

**When:** Published every two years

**How:** Key topical areas within the report include:
- Enrollment
- Field of degree
- Employment status
- Occupation
- Disability status
2021 WMPD Report Briefing

Defining Underrepresentation
What does ‘underrepresentation’ mean?

Some groups have disproportionately low representation in science and engineering compared to the U.S. population.

Sources: 2019 National Survey of College Graduates (left), 2019 American Community Survey (right)
Levels of Underrepresentation – Minorities

Combined, Blacks, Hispanics, and Native Americans or Alaska Natives account for roughly 32% of the U.S. population. That share is lower at various levels of S&E.

Underrepresented minorities are...

- **32%** U.S. general population
- **24%** S&E bachelor’s recipients
- **14%** S&E doctorate recipients
- **15%** Employment in S&E occupations

Sources: 2019 American Community Survey (population); National Center for Education Statistics degree completion data (bachelor's and doctorate recipients); 2019 National Survey of College Graduates (employment)
Levels of Underrepresentation – Women

Women account for roughly 50% of the U.S. population. That share is lower at the different S&E degree levels.

Sources: National Center for Education Statistics degree completion data
2021 WMPD Report Briefing: Education

Enrollment, Completions, and Field of Degree
The share of S&E degrees awarded to underrepresented minorities has increased over the past decade.

Science and engineering degrees earned by underrepresented minorities, as a percentage of degree type: 2008-2018

Both the number and share of women receiving engineering degrees increased at all levels over the past two decades.


Enrollment, Completions, and Field of Degree

Other topics within the report include:

- Undergraduate enrollment
- Graduate enrollment
- Institution type
- Primary source of support
- Field of degree – women
- Field of degree – minorities
- Baccalaureate origin of minority doctorate recipients
- Persons with disability
- Intersectionality
2021 WMPD Report Briefing: Workforce

Employment Status and Occupations
Unemployment rates of scientists and engineers for most demographic groups were lower than that of the U.S. labor force.

Unemployment rate of scientists and engineers, by sex, ethnicity, race, and disability status, and of the U.S. civilian labor Force: 2019

Most groups of employed scientists and engineers have a higher median salary when working in S&E occupations.

Median annual salary of scientists and engineers employed full time, by broad occupation and sex, and by ethnicity, race and broad occupation: 2019

The share of women, underrepresented minorities, those with disability in academic doctoral workforce increased 1999-2019

Women, underrepresented minorities, and those with disability as a percentage of the academic doctoral workforce: 1999, 2008, 2019

Other topics within the report include:

- Employment status
- Part-time employment status
- Reasons for working part-time
- Reasons for unemployment
- Persons with disability
- Salary
- Supervisory status
- Skilled technical workforce
- Academic careers
Women, Minorities, and Persons with Disabilities in Science and Engineering

Provides statistical information about the participation of these three groups in science and engineering education and employment. A formal report, in the form of a digest, is issued every 2 years.
Elizabeth Grieco (egrieco@nsf.gov)
Women from underrepresented minority (URM) groups earned a higher share of S&E degrees than did URM men.

Science and engineer degrees earned by underrepresented minority women and men, as a percentage of all S&E degrees awarded by degrees type, 2008-2018.

Homework Assignment

Share your Nominations with COSSA:

- Committee on Evaluating 2020 Census – Deadline TOMORROW May 14


- National Science Board – Deadline May 31
Tune in each month – 2nd Thursday

Tell your colleagues to sign up for COSSA Member Messages and Alerts—MEMBERS ONLY (email Julia at jmilton@cossa.org)

Encourage other organizations and universities to Join COSSA (email Wendy at wnaus@cossa.org)

Send us your ideas for DEEP DIVES (email Ben at bgoodrich@cossa.org)
Recordings of Past Headlines Available @ www.cossa.org/resources/headlines

PAST DEEP DIVE TOPICS:
• April 2021: Updates from NSF’s SBE Directorate
• March 2021: COVID-19 Relief for Researchers
• February 2021: Biden’s First Weeks
• January 2021: COVID-19 Vaccination Communication
• December 2020: 2021 Policy Landscape
• November 2020: 2020 Election
• October 2020: Election Polling
• September 2020: Tracking School Reopening Plans
• August 2020: The Psychology of COVID-19
• July 2020: The Societal Experts Action Network (SEAN)
• June 2020: A Conversation on Police Violence
• May 2020: A Conversation with an Epidemiologist
• April 2020: Communication Strategies in an Emerging Public Health Crisis
Wendy Naus
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