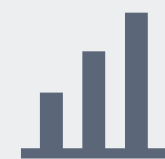


2018

MAUNAKEA GENDER EQUITY AND DIVERSITY SURVEY



Introduction



Statistics



Key Findings



Recommendations



Links

Jessica Dempsey on behalf of the Maunakea Gender Equity and Diversity committee: Laurie Rousseau-Nepton, Todd Burdullis, Etsuko Mieda, Ichi Tanaka, Daniel Huber, Heather Flewelling, Simon Radford, Diana Hillestad, Mary-Beth Young, Watson Varricattu, Chris Yamasaki, Jennifer Miller



WHY A SURVEY?



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The survey followed from questions raised at the first Women of Maunakea event, held on Womens' Day, May 2018. No inclusive survey has been conducted across all Observatories previously.

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We need the weight of opinion.

We need to structure the discussion going forward.



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OPINION

- 🎯 Invite opinion on the existence, awareness and importance of gender equity initiatives

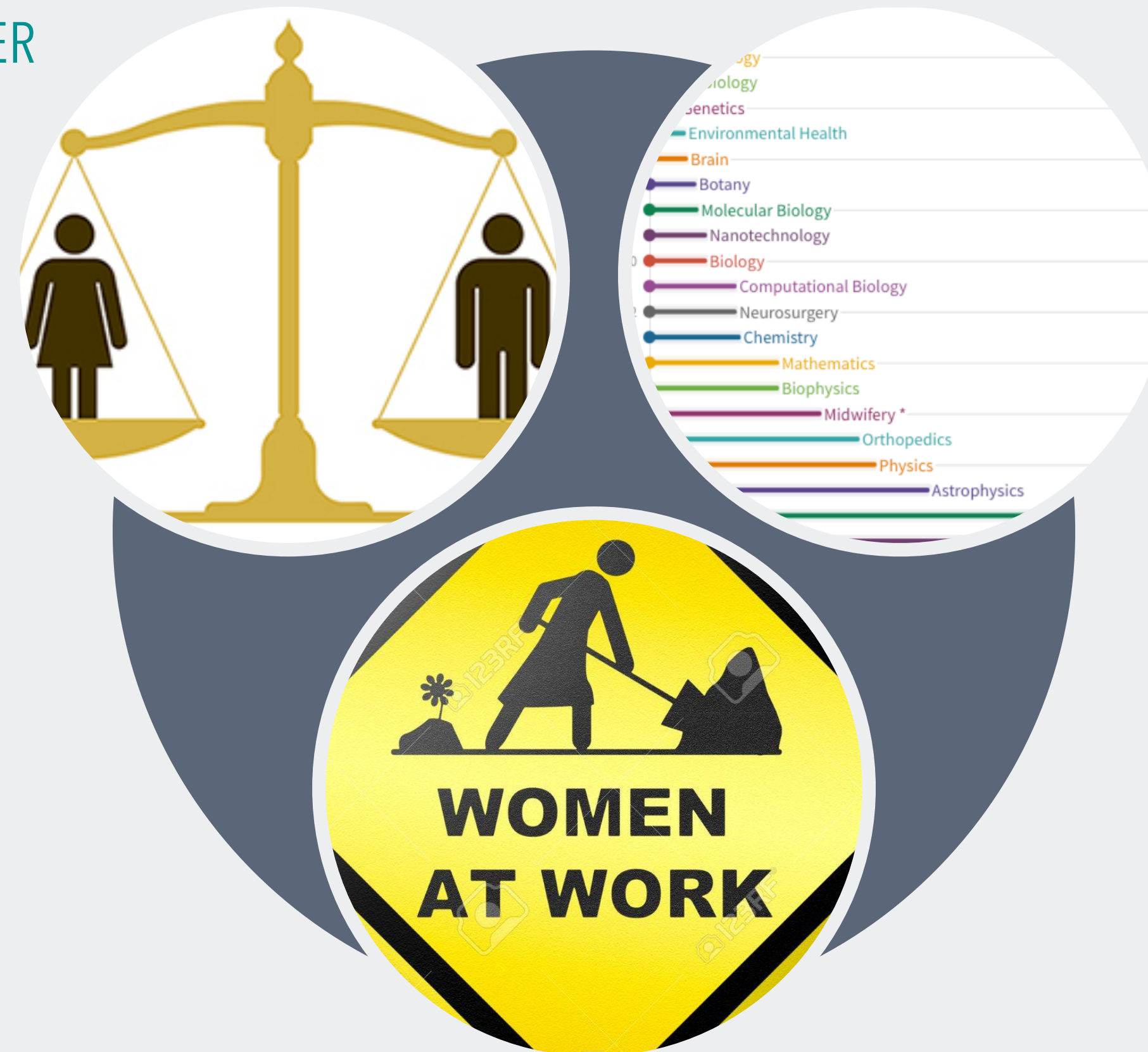
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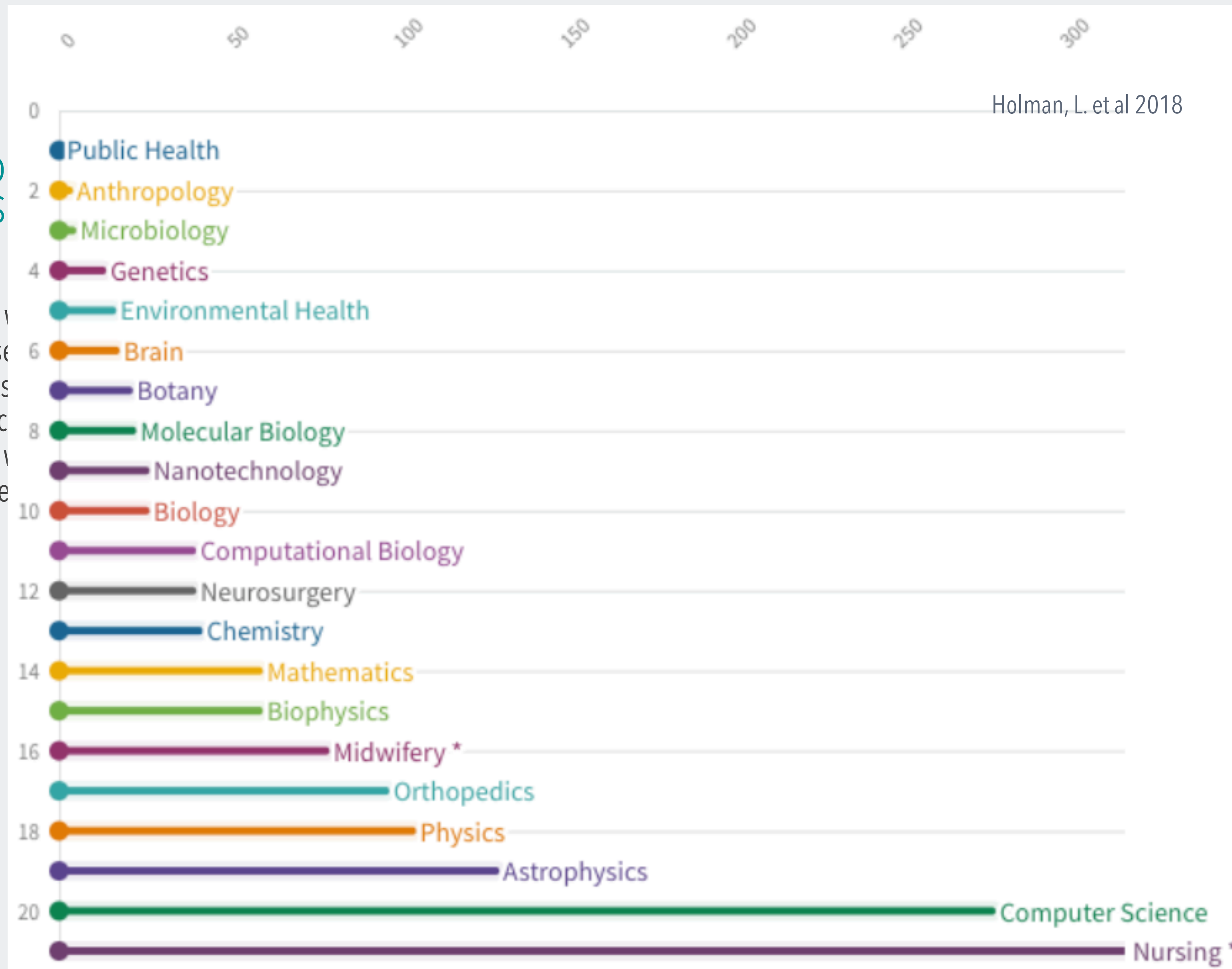
EQUITY CANNOT BE REACHED WITHOUT WORK



Recruitment and retention of women is not increasing organically. Equity and diversity programs have been shown to successfully accelerate hiring of women, retention once they are recruited, and workplace treatment of women and minorities

GENDER DIVERSITY

Organizations with diverse and diverse demographics are more creative and achieve more completion. It is important to increase representation of women and minorities in STEM fields.



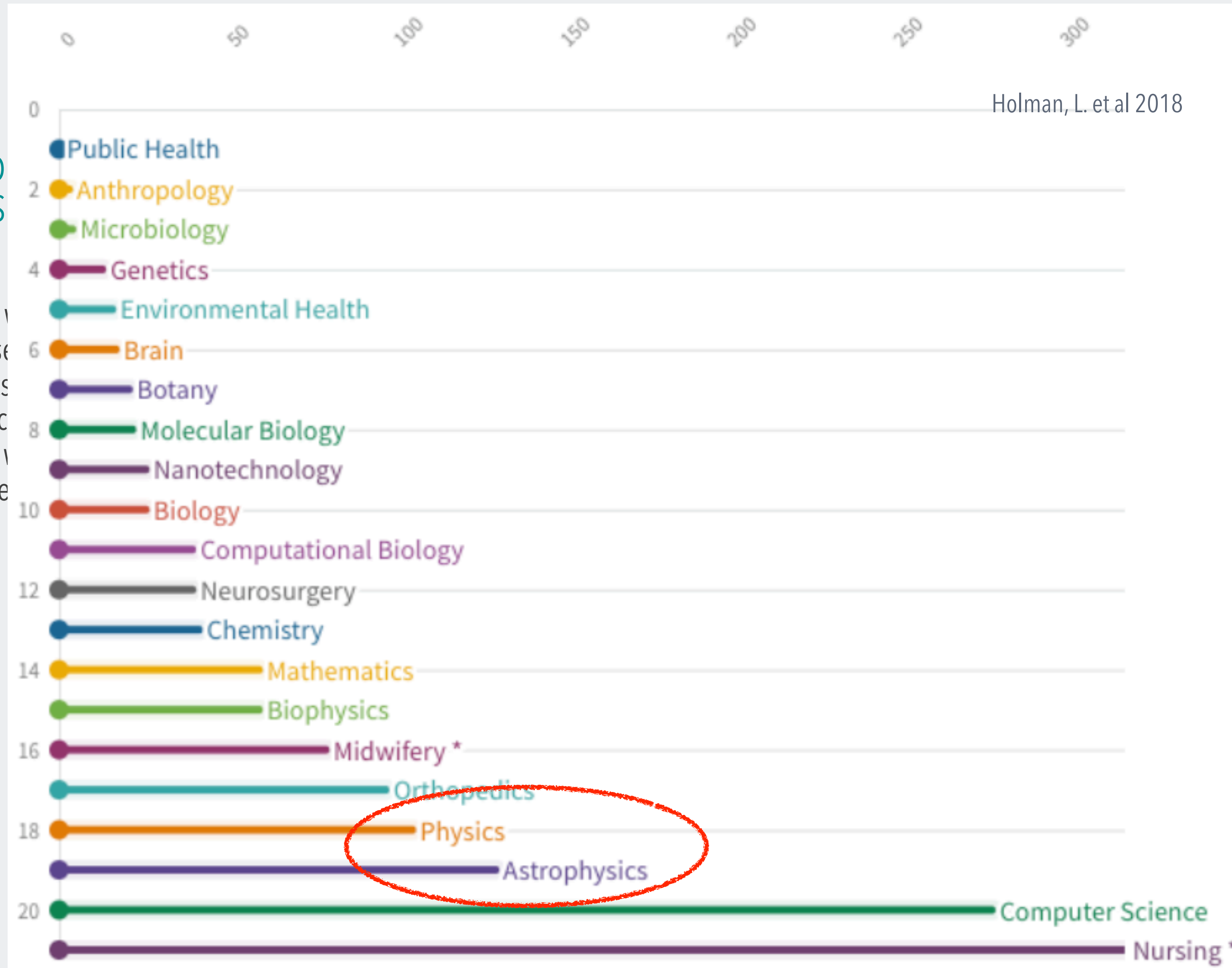
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ACHIEVING

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In engineering and technology, the percentages of women in senior and executive positions have been increasing, but only in the last few years.

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02)

03)

04)

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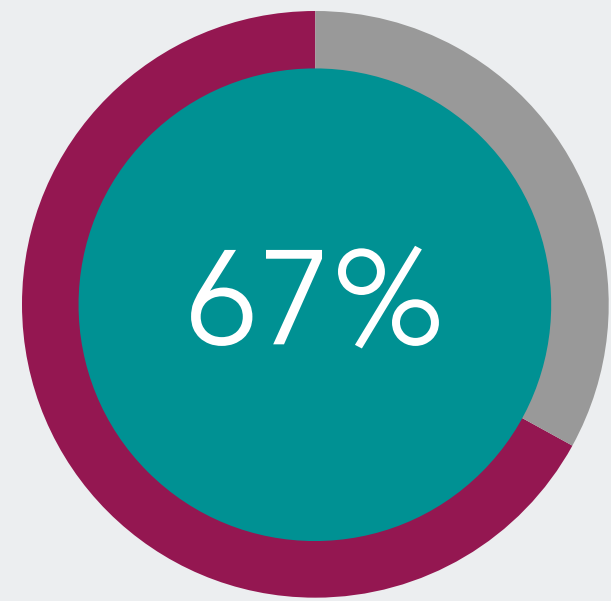
Statistical significance was measured by T-test, to 95% confidence level

DEMOGRAPHICS

How many women do we employ at the Maunakea Observatories, and how does this compare with the demographics in other STEM organizations in the United States and across the world?

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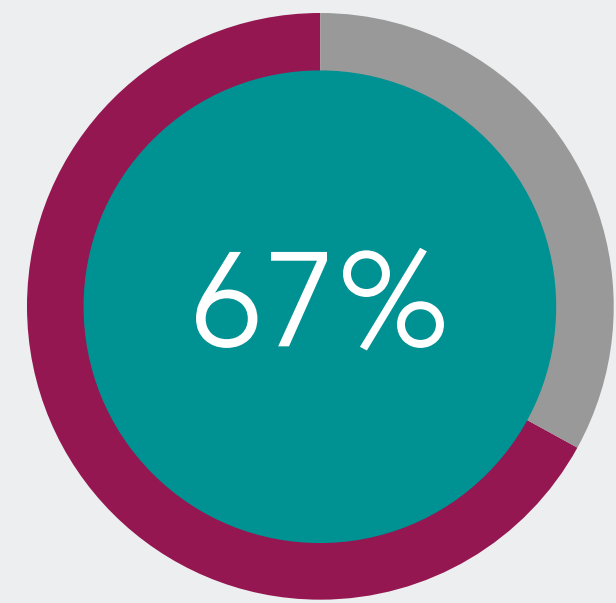
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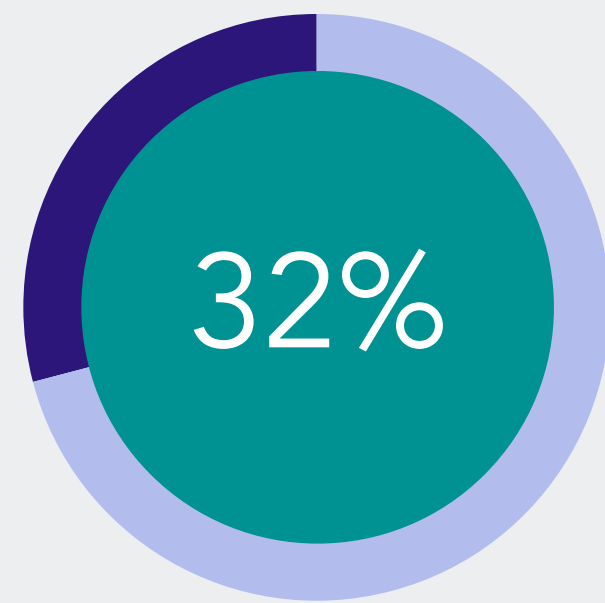
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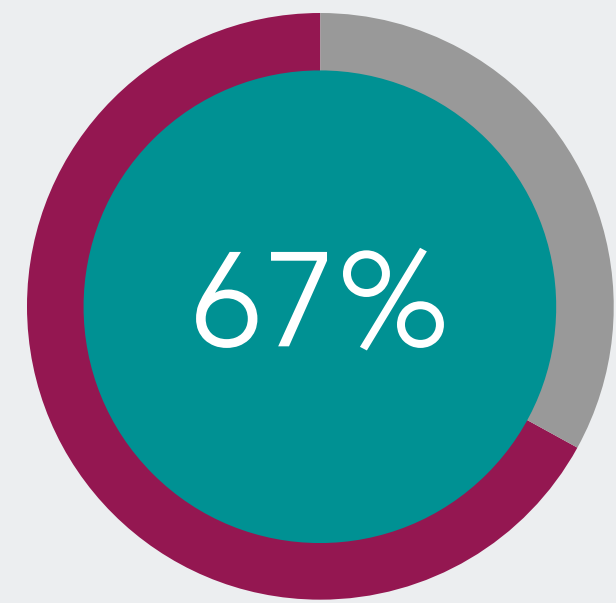


MKO SURVEY RESPONDENTS WERE WOMEN

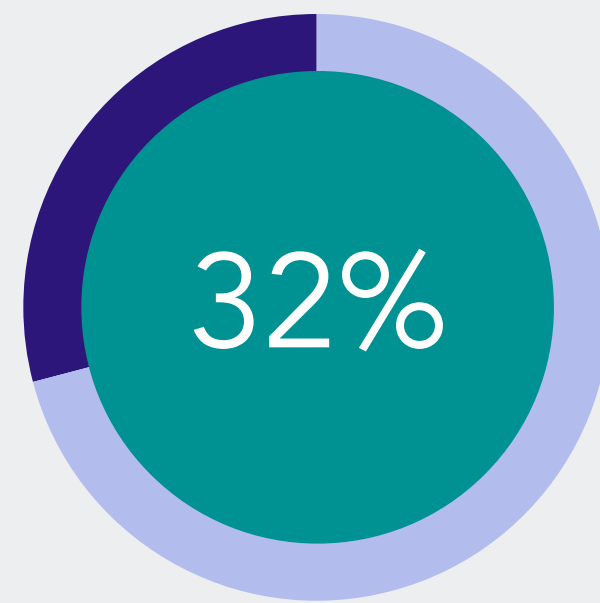
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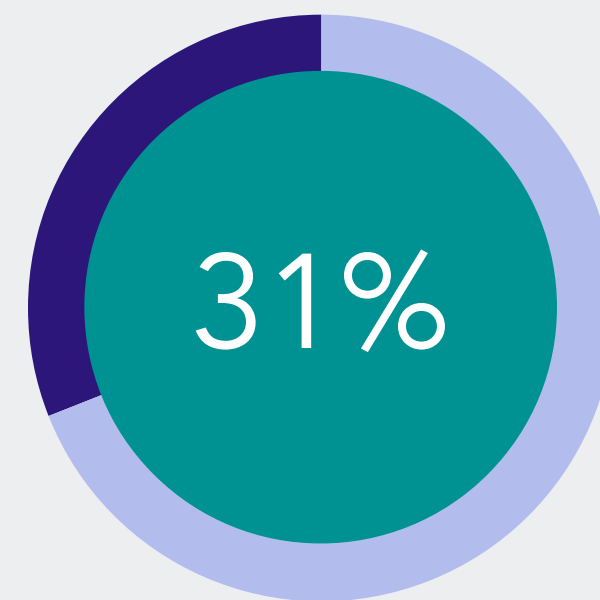


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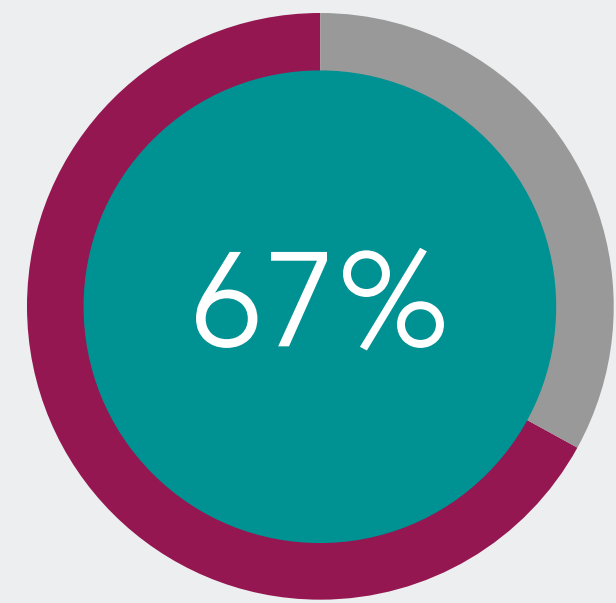


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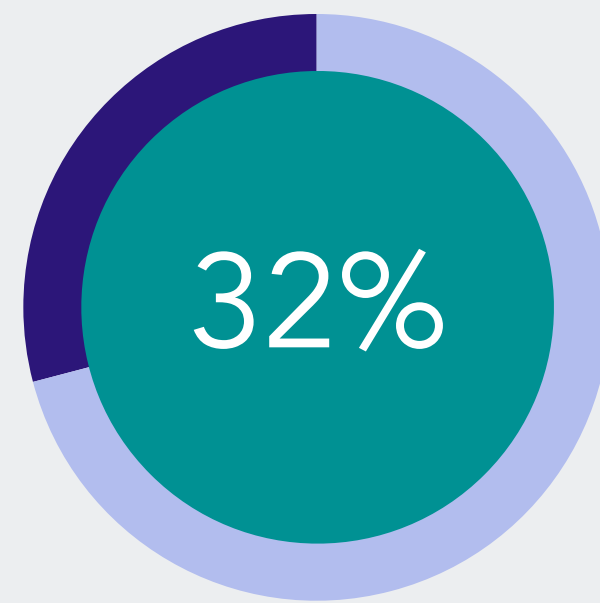
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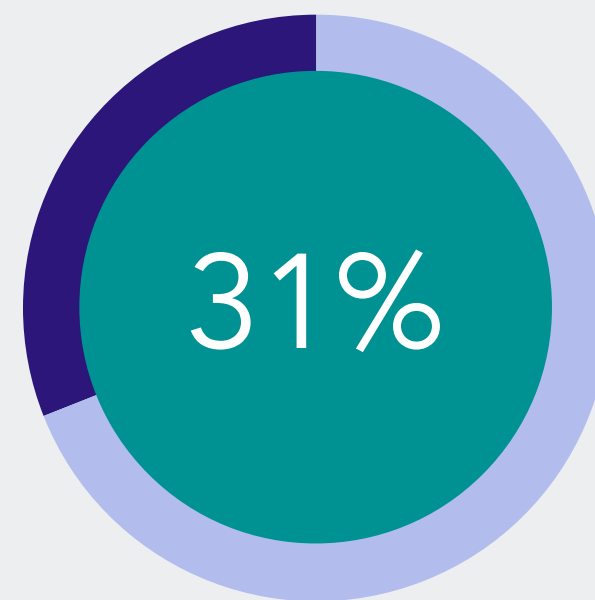


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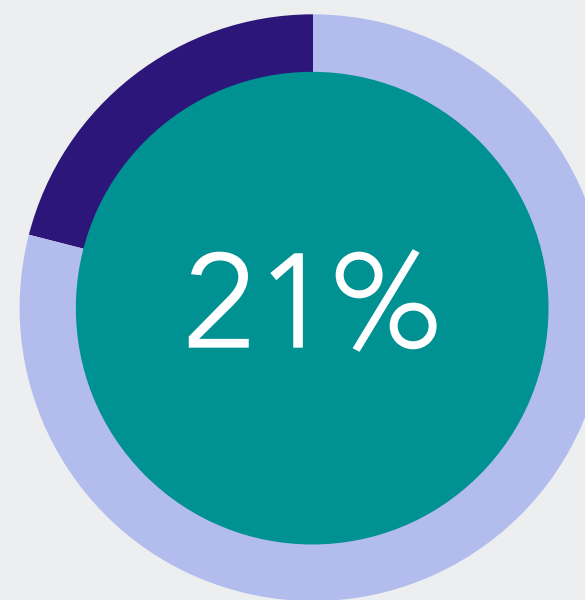
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STEM JOBS HELD BY WOMEN

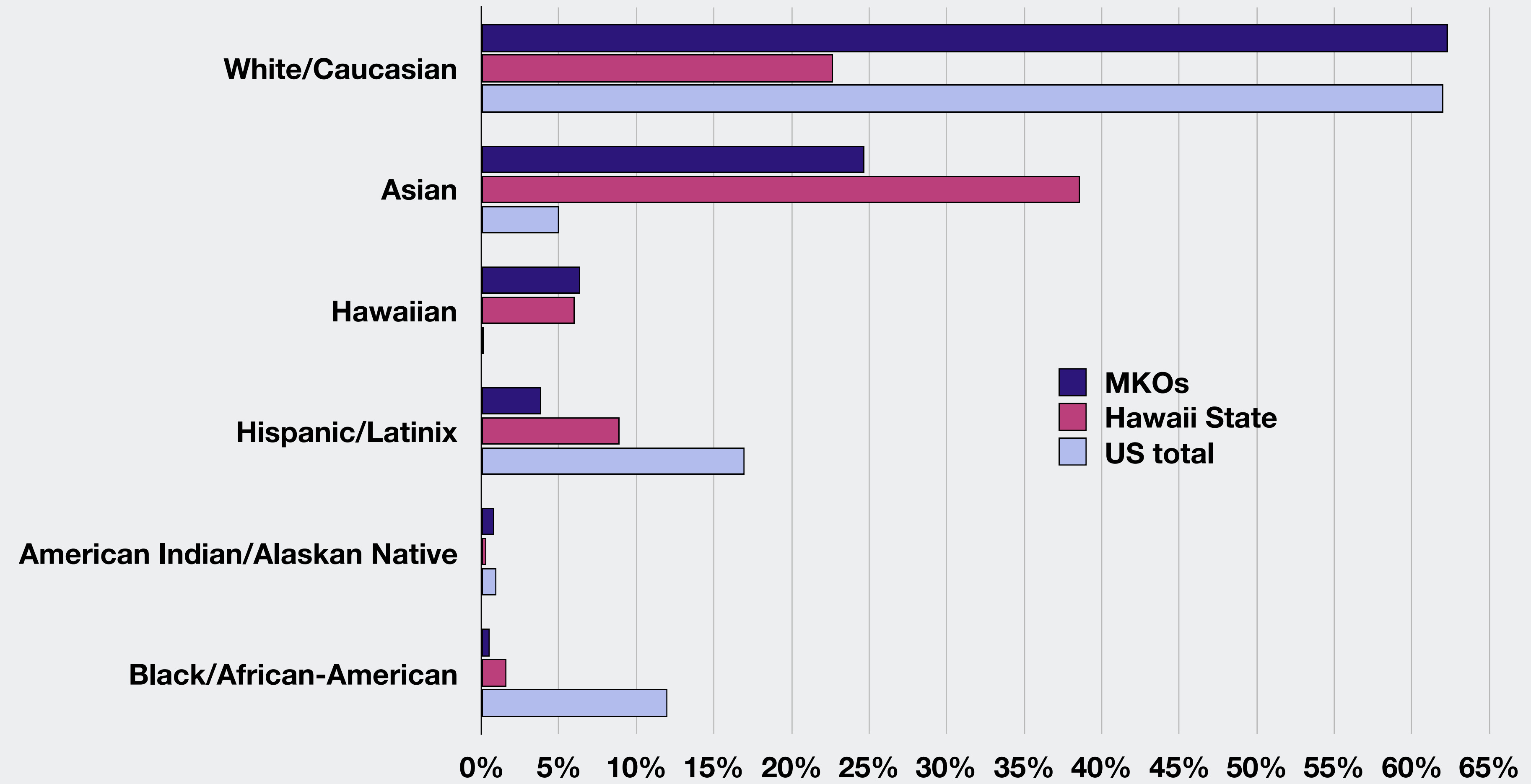
Compared to national average of 24%

DEMOGRAPHICS

Are we reflecting the demographic make-up of the Hawaii state and US?

DEMOGRAPHICS

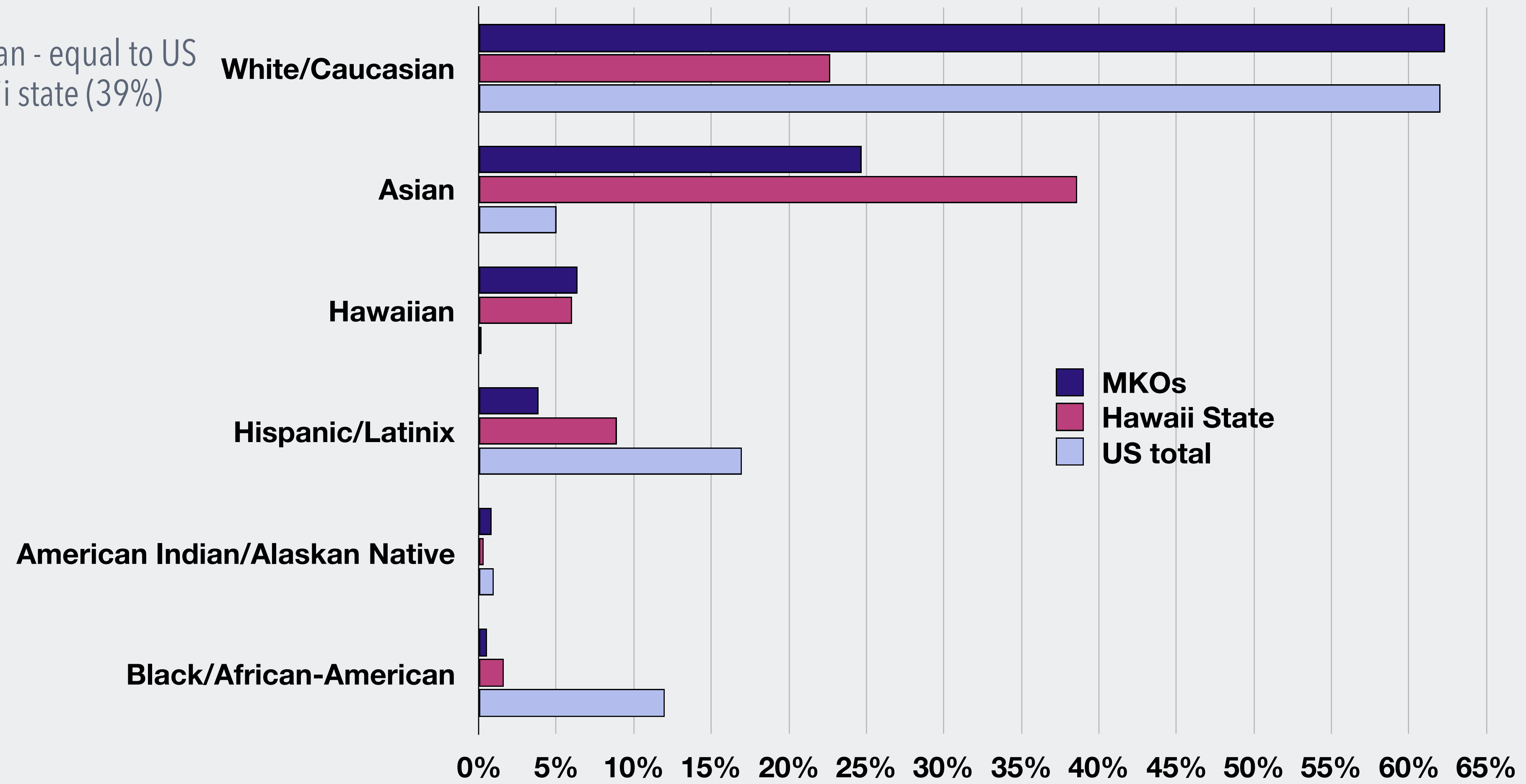
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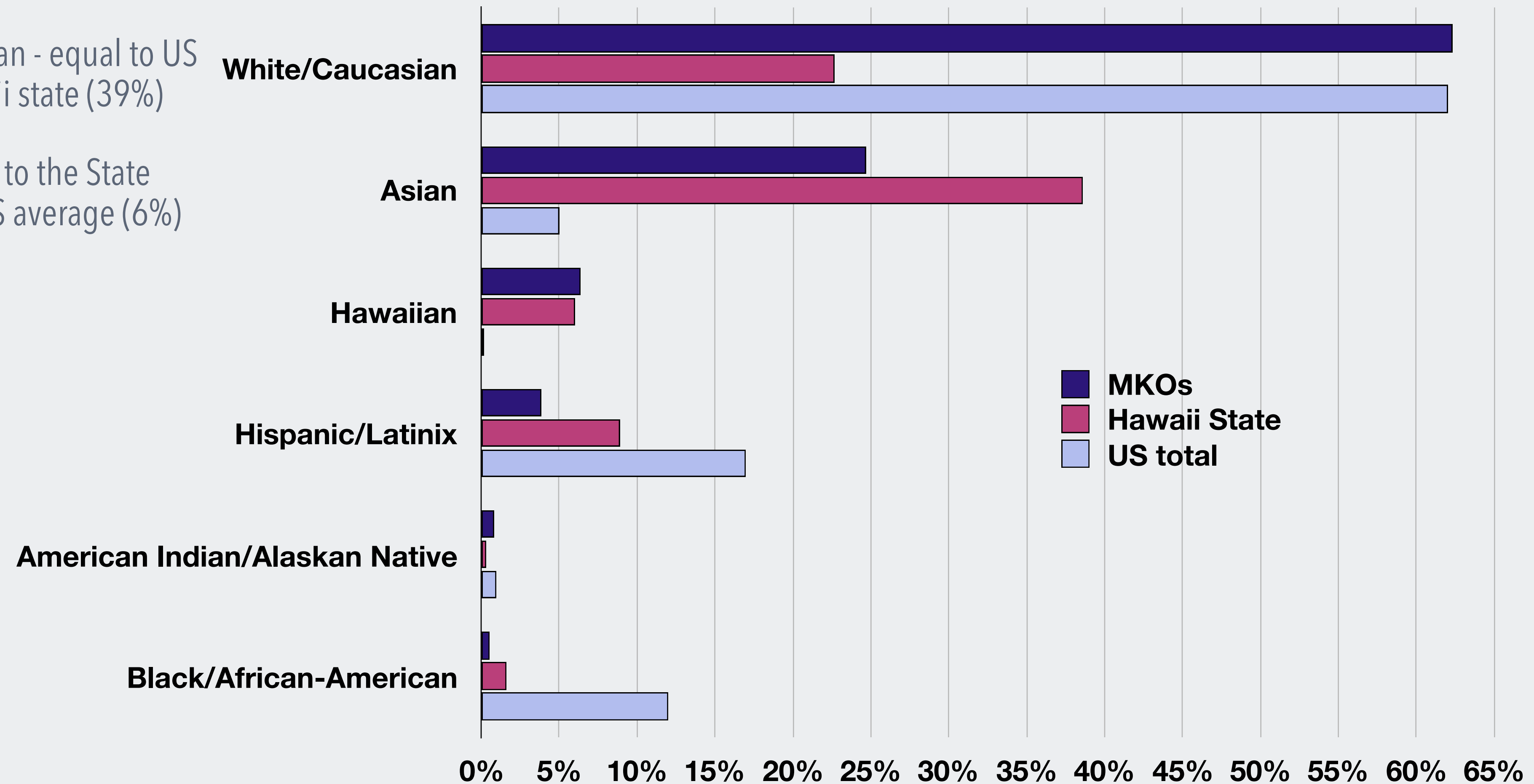
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Asian

6%

MKO staff identify as ethnic Hawaiian - identical to the State average

Hawaiian**Hispanic/Latinix****American Indian/Alaskan Native****Black/African-American**

■ MKOs
■ Hawaii State
■ US total

0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50% 55% 60% 65%

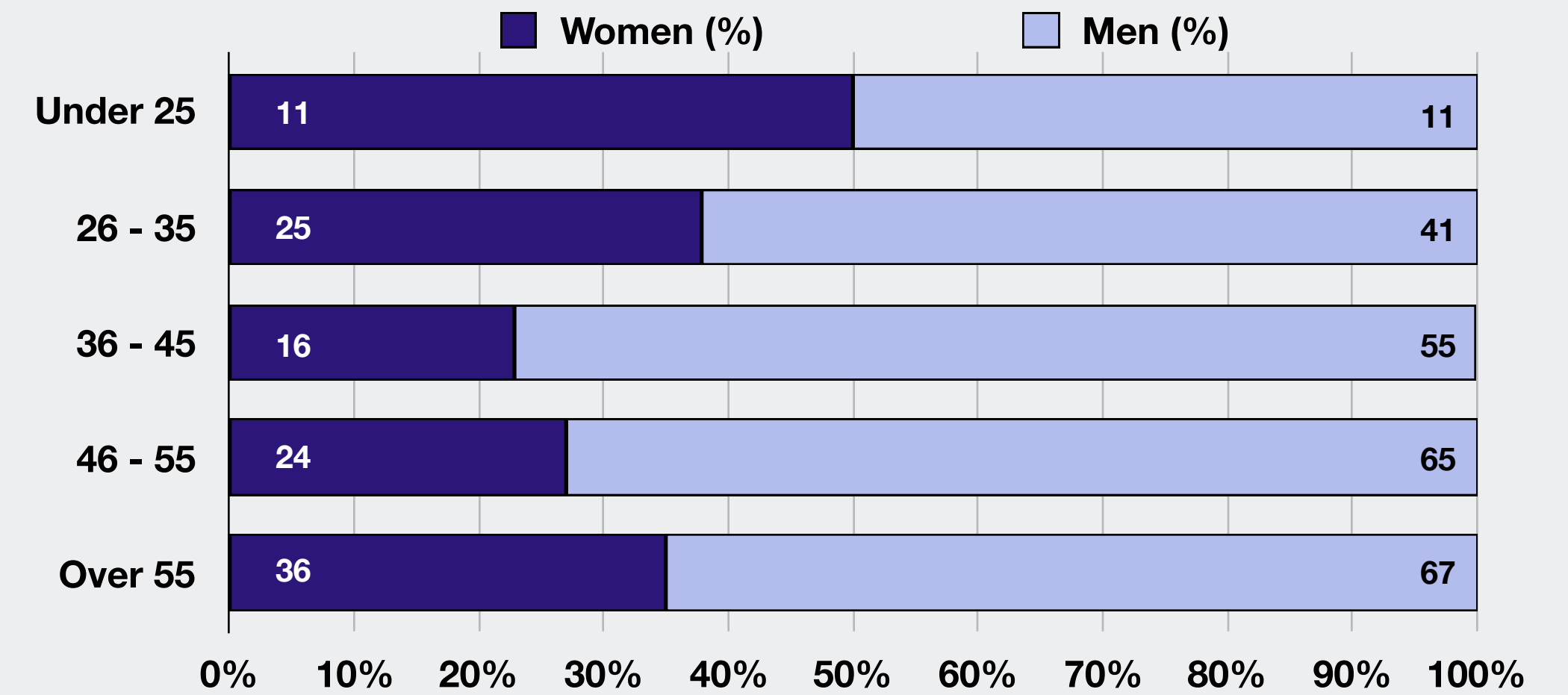
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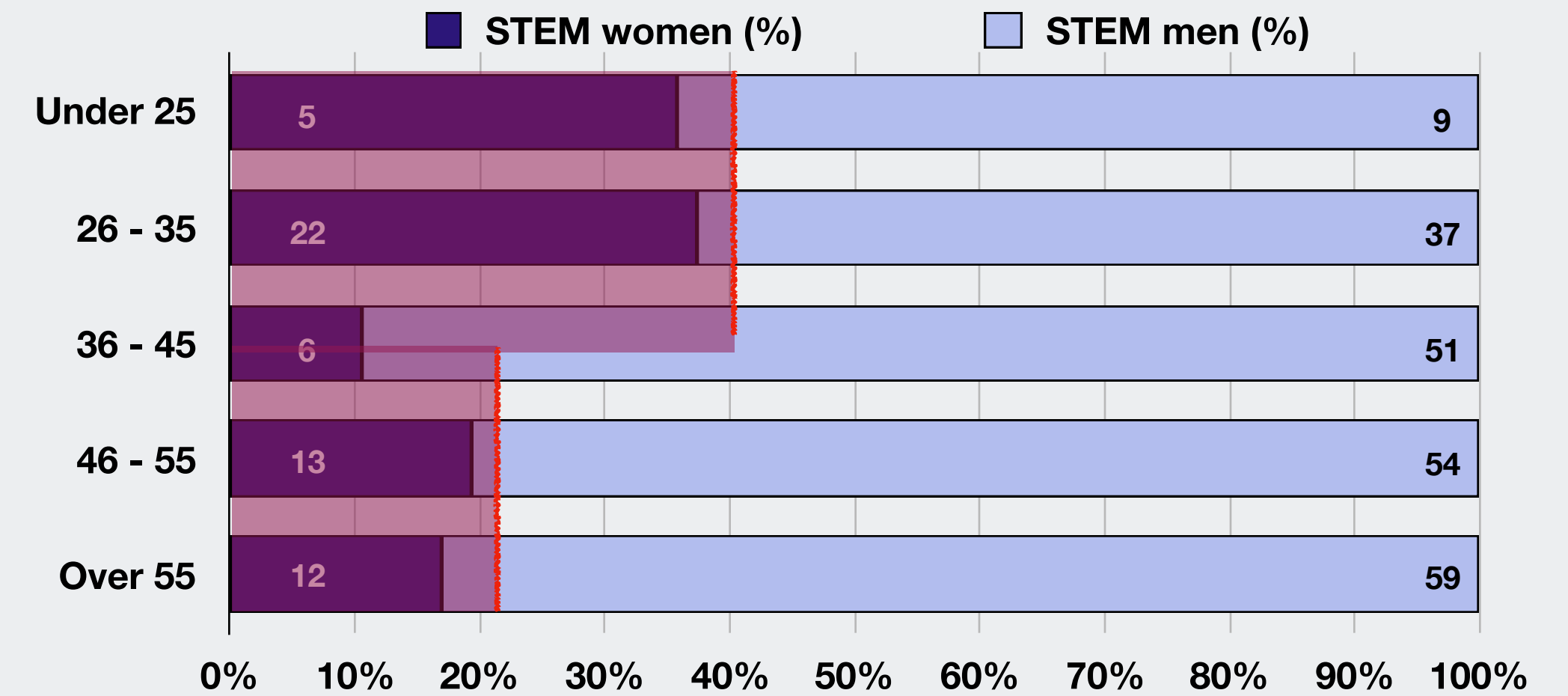


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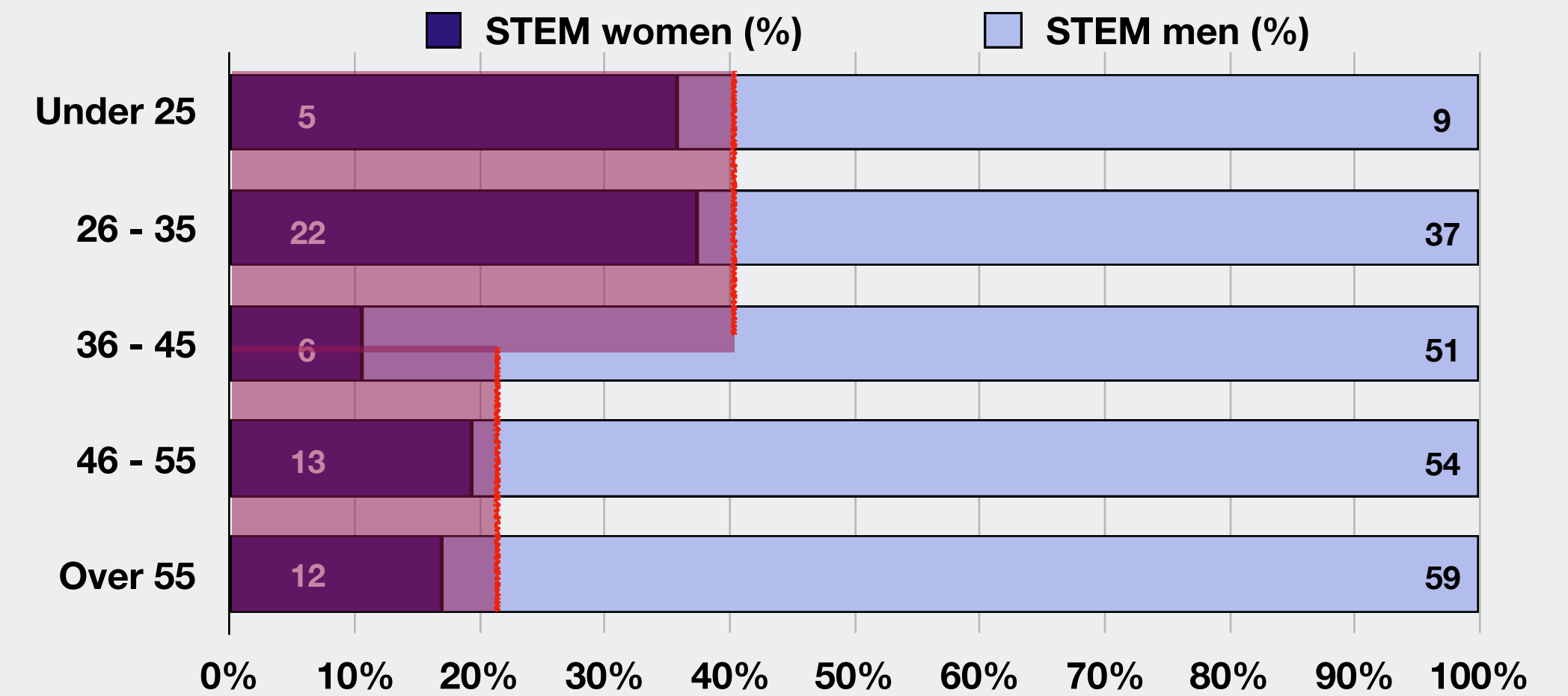
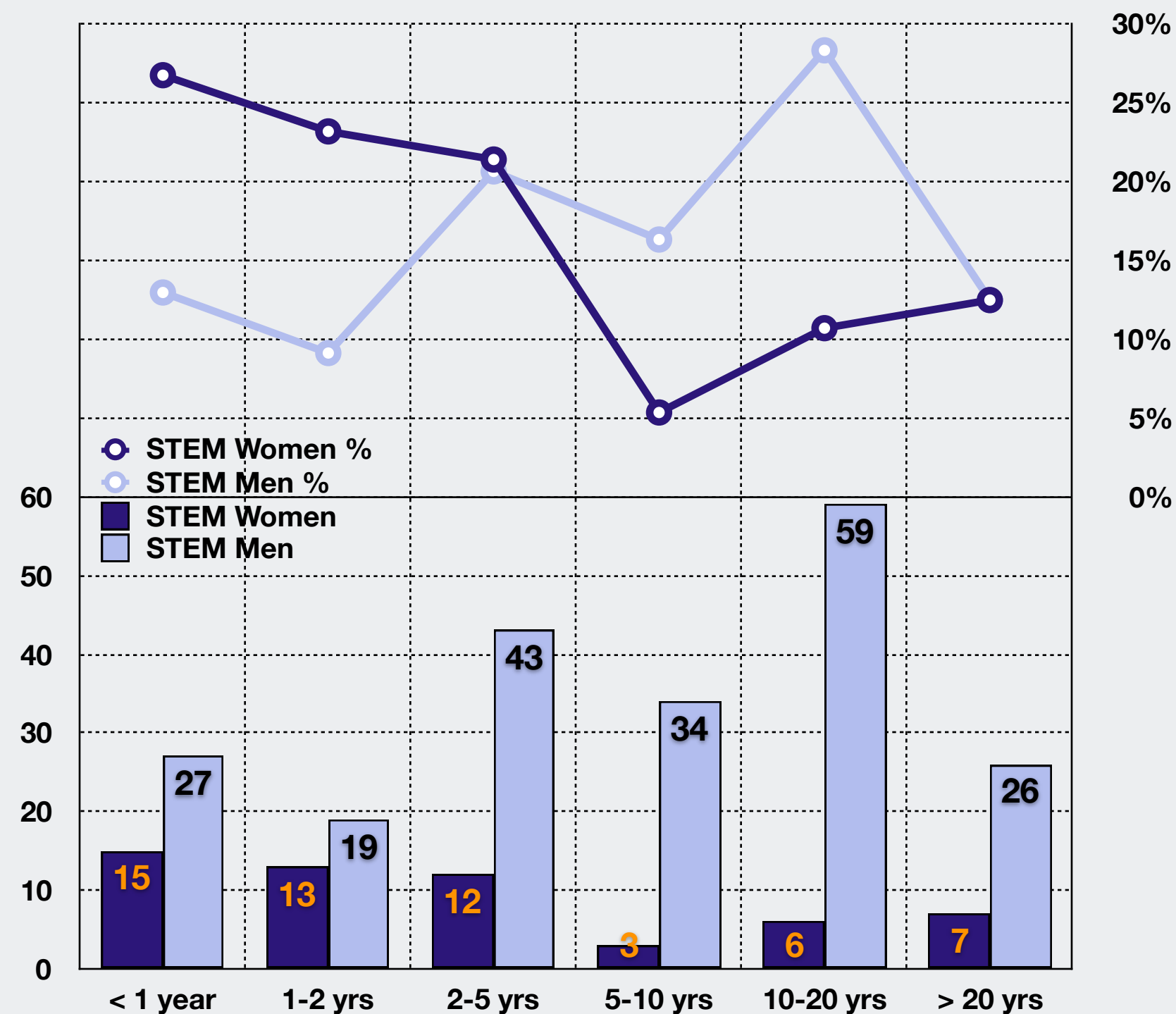
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How long have you been in your current position?



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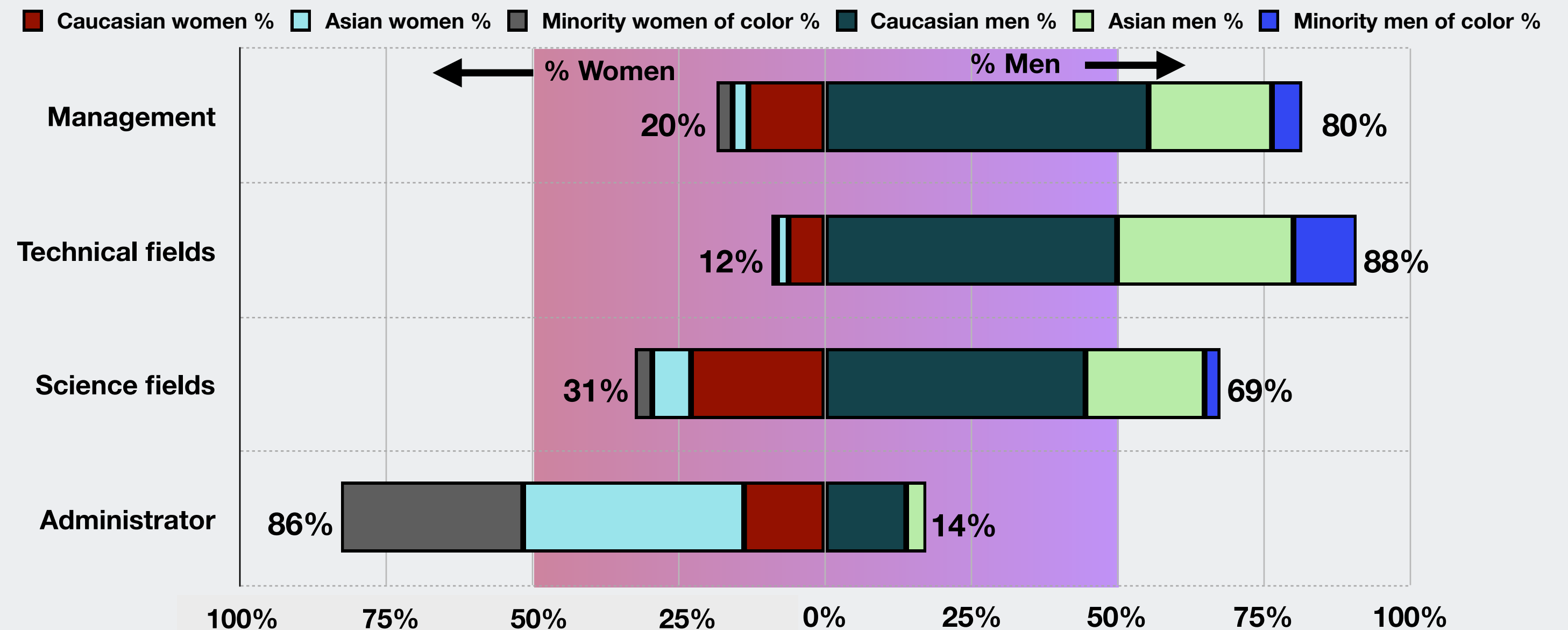
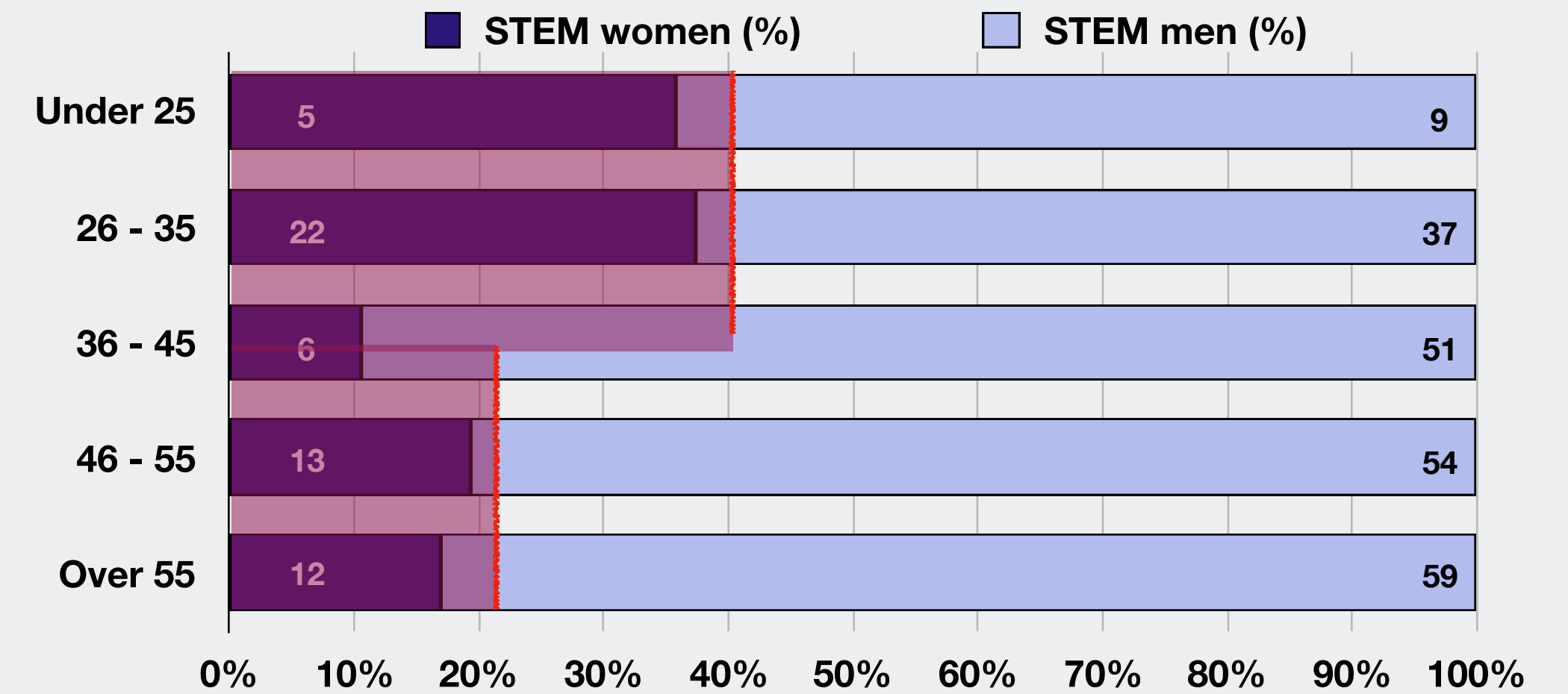
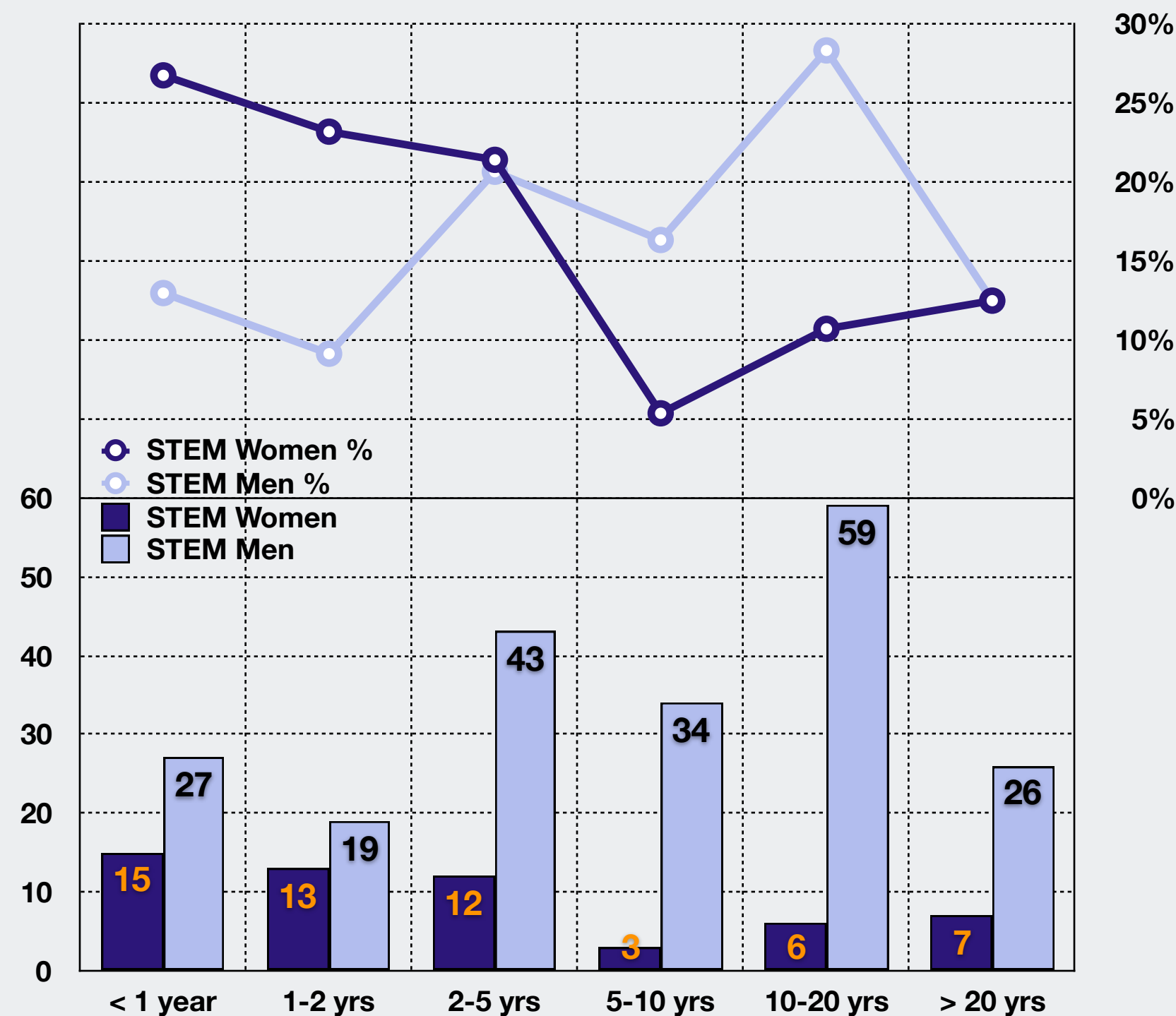
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Do you have any caring responsibilities (child, parent, partner)?

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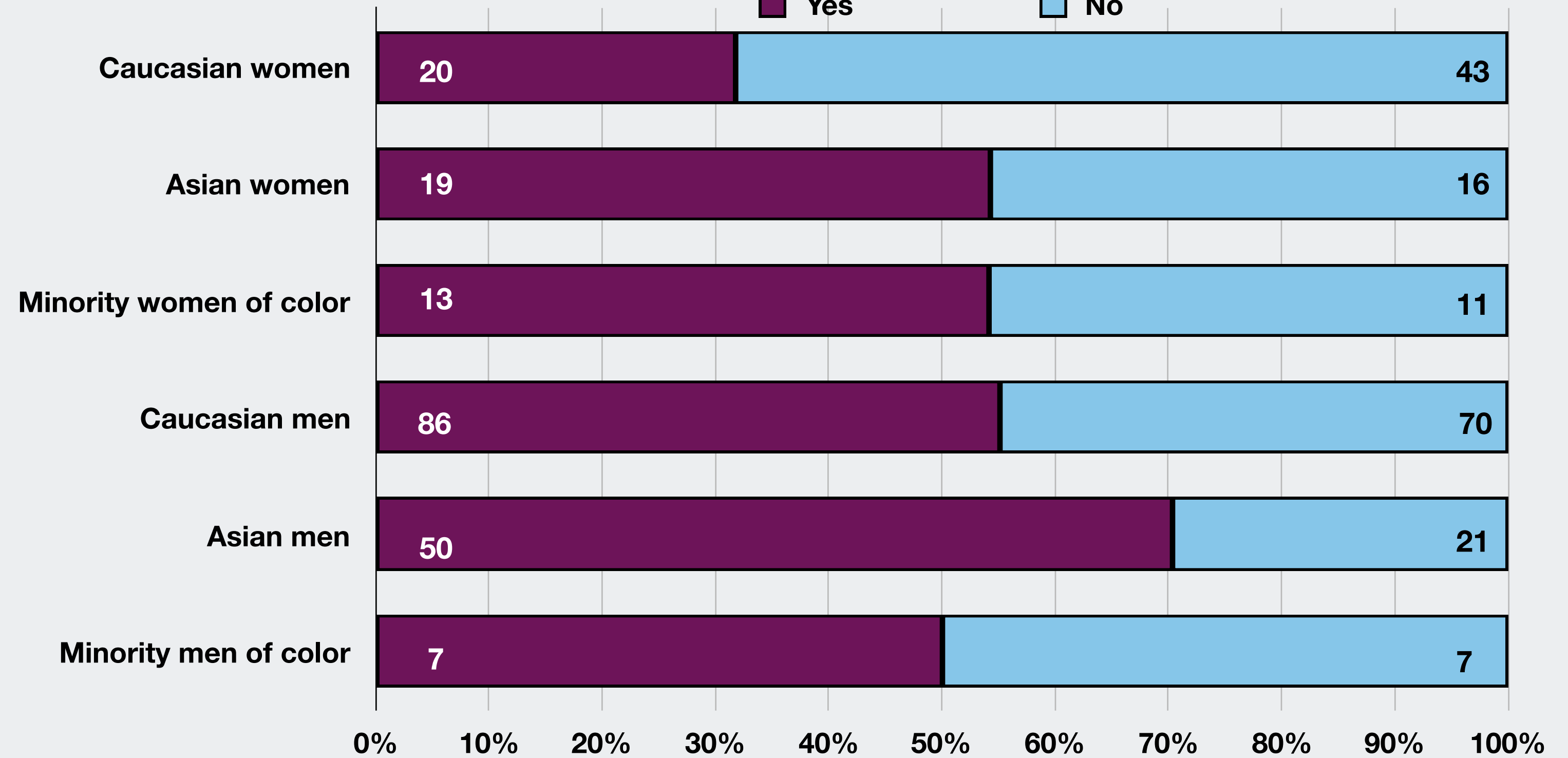
Do you have any caring responsibilities (child, parent, partner)?

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■ Yes

■ No

41% of women have caring responsibilities
compared to 59% of men



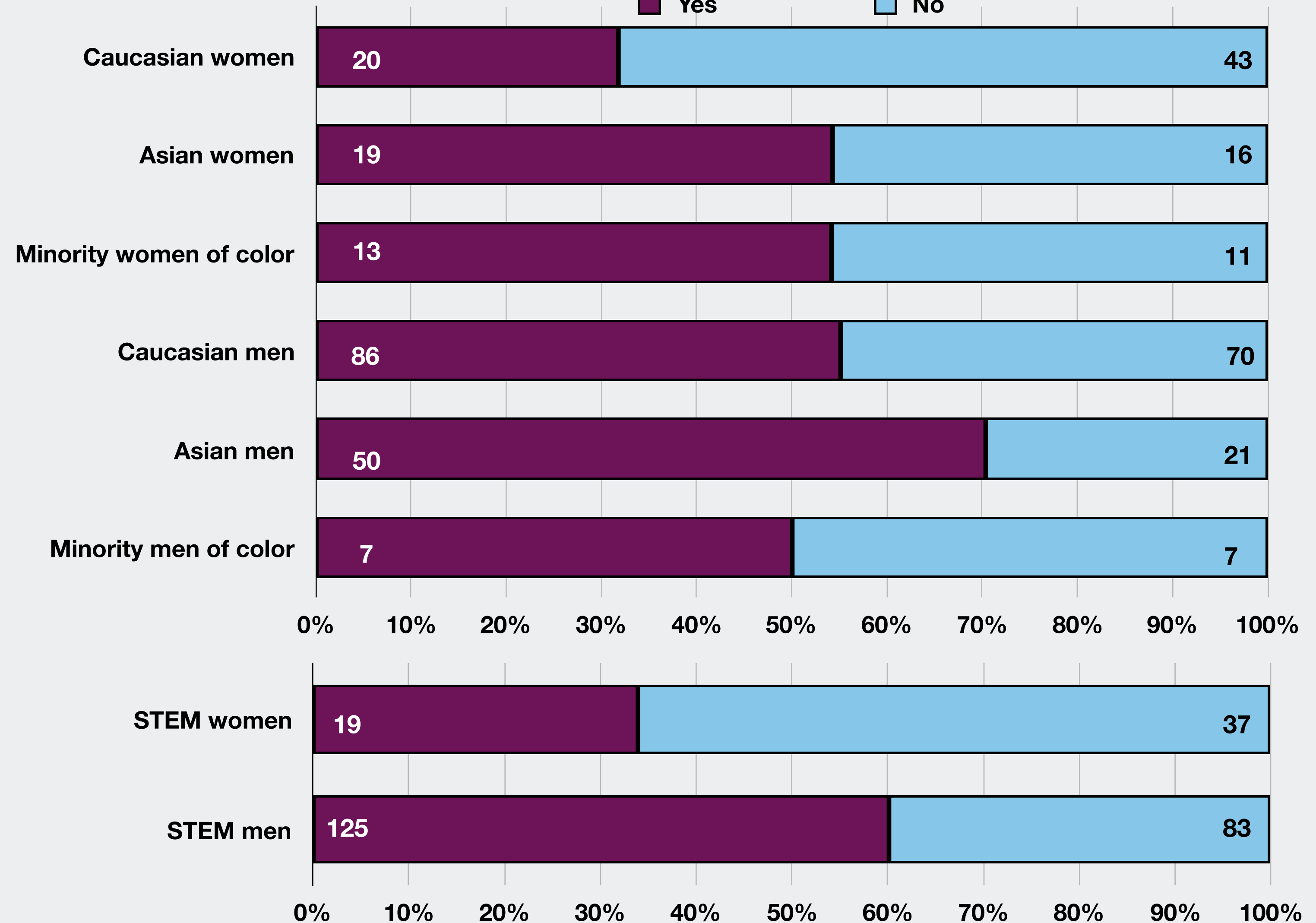
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This is most extreme for women in STEM roles, where just 34% of women have caring responsibilities at home compared to 60% of men

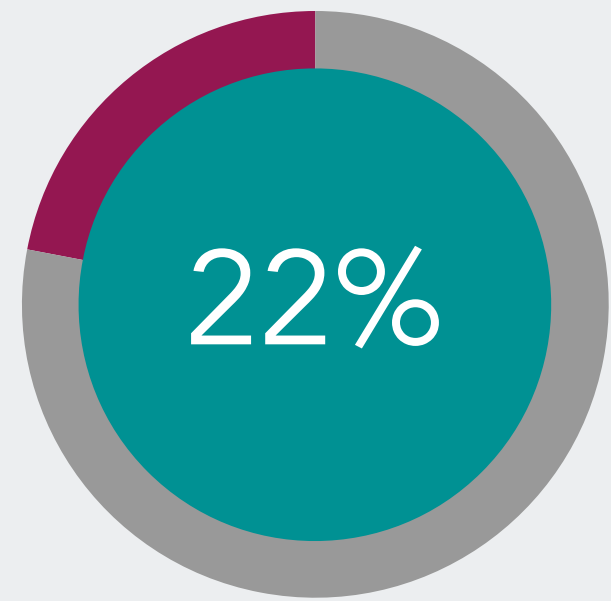
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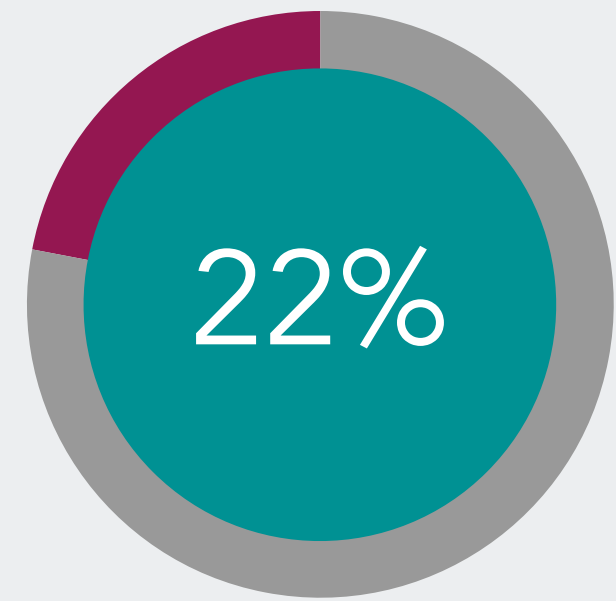


MKO STAFF ATTENDED
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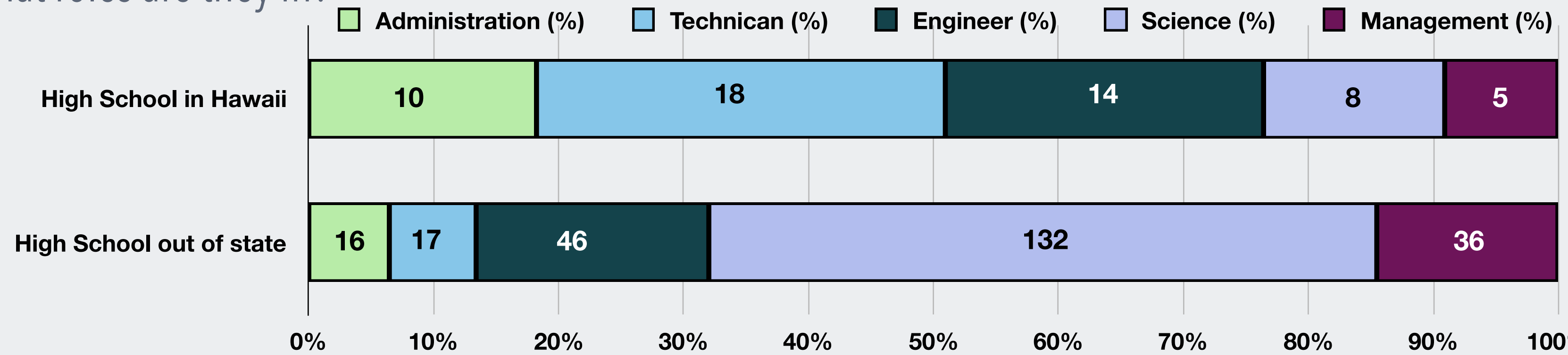
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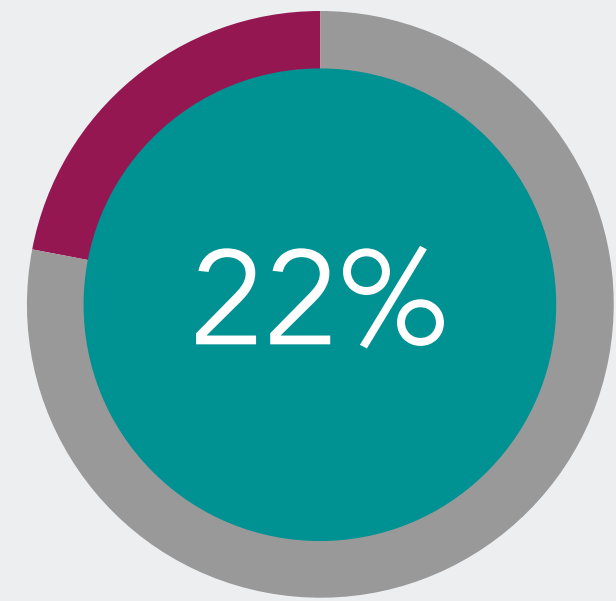


Distribution of job roles for staff who completed High School in Hawaii versus out of state



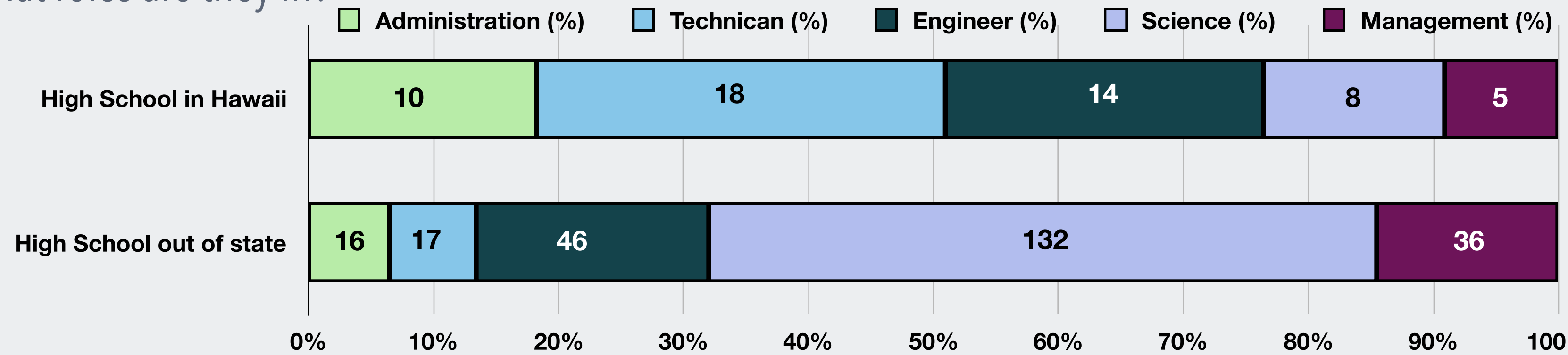
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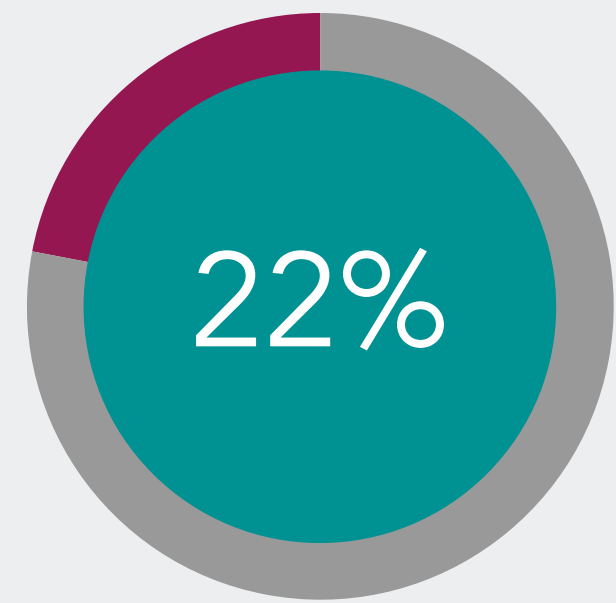
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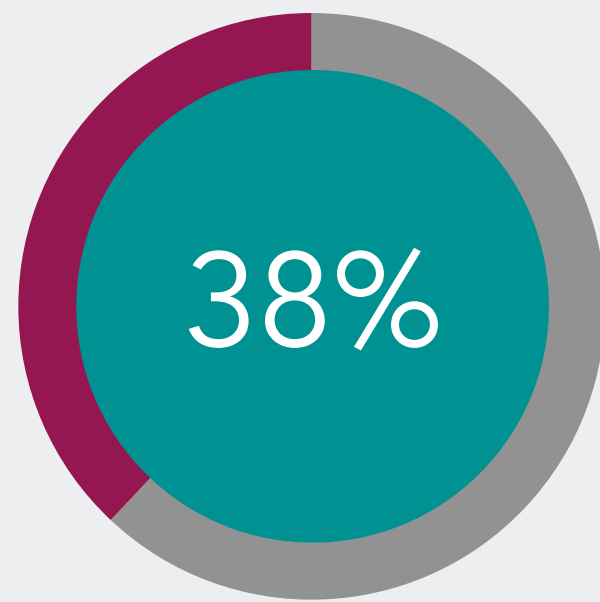
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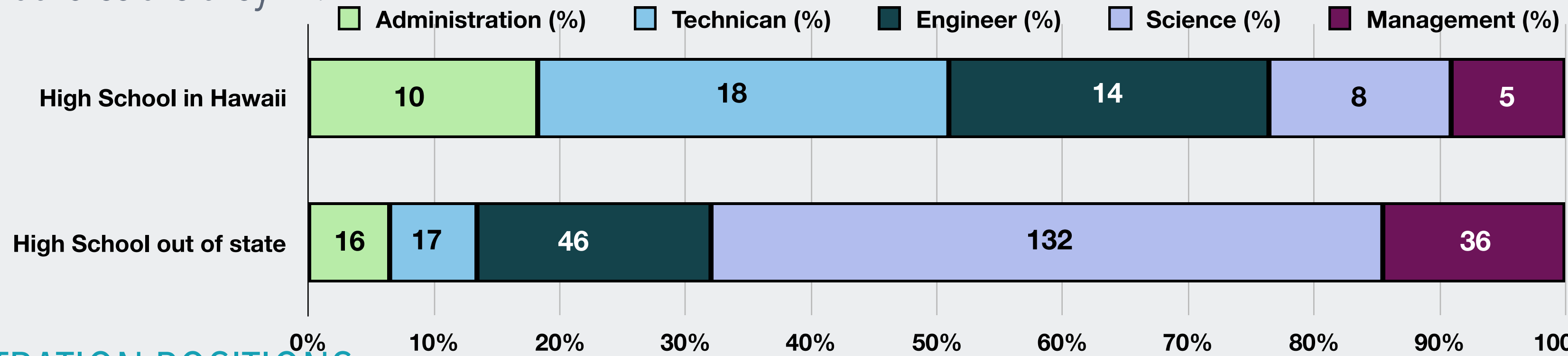


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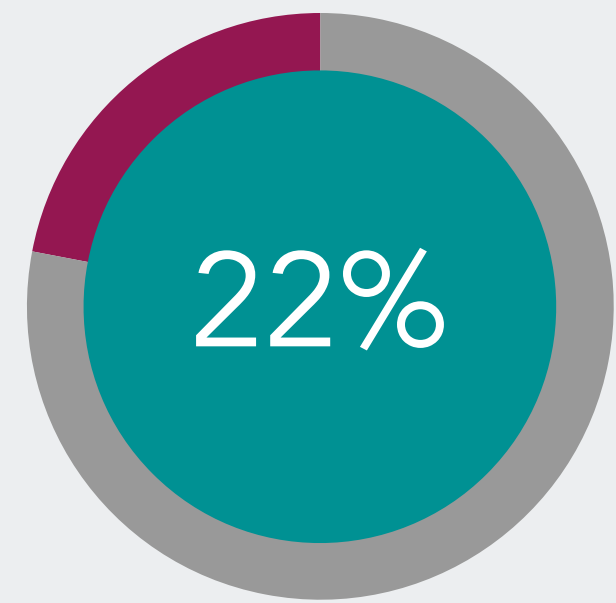
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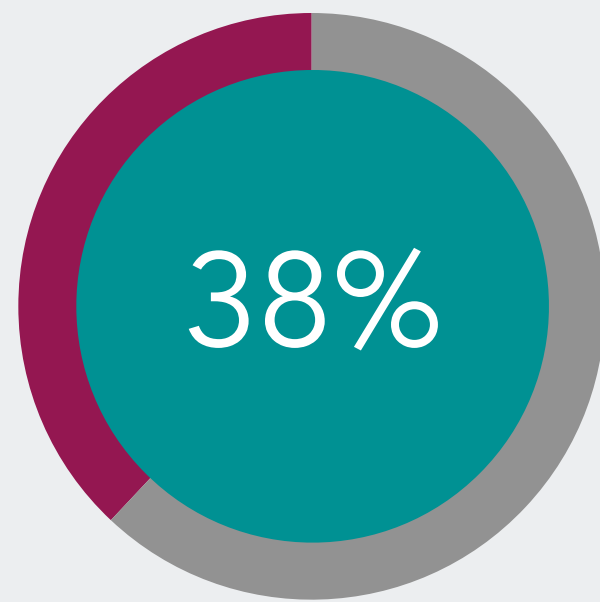


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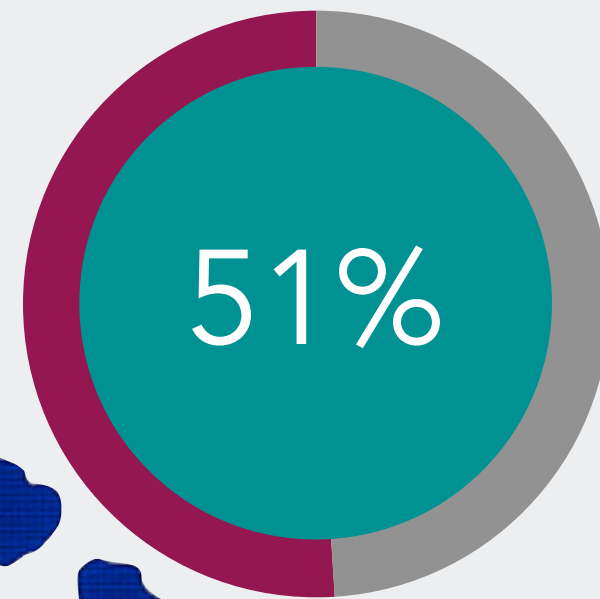
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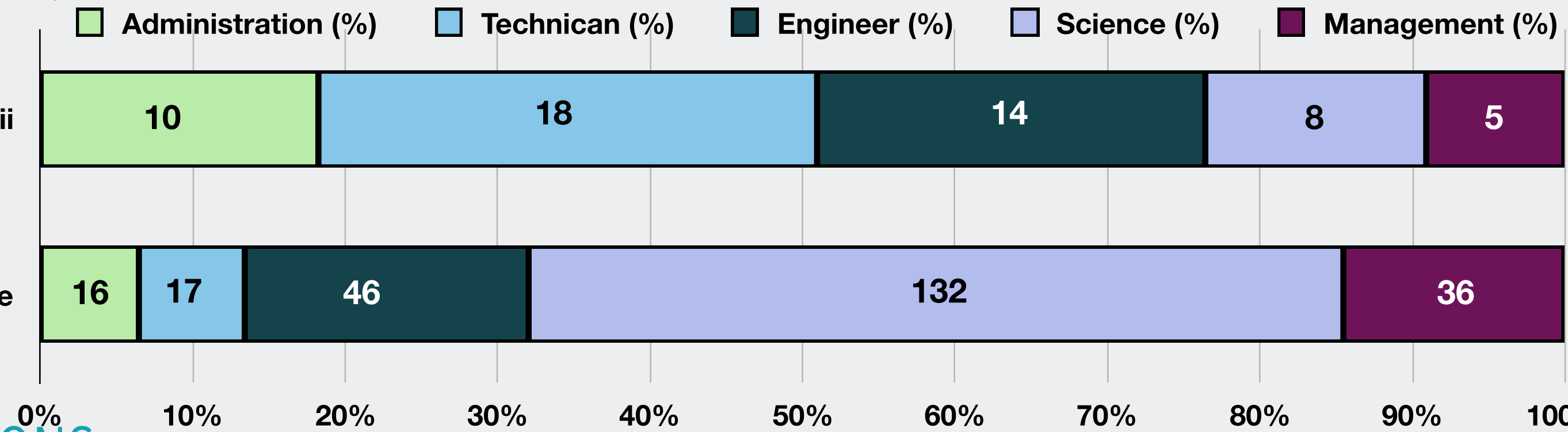


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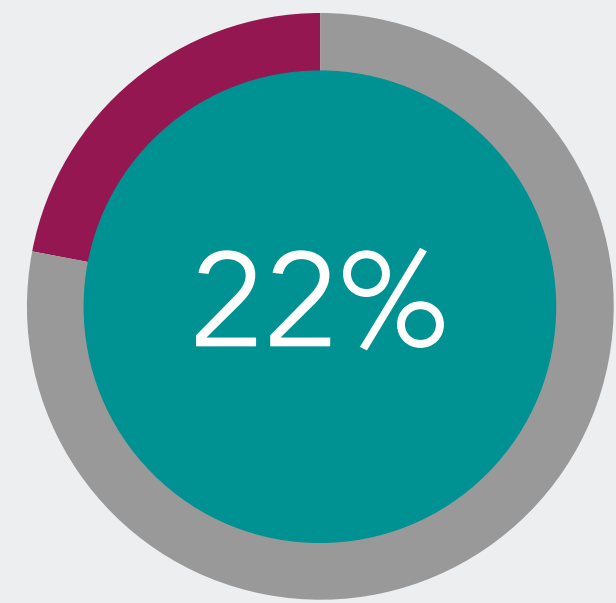
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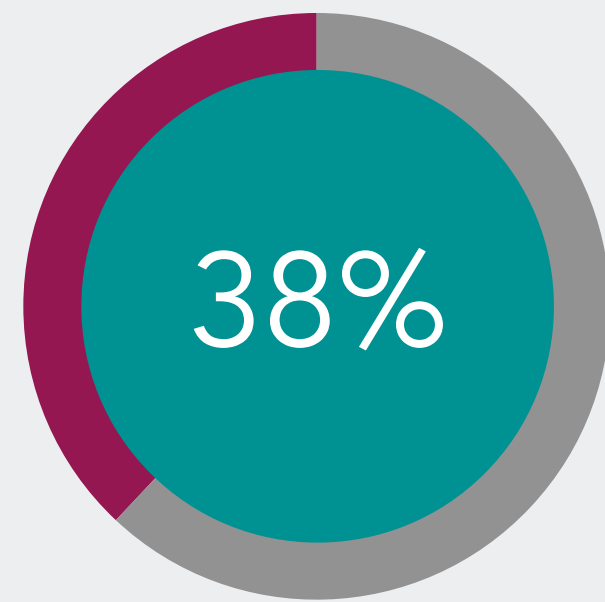


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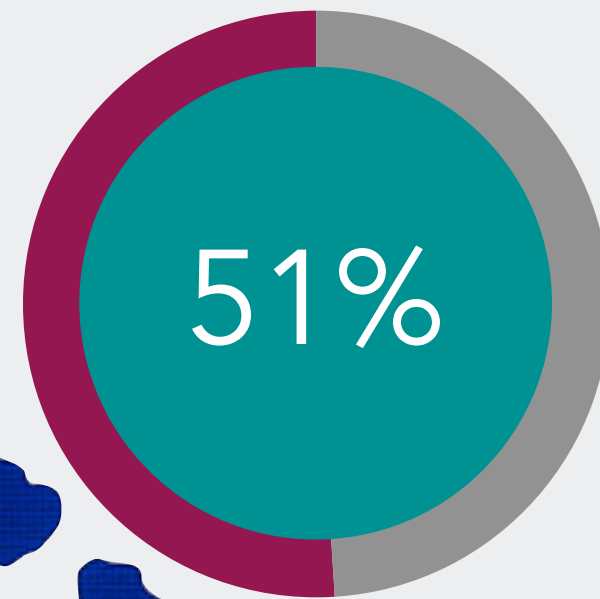
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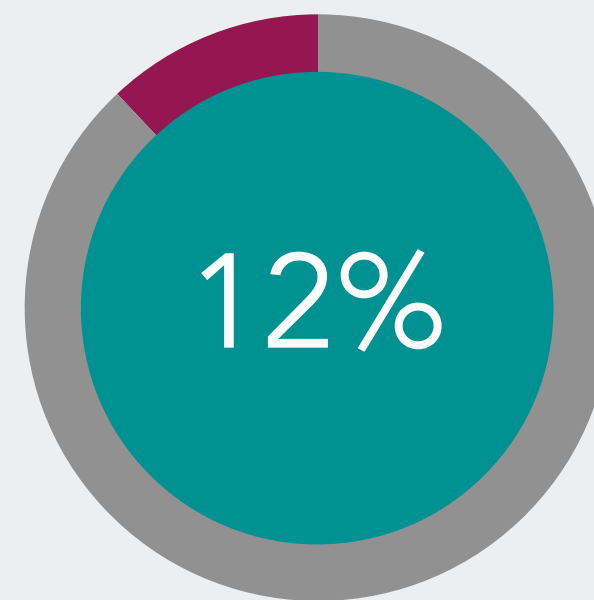


OF ADMINISTRATION POSITIONS FILLED BY LOCALLY EDUCATED STAFF

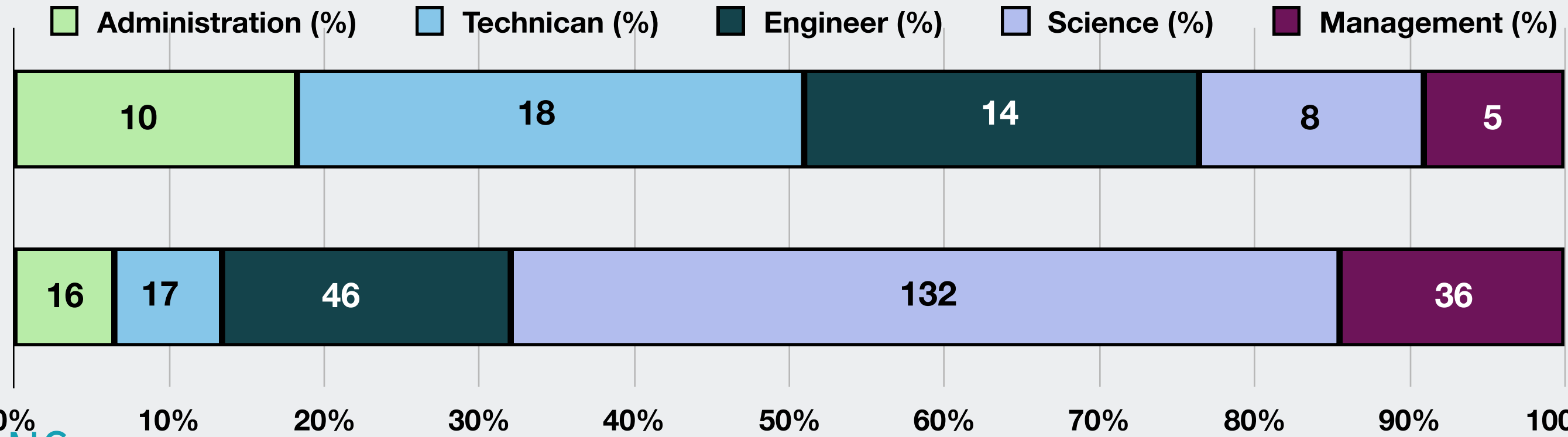


OF MKO TECHNICIANS ATTENDED HIGH SCHOOL IN HAWAII

51% of MKO survey participants were resident in Hawaii at the time of hire into their current position

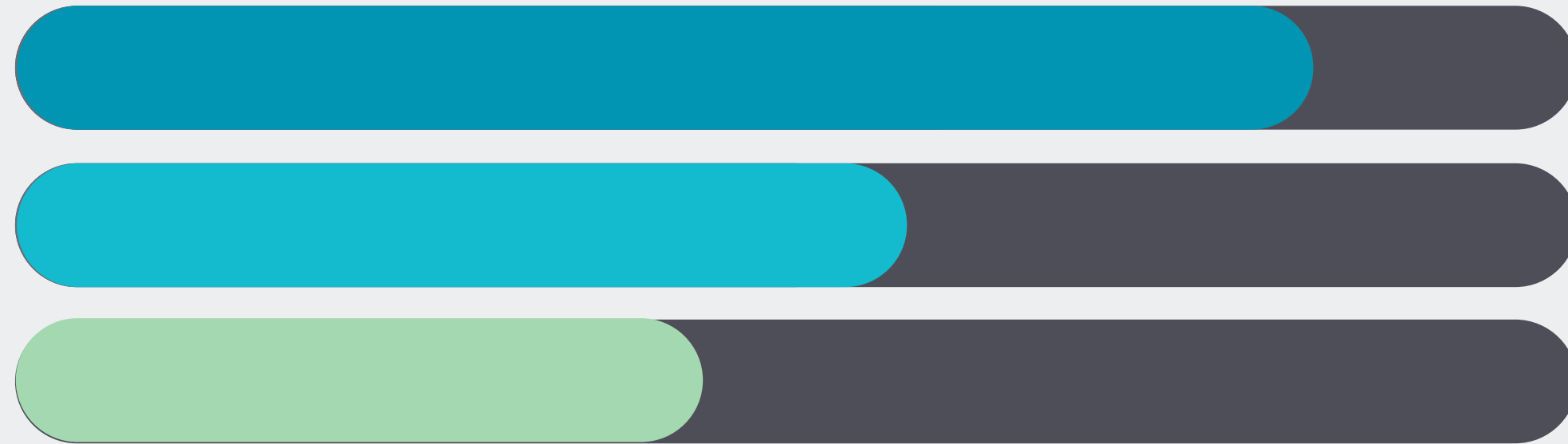


OF MANAGEMENT STAFF WERE EDUCATED IN HAWAII



WORKPLACE CULTURE

Participants were asked to gauge their level of happiness with their current role, opportunities for advancement and with their senior management.



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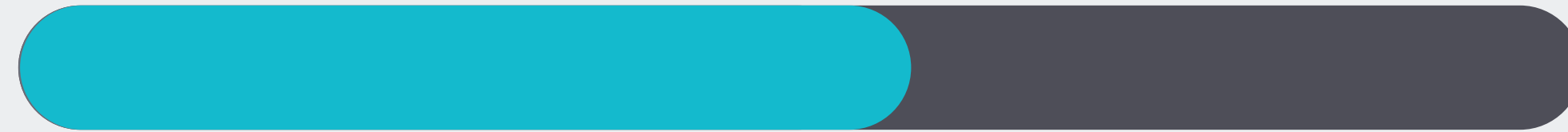
83% are at least somewhat happy with their current job role

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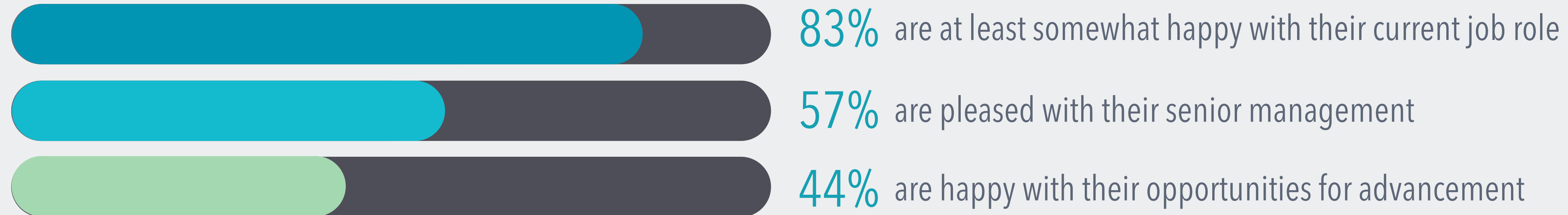


57% are pleased with their senior management



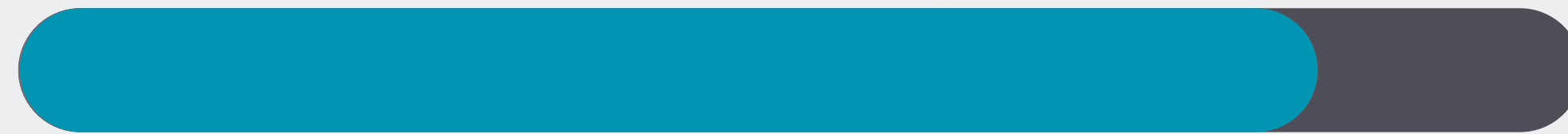
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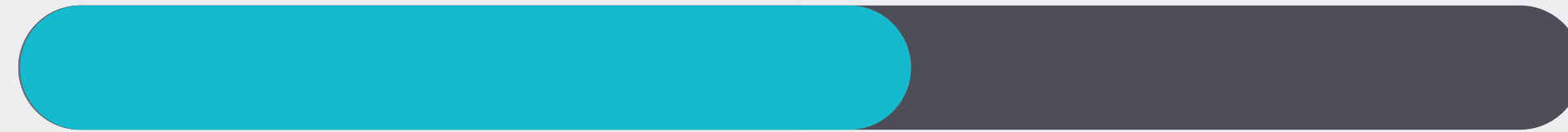


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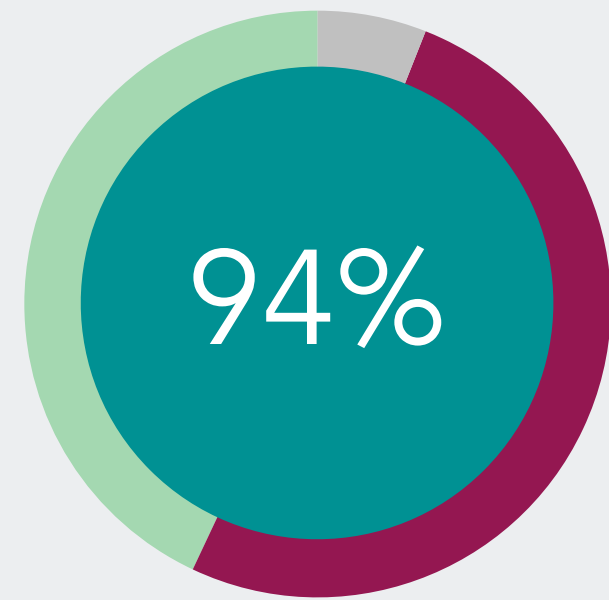
83% are at least somewhat happy with their current job role



57% are pleased with their senior management



44% are happy with their opportunities for advancement

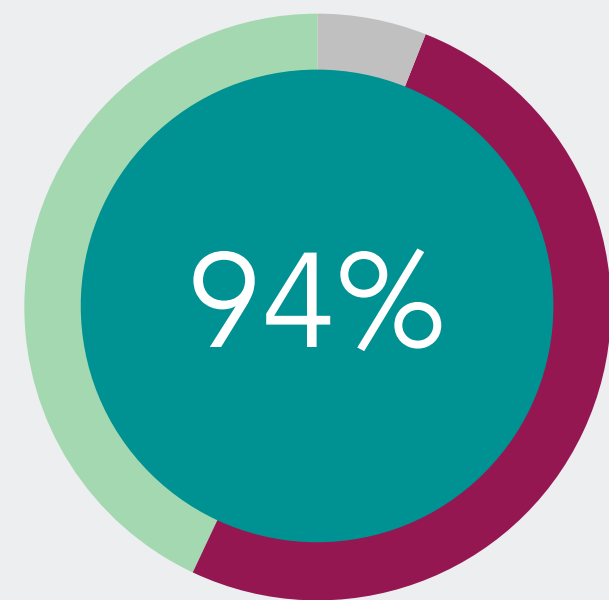
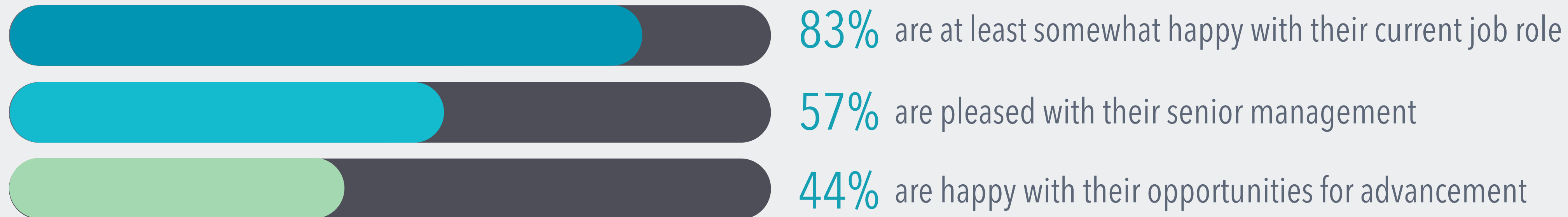


WORK LONGER THAN CONTRACTED HOURS

51% of staff regularly, with an additional 43% saying they do so at least occasionally

WORKPLACE CULTURE

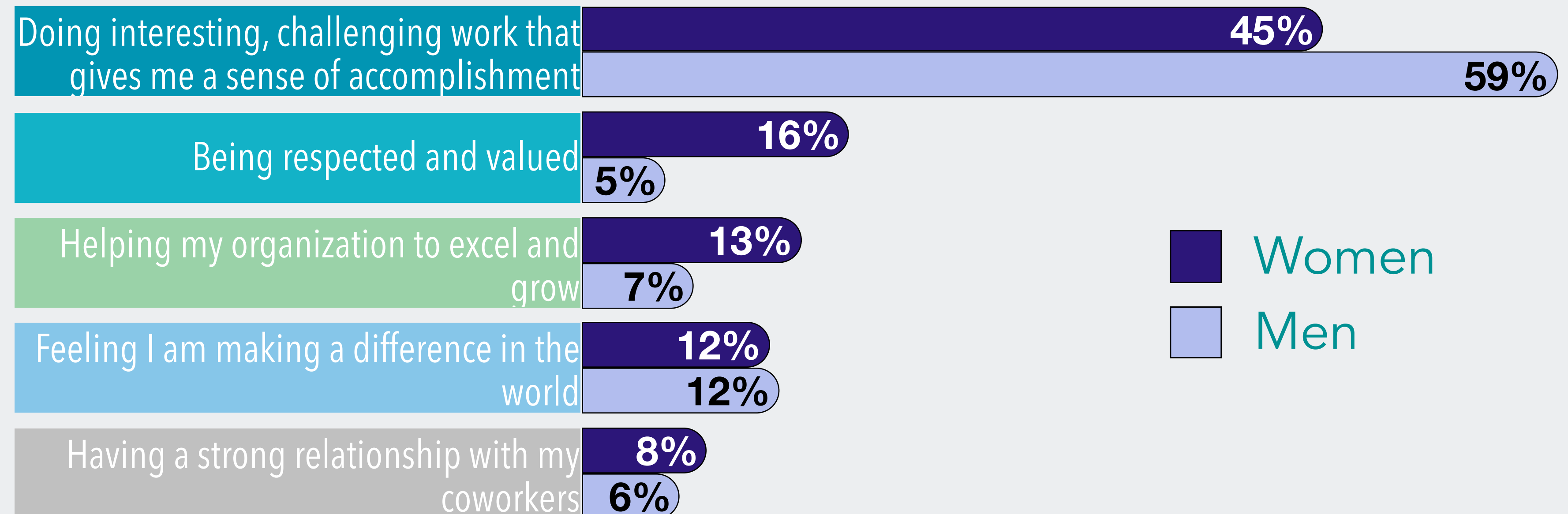
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What is the greatest pleasure you get from working?



Women
Men

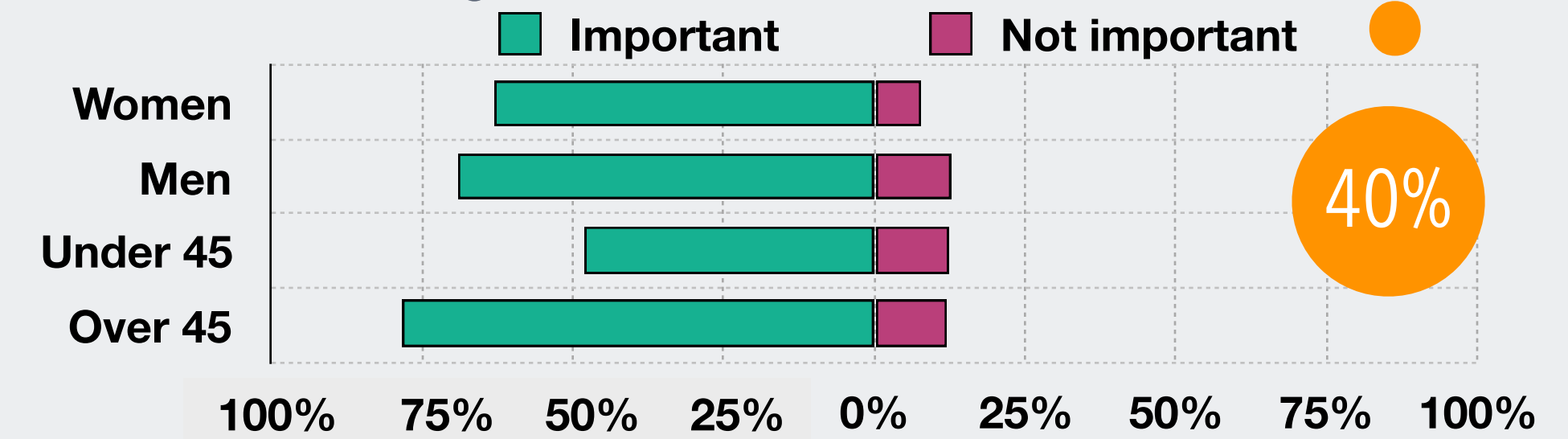
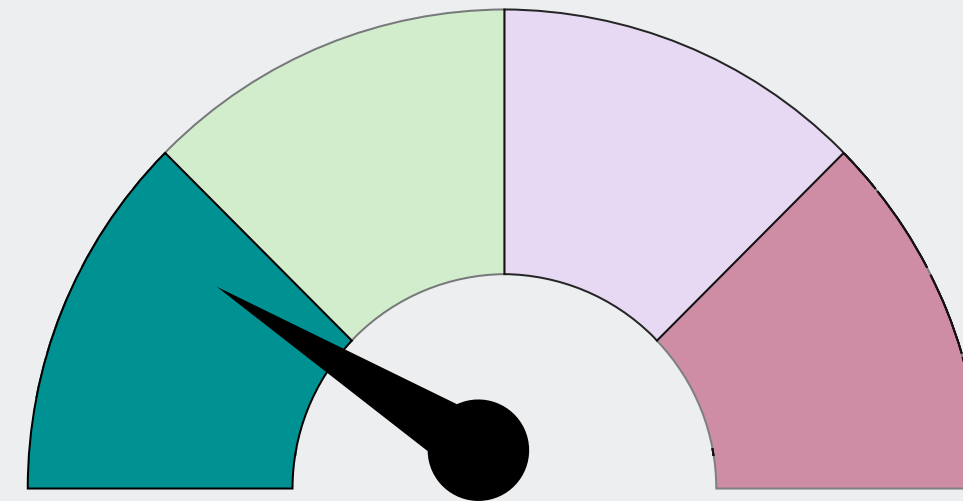
WORKPLACE ADVANCEMENT

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Ability to do the job 65%



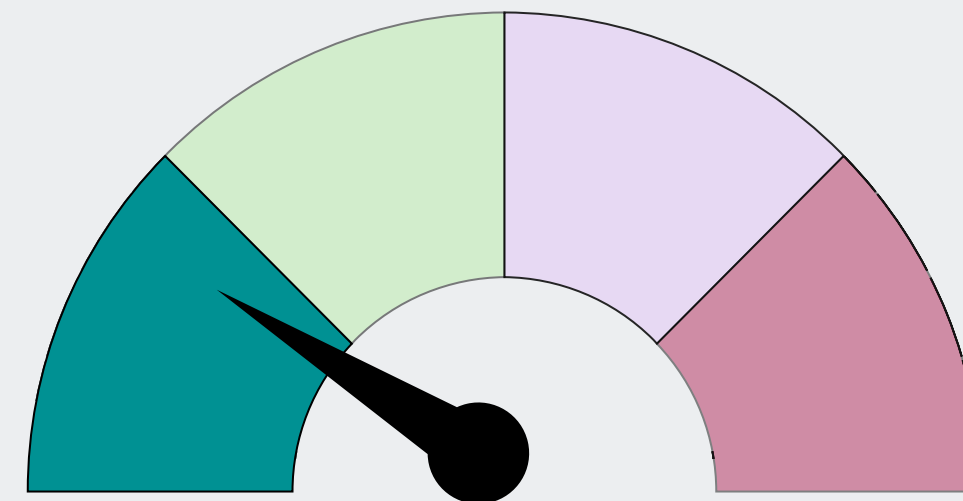
?

40%

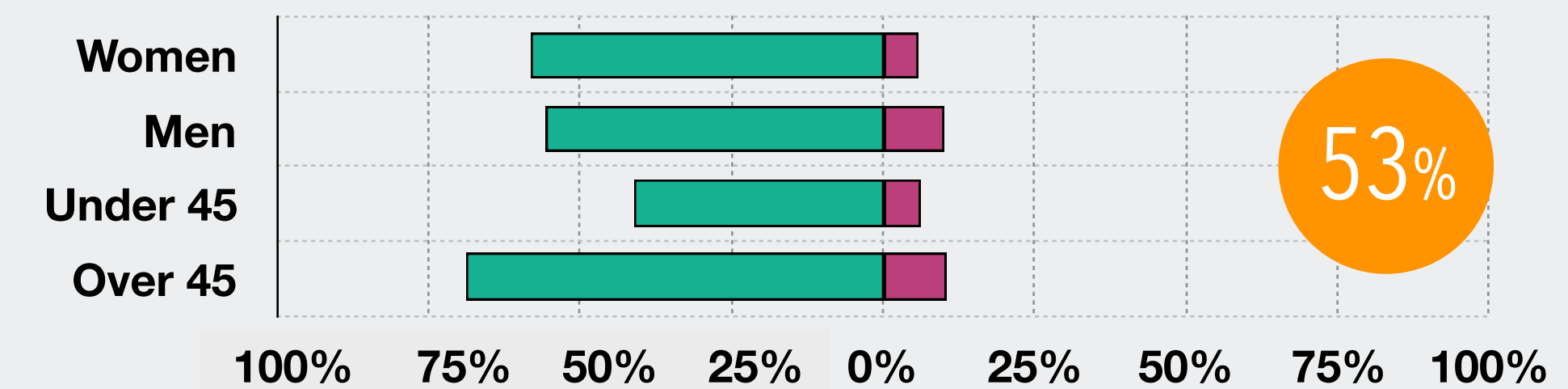
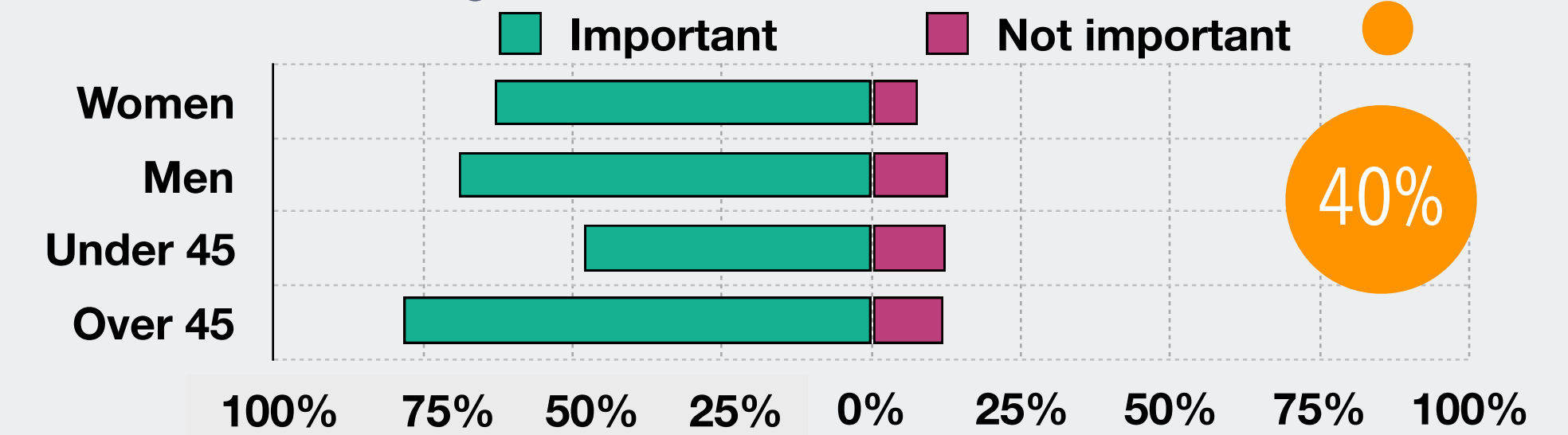
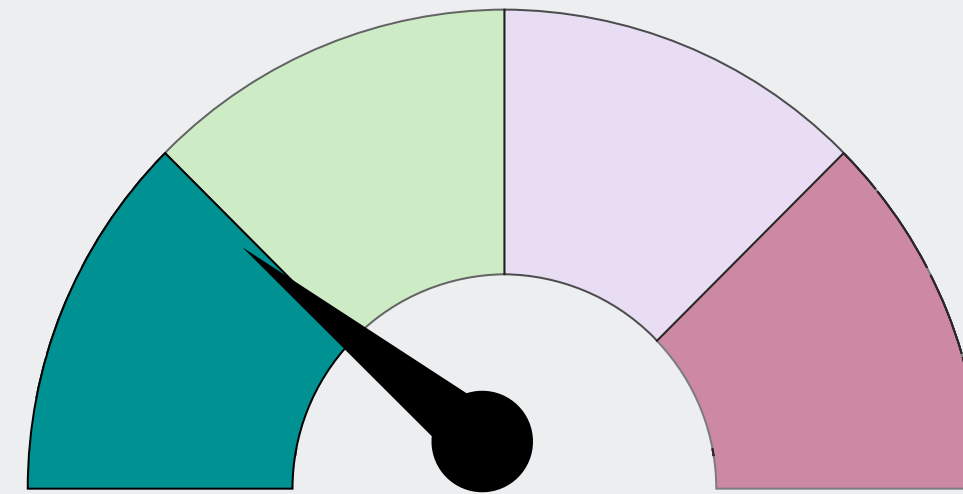
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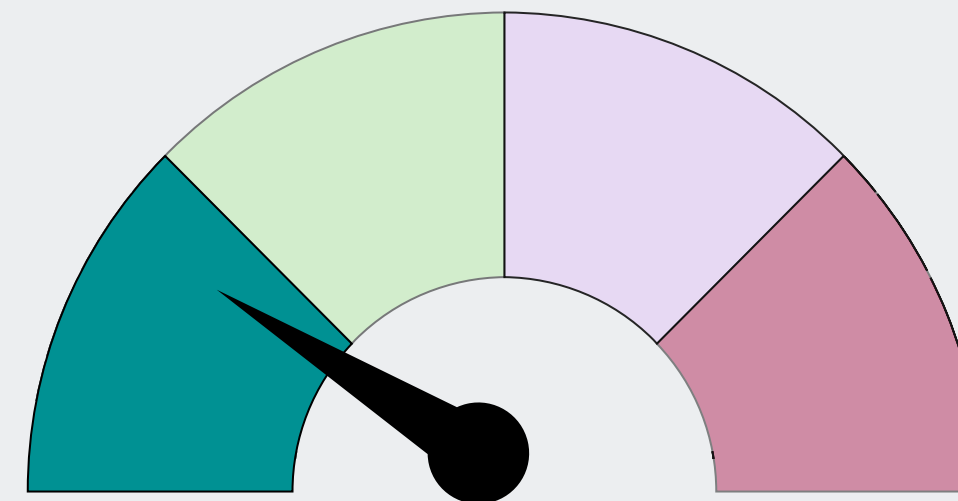
Sponsorship from senior staff 56%



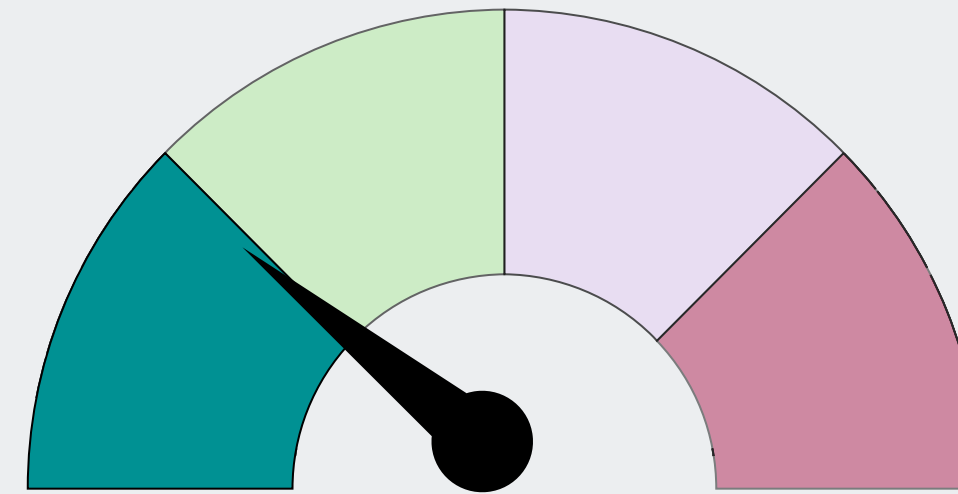
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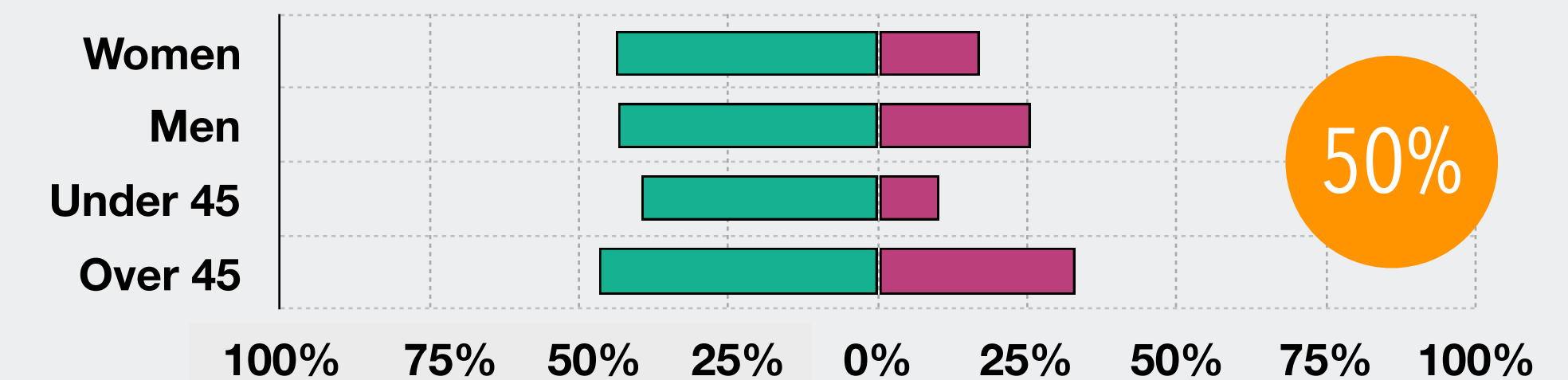
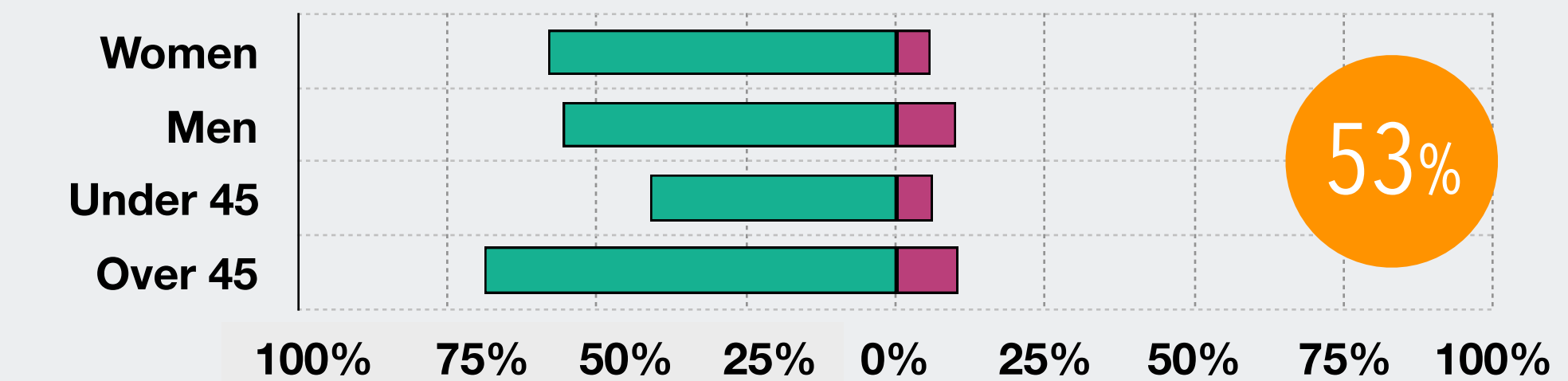
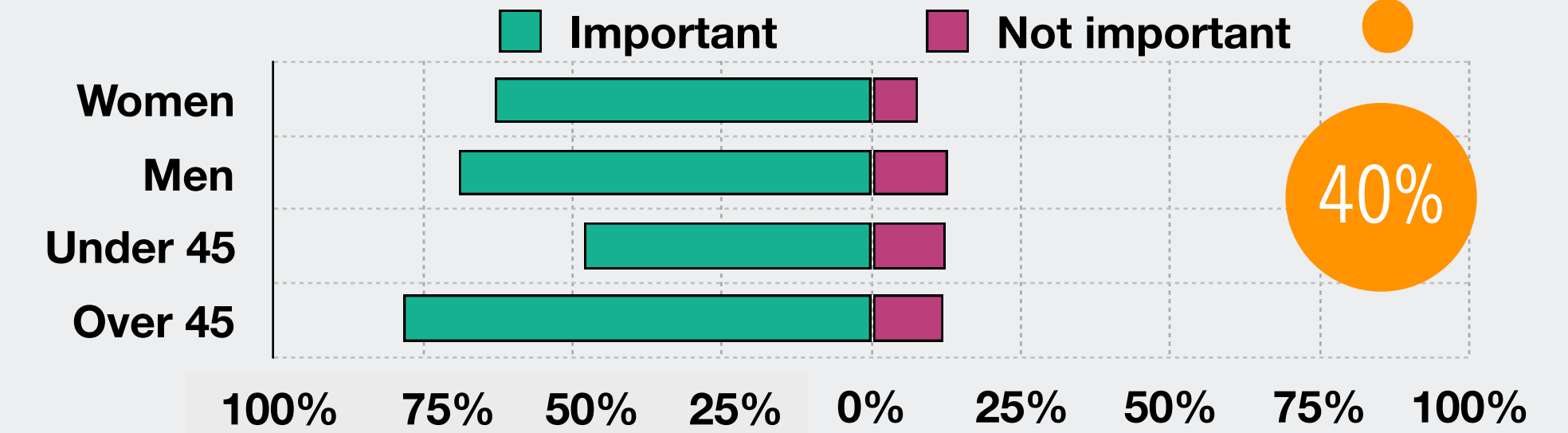
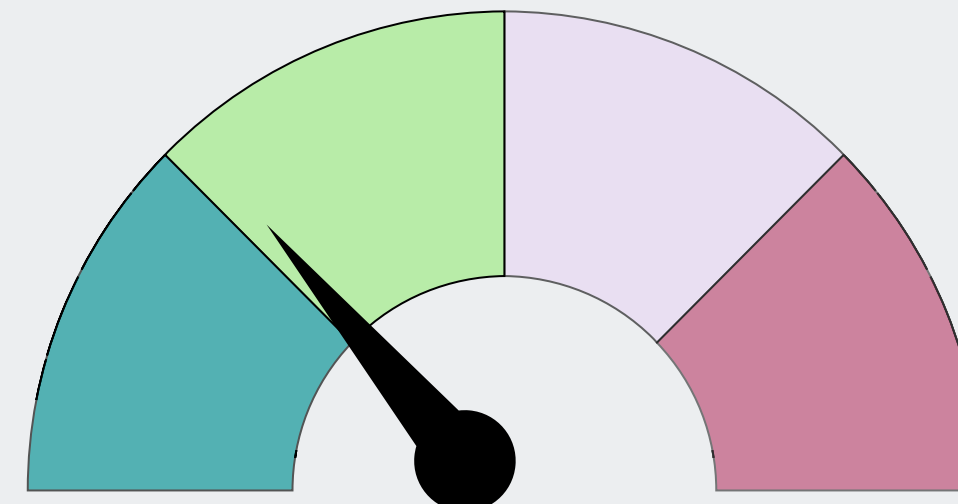
Ability to do the job **65%**



Sponsorship from senior staff **56%**



Length of time at an organization **45%**



40%

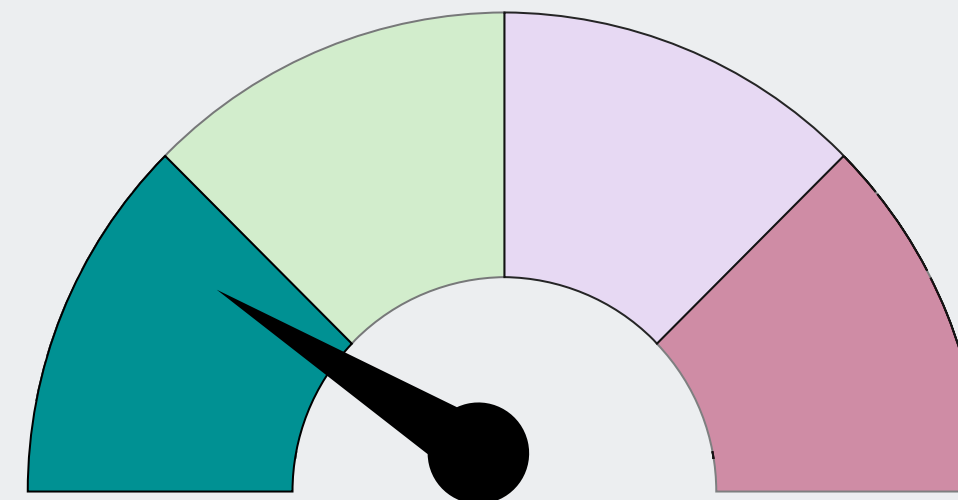
53%

50%

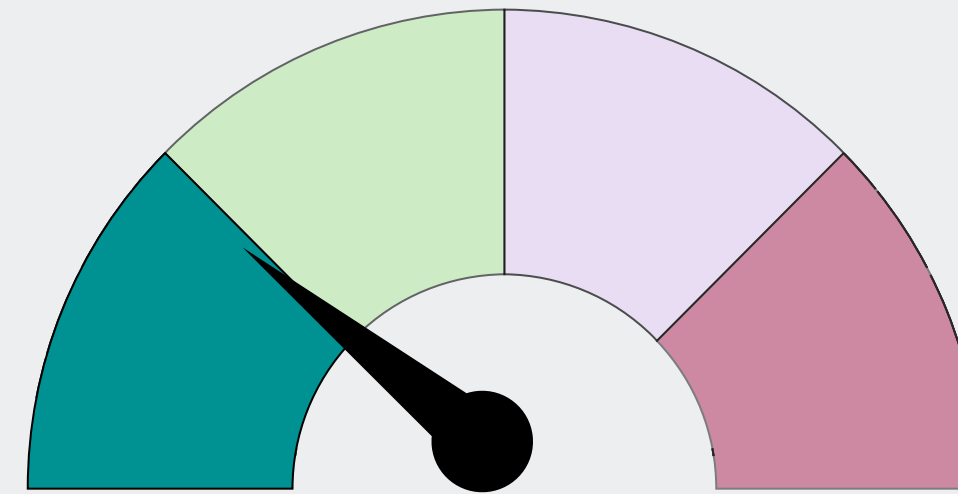
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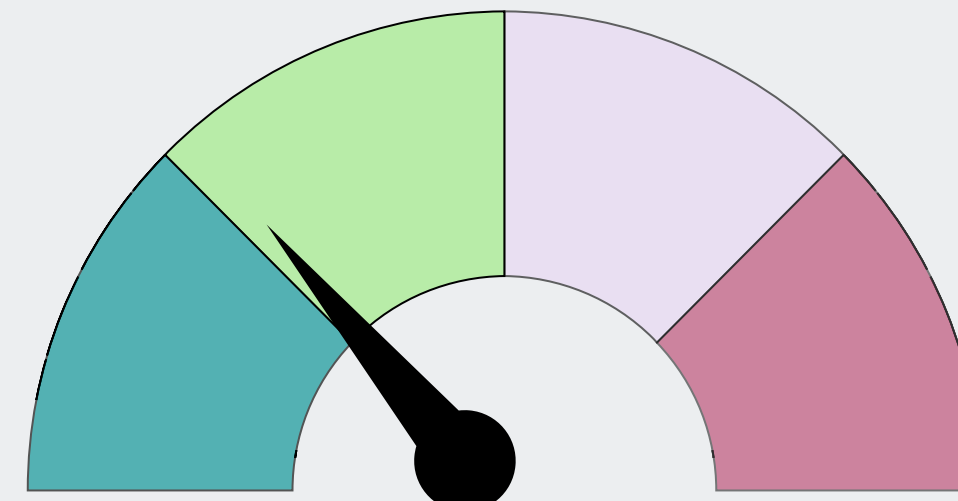
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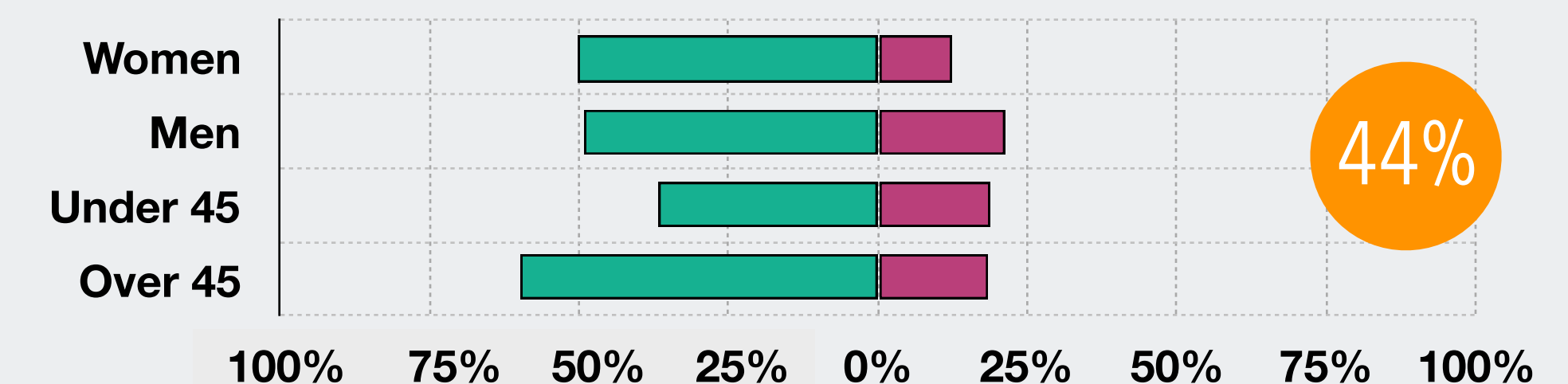
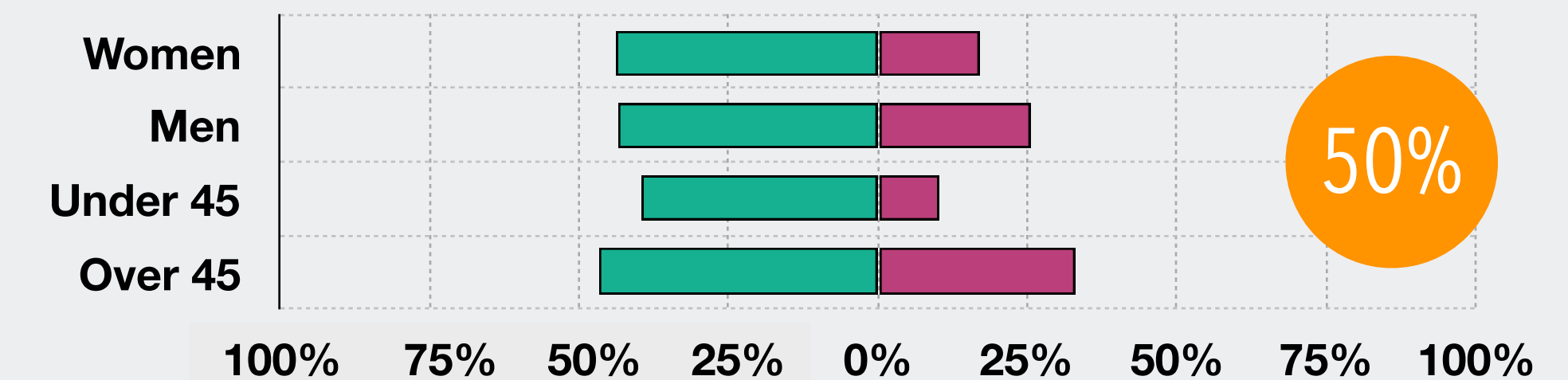
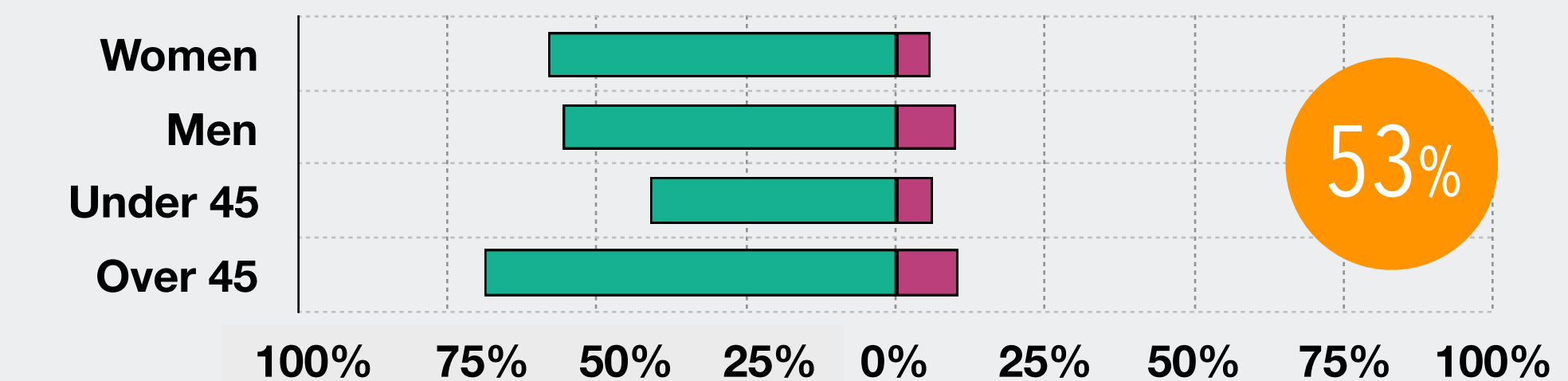
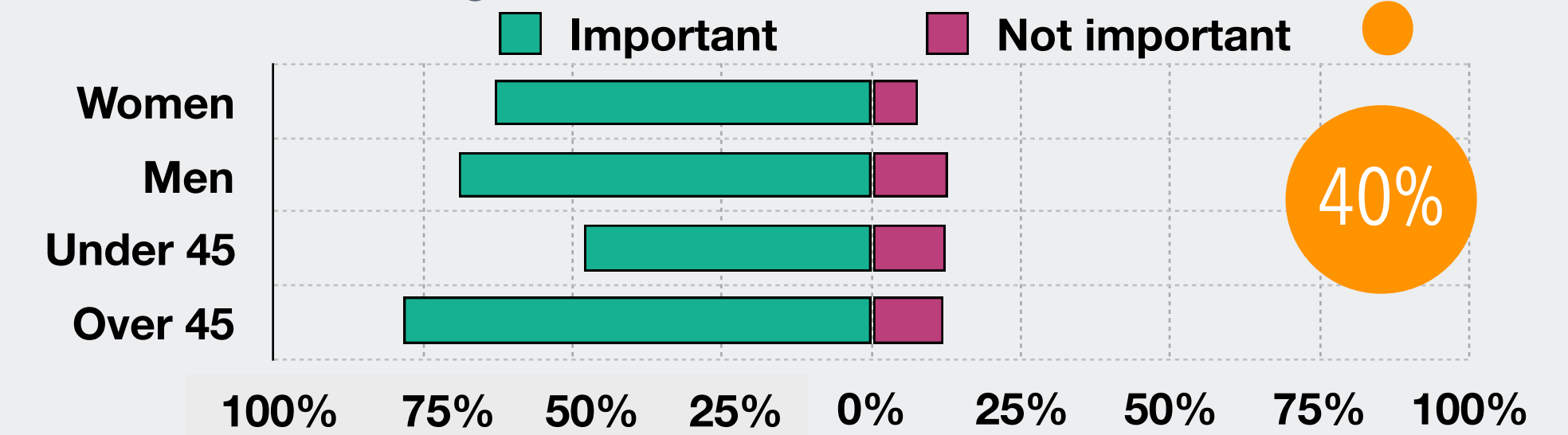
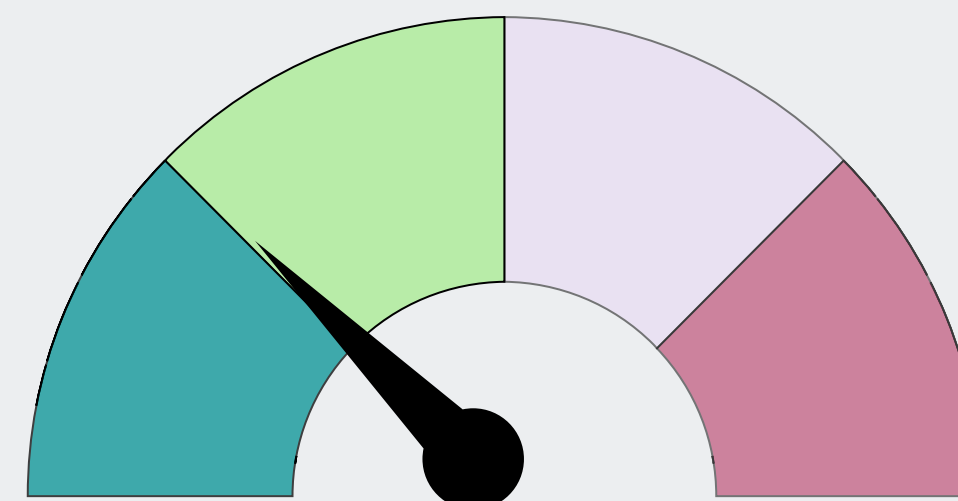
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Length of time at an organization **45%**



Academic or professional certifications **49%**



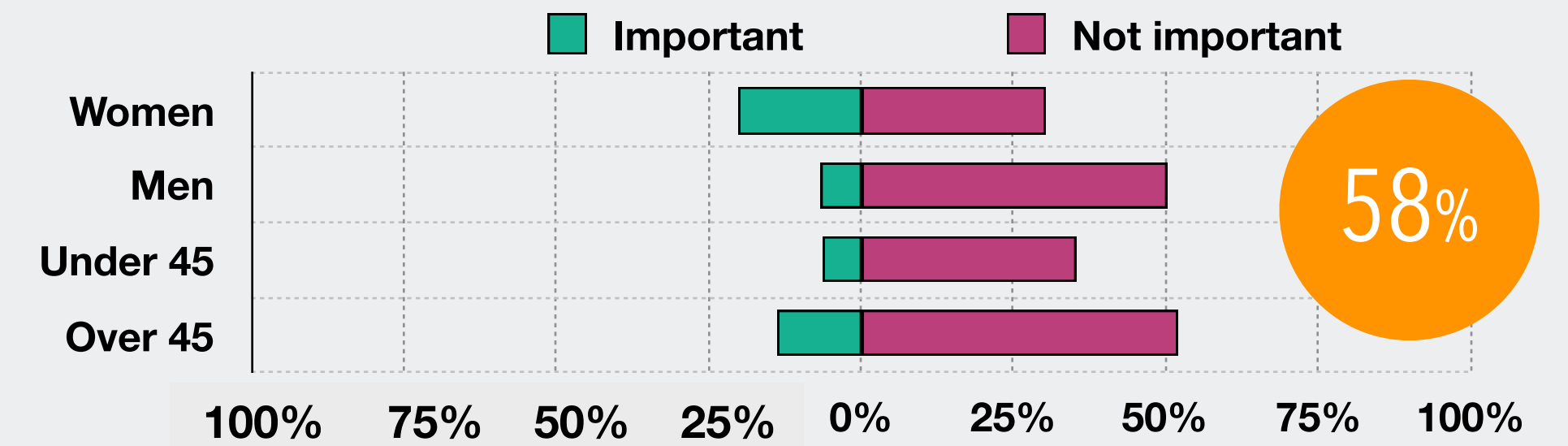
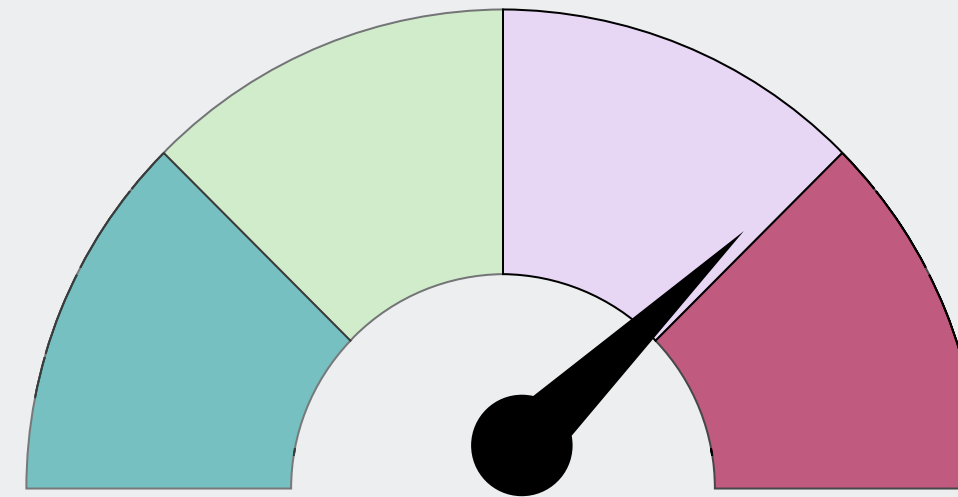
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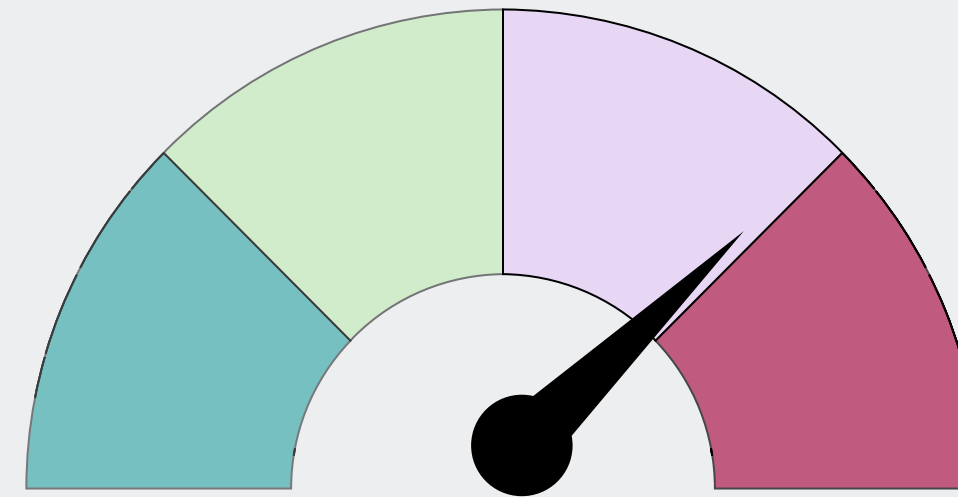
A person's gender 46%



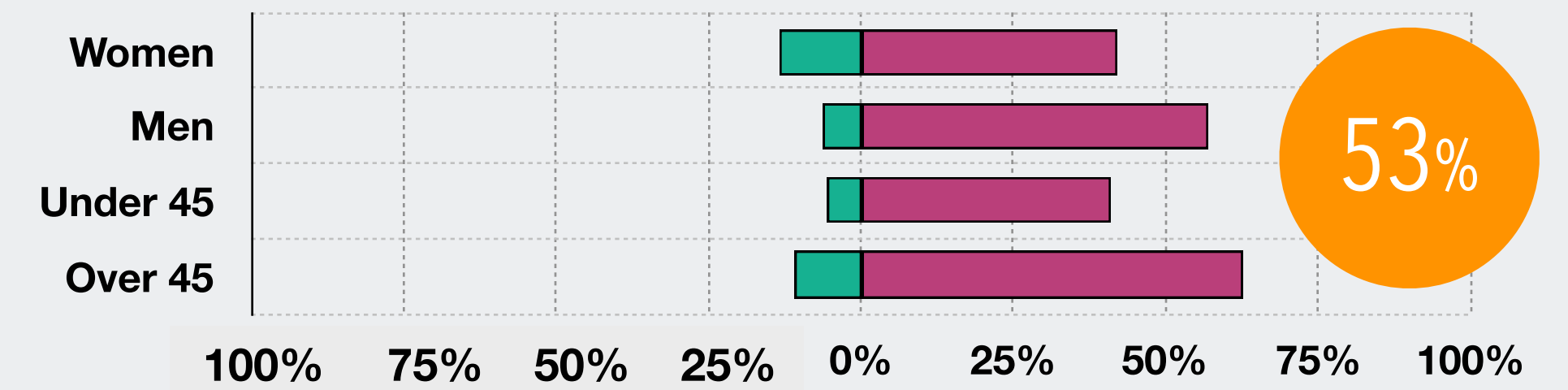
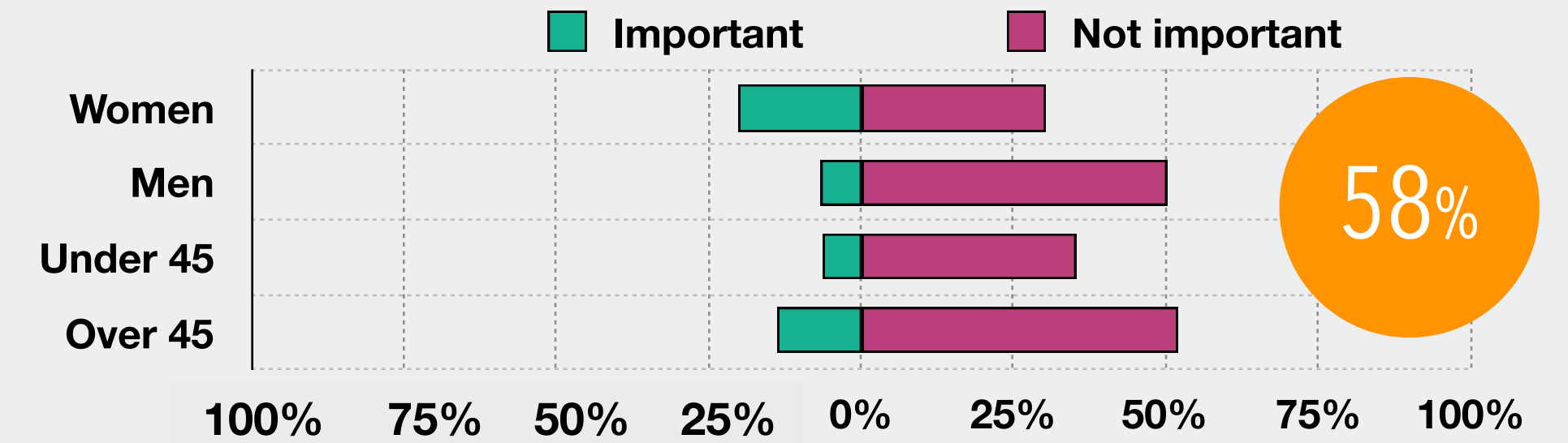
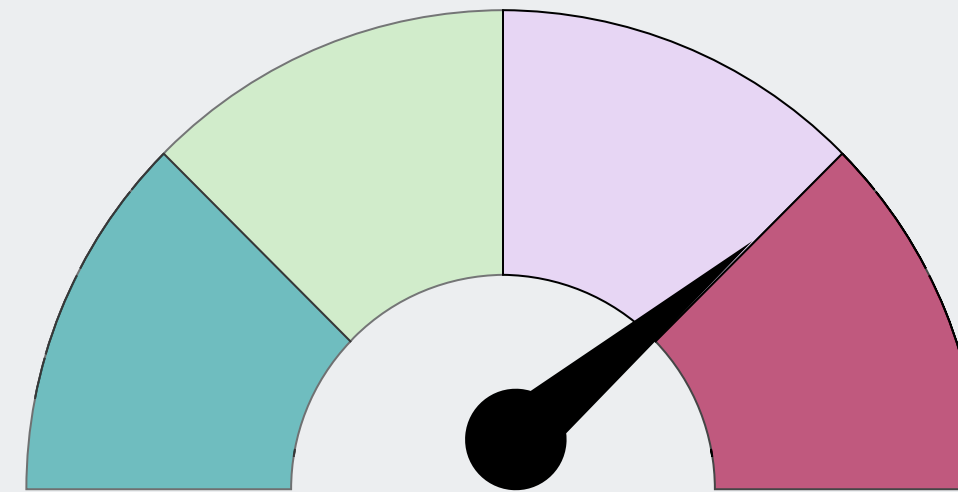
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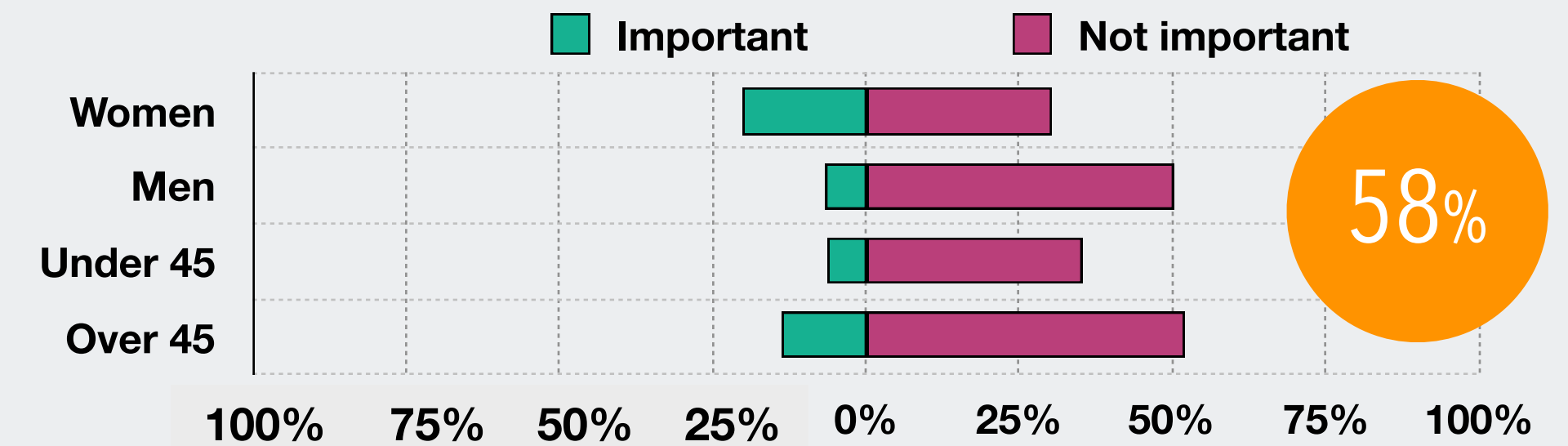
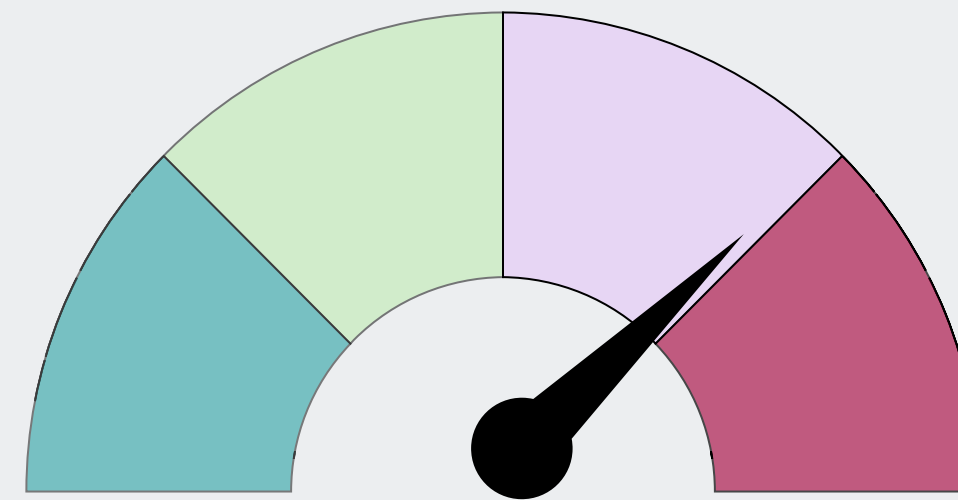
A person's race 52%



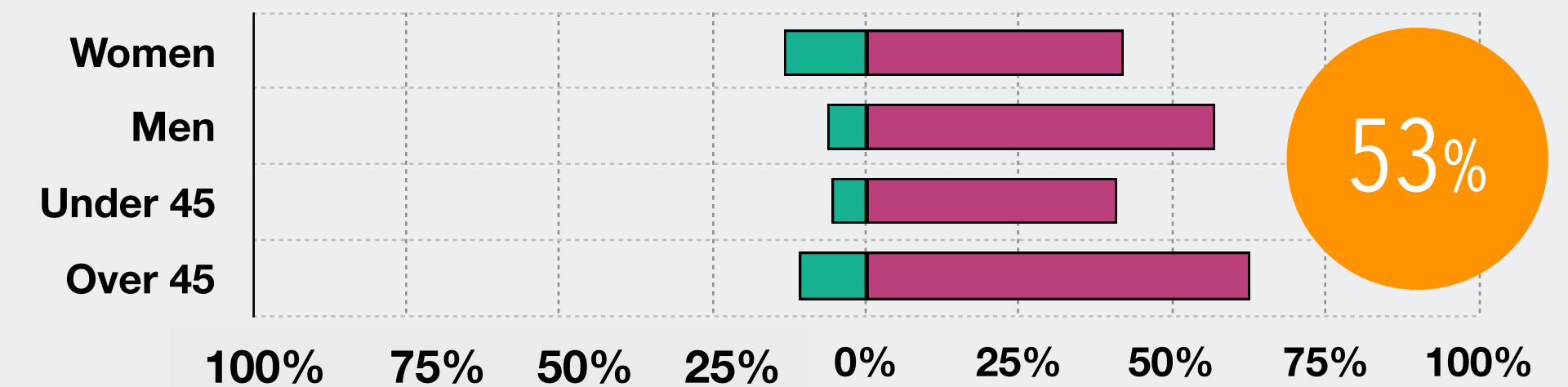
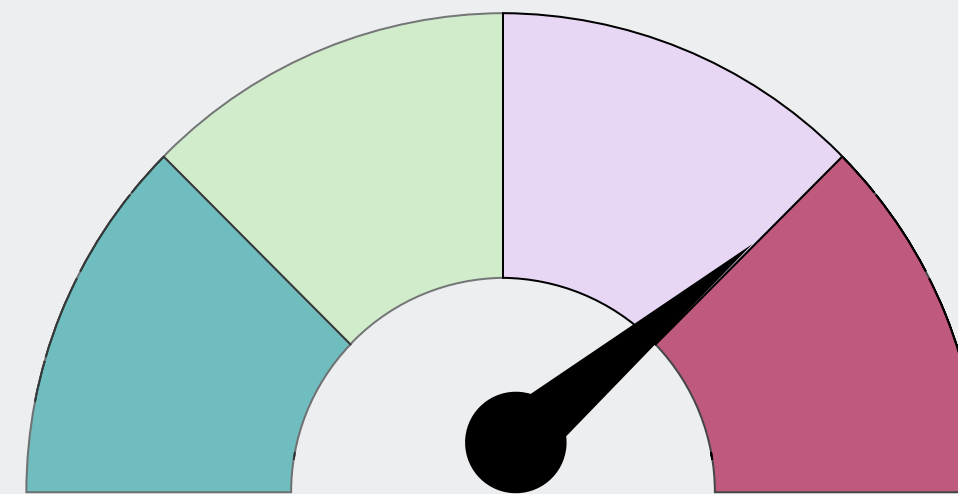
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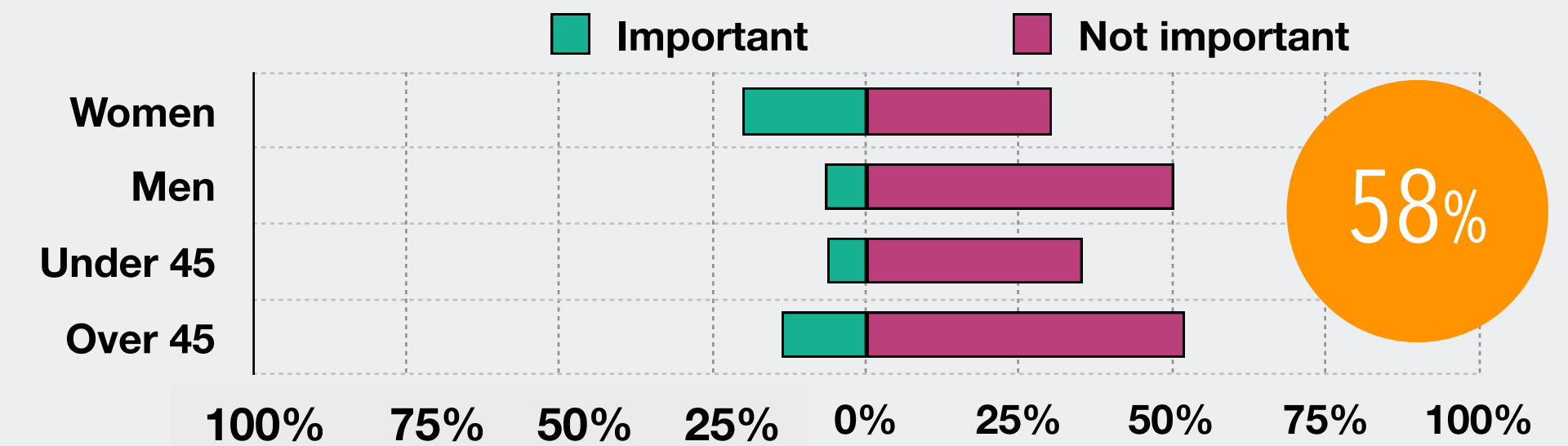
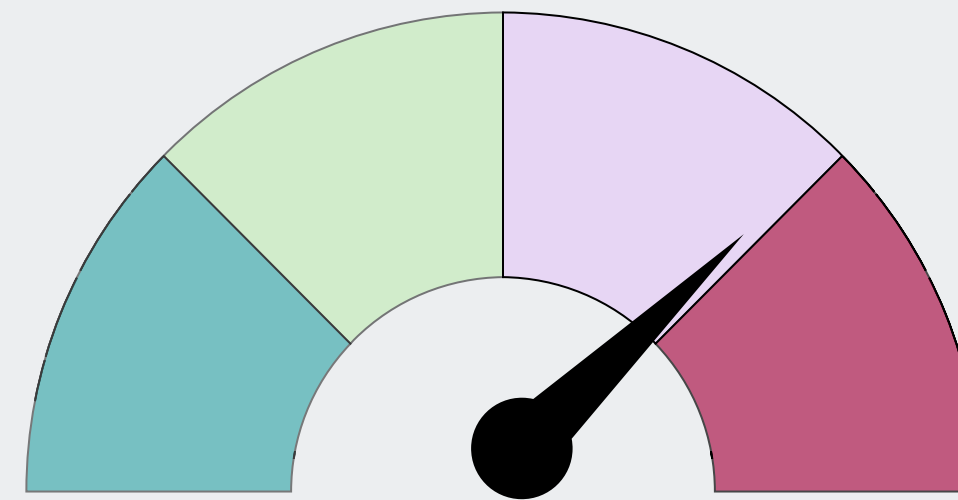


Most MKO staff are sure that ability, staff sponsorship and academic certifications are important

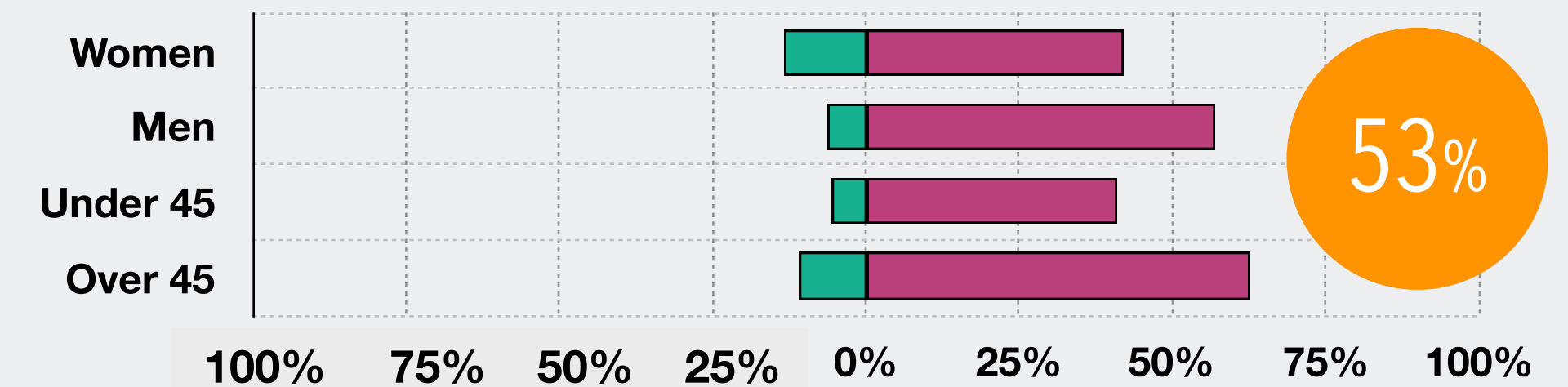
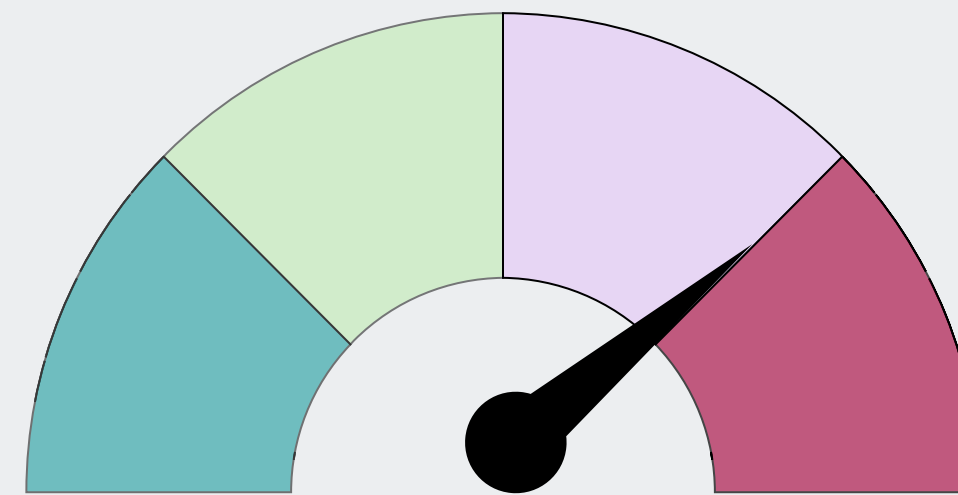
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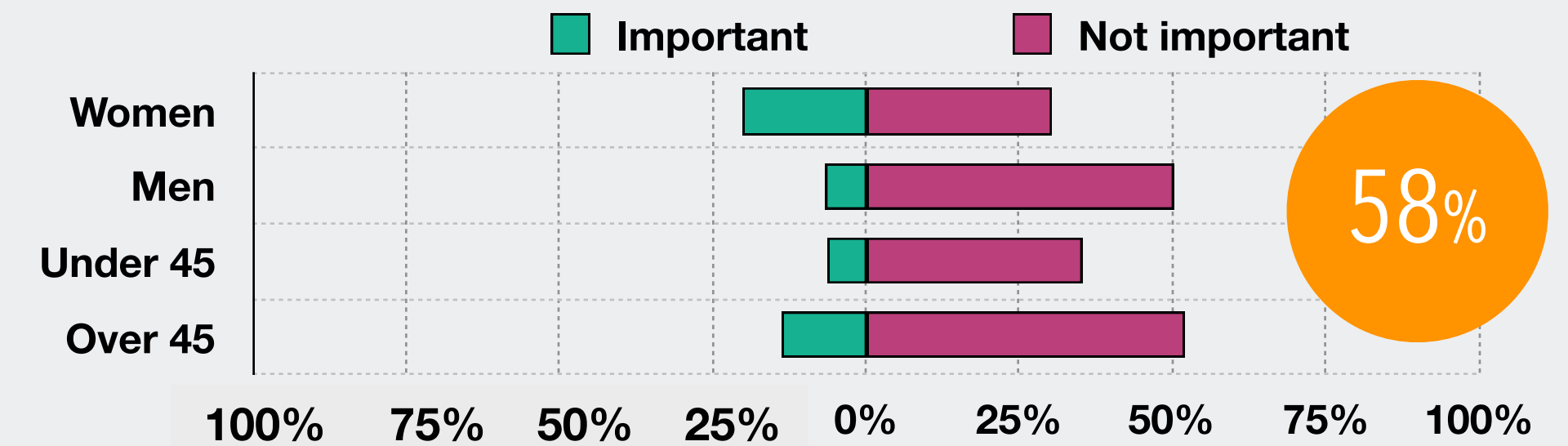
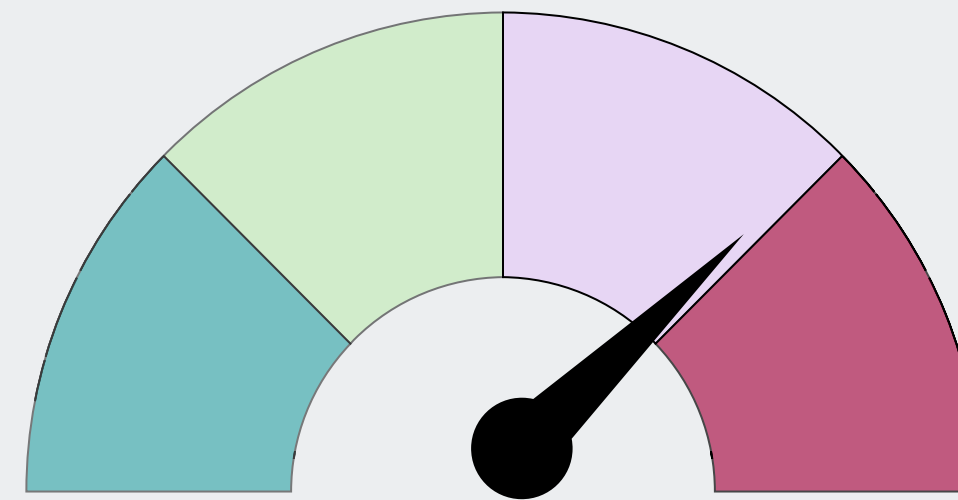
Most MKO staff are sure that ability, staff sponsorship and academic certifications are important

More men than women are certain that gender is not an important factor

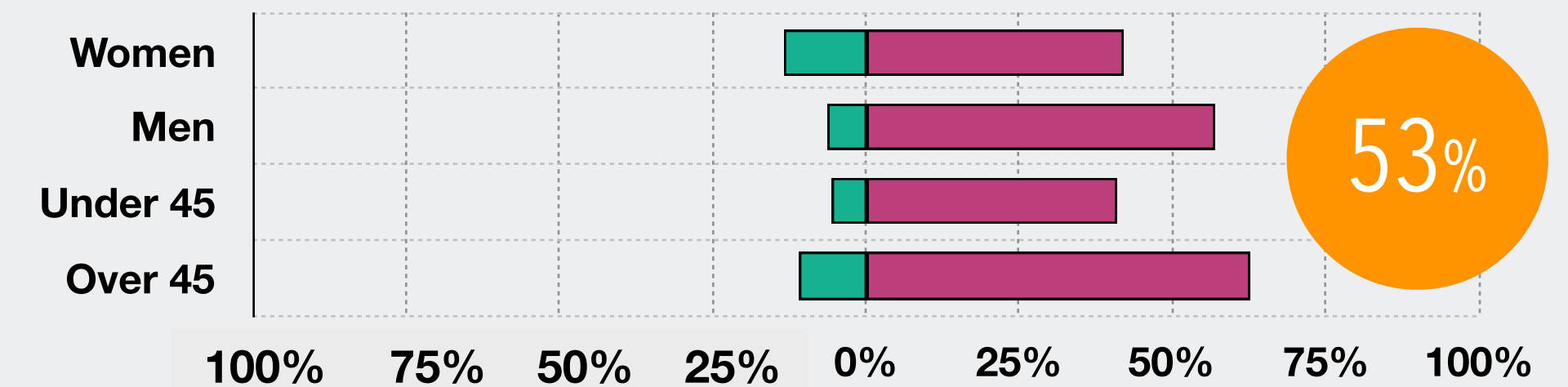
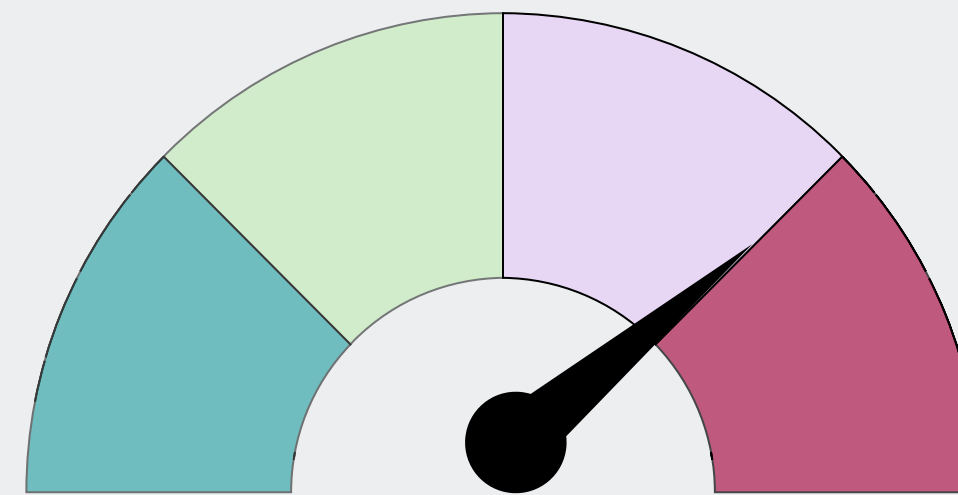
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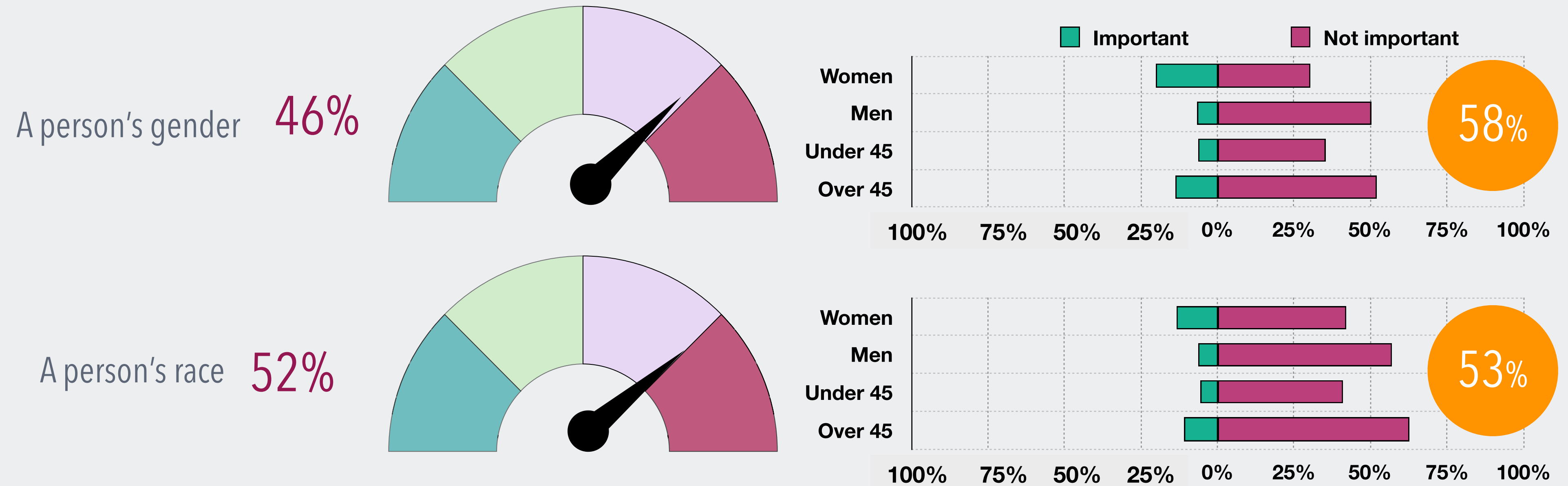
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Minorities of color (Hawaiian, Islander, Hispanic and African-American, are the only group with a higher proportion (20%) that think race is a factor

WORKPLACE ADVANCEMENT

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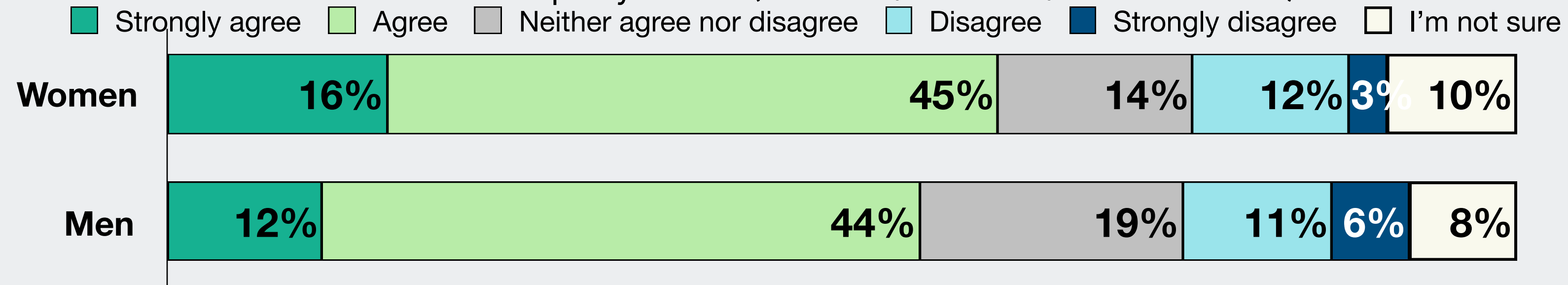
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Is there any organizational bias at your place of work?

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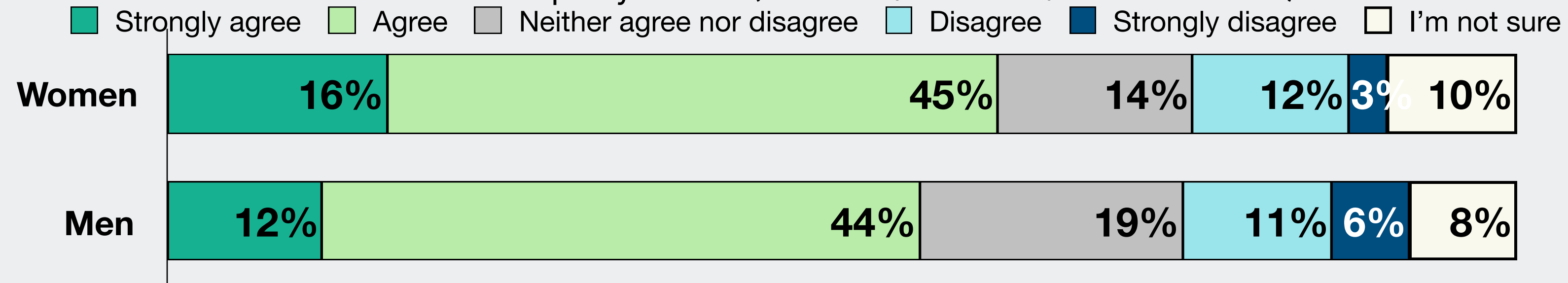
All skills are equally valued (outreach, technical, administration)



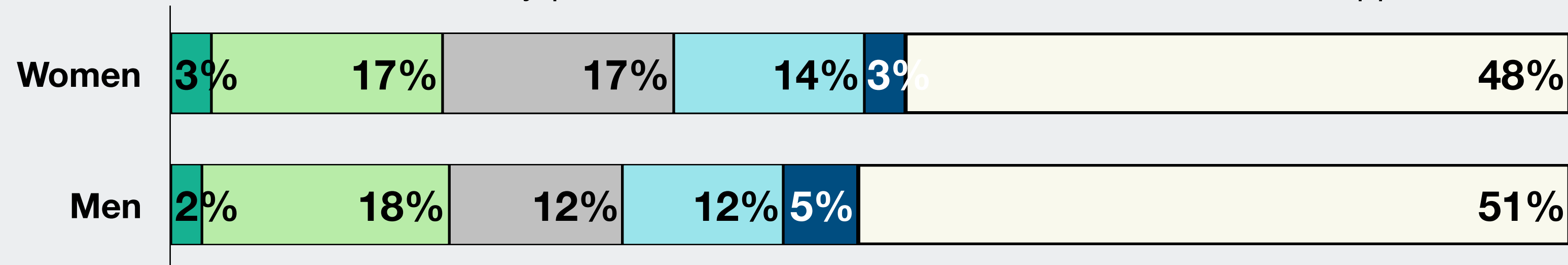
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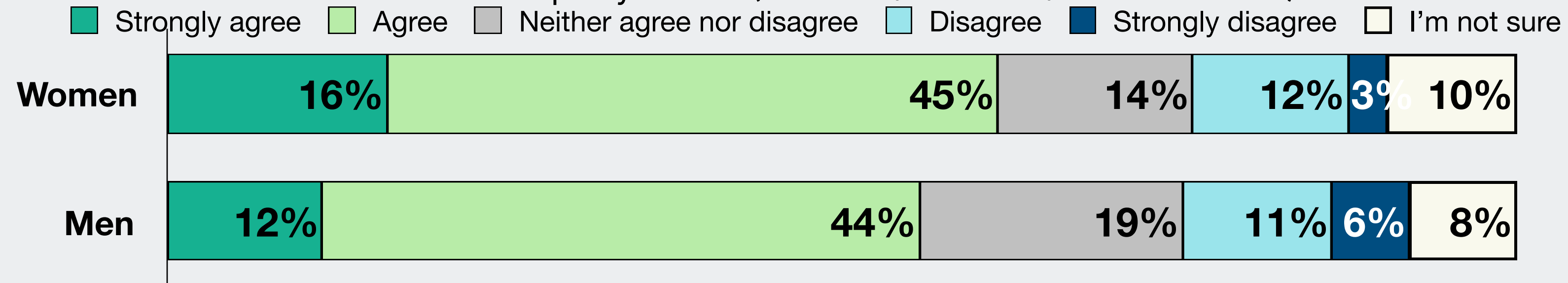
Those who work flexibly/part-time are offered the same career advancement opportunities



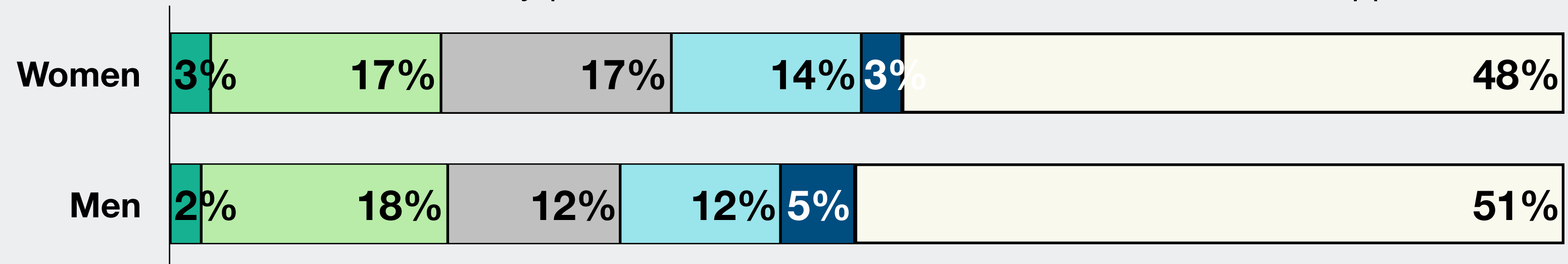
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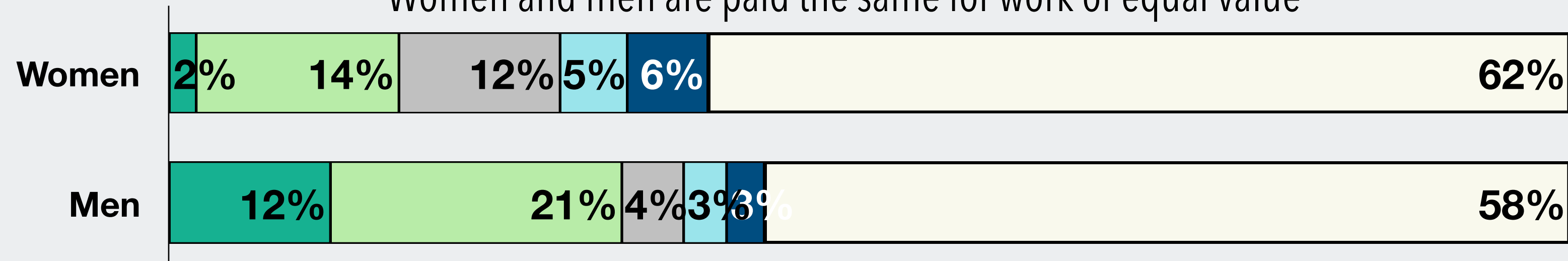
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Women and men are paid the same for work of equal value

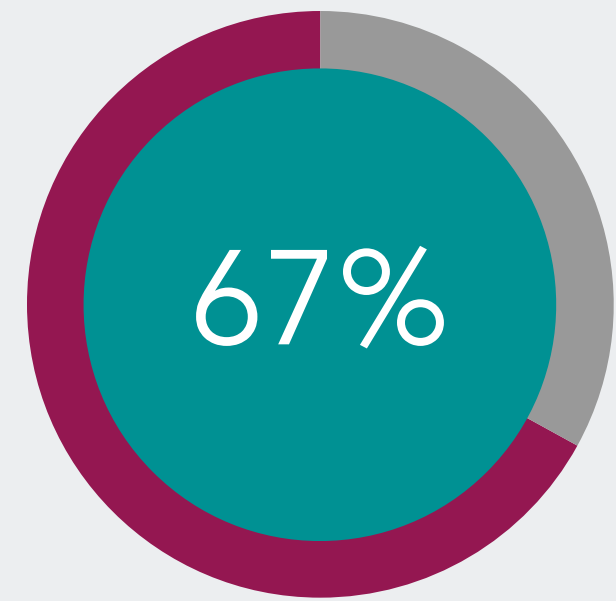


MENTORSHIP

Is mentorship a common practice at MKOs?

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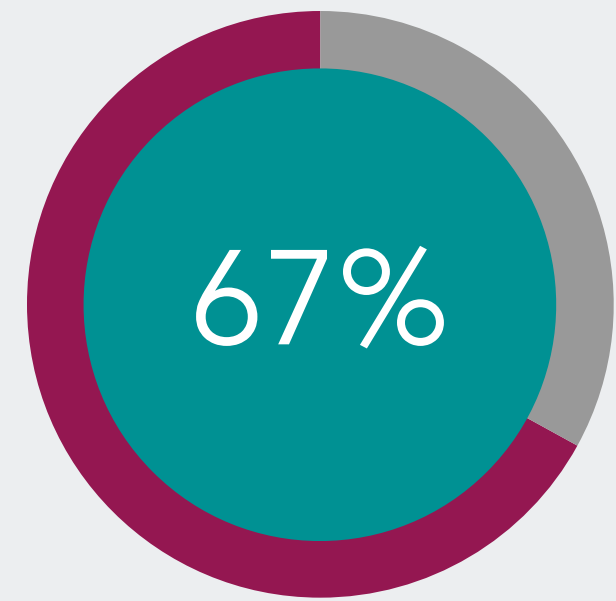


OF PARTICIPANTS HAVE HAD
AT LEAST ONE MENTOR

But a full one third of MKO staff report no mentorship at all

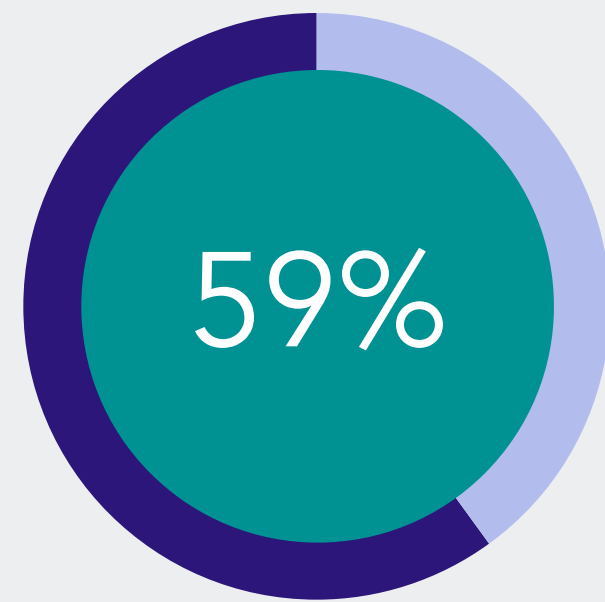
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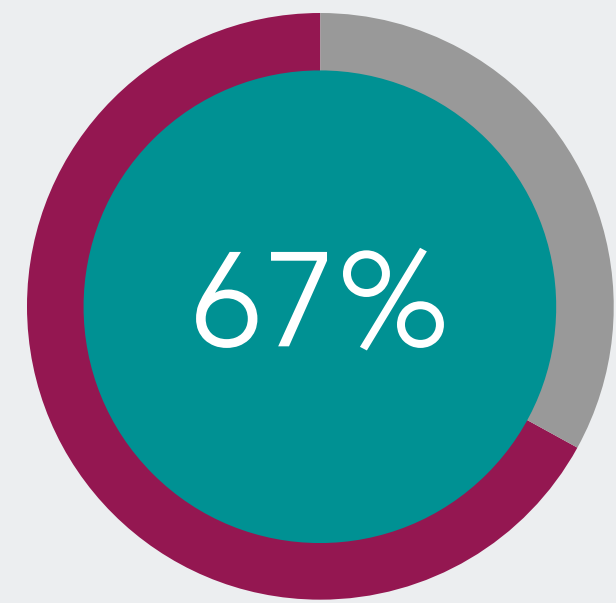


WOMEN HAVE HAD MOSTLY, OR
ONLY, MALE MENTORS

74% of men report their mentors were predominantly men

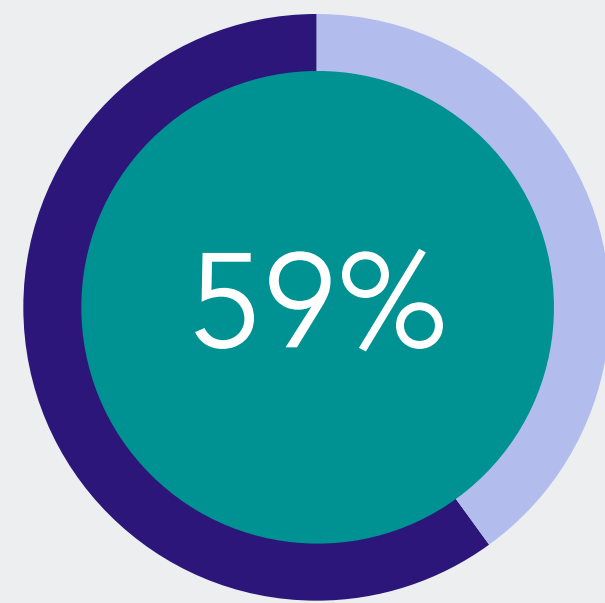
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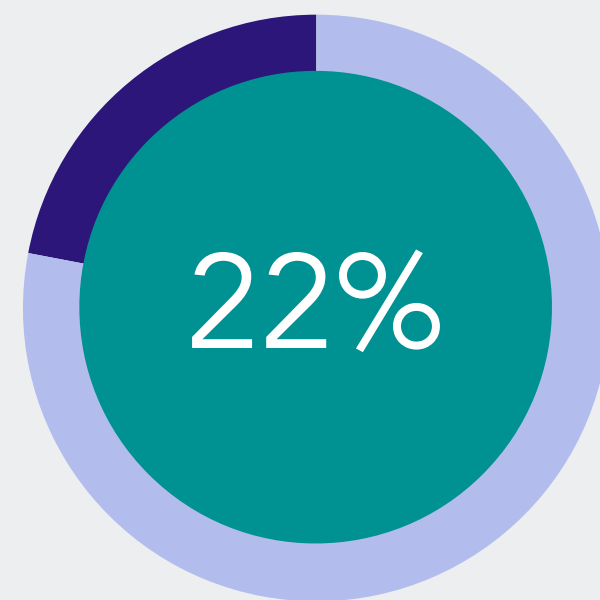
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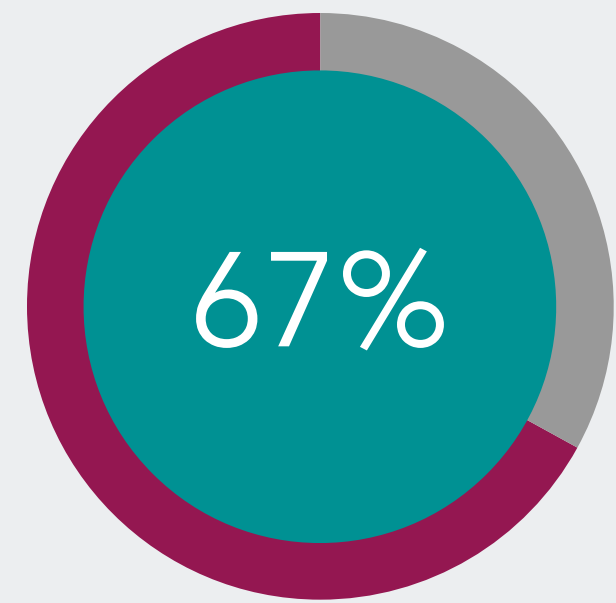


WOMEN UNDER 45
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24% of men under 45 also report having no mentors

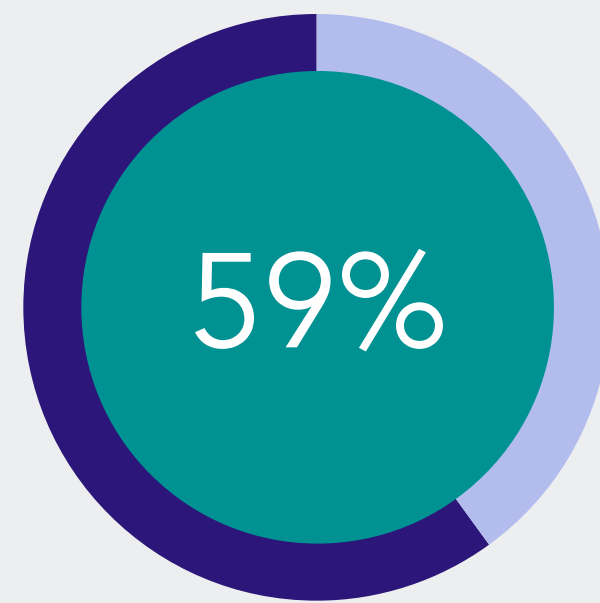
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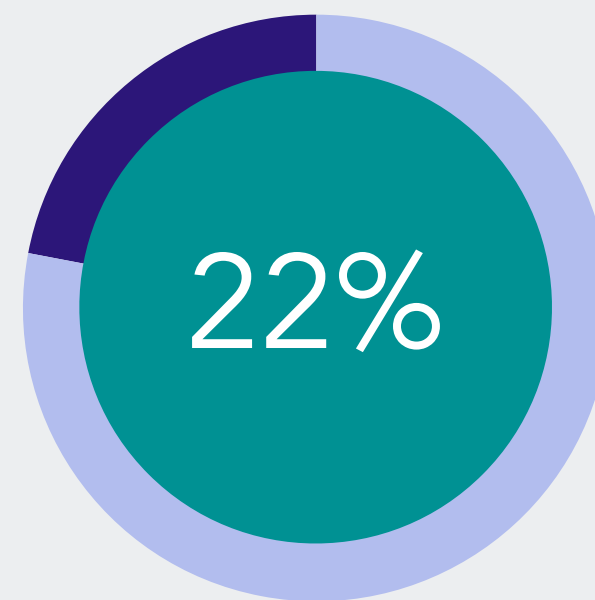
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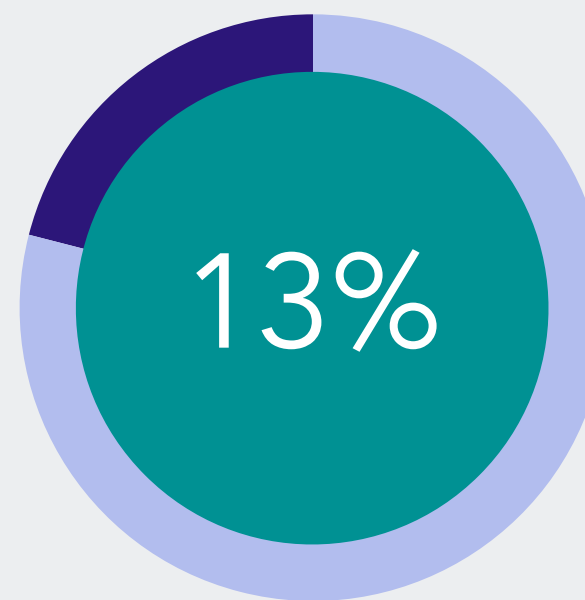
WOMEN HAVE HAD MOSTLY, OR ONLY, MALE MENTORS

74% of men report their mentors were predominantly men



WOMEN UNDER 45 HAVE NO MENTORS

24% of men under 45 also report having no mentors



WOMEN UNDER 45 REPORT HAVING MOSTLY FEMALE MENTORS

4% of men have had female mentors

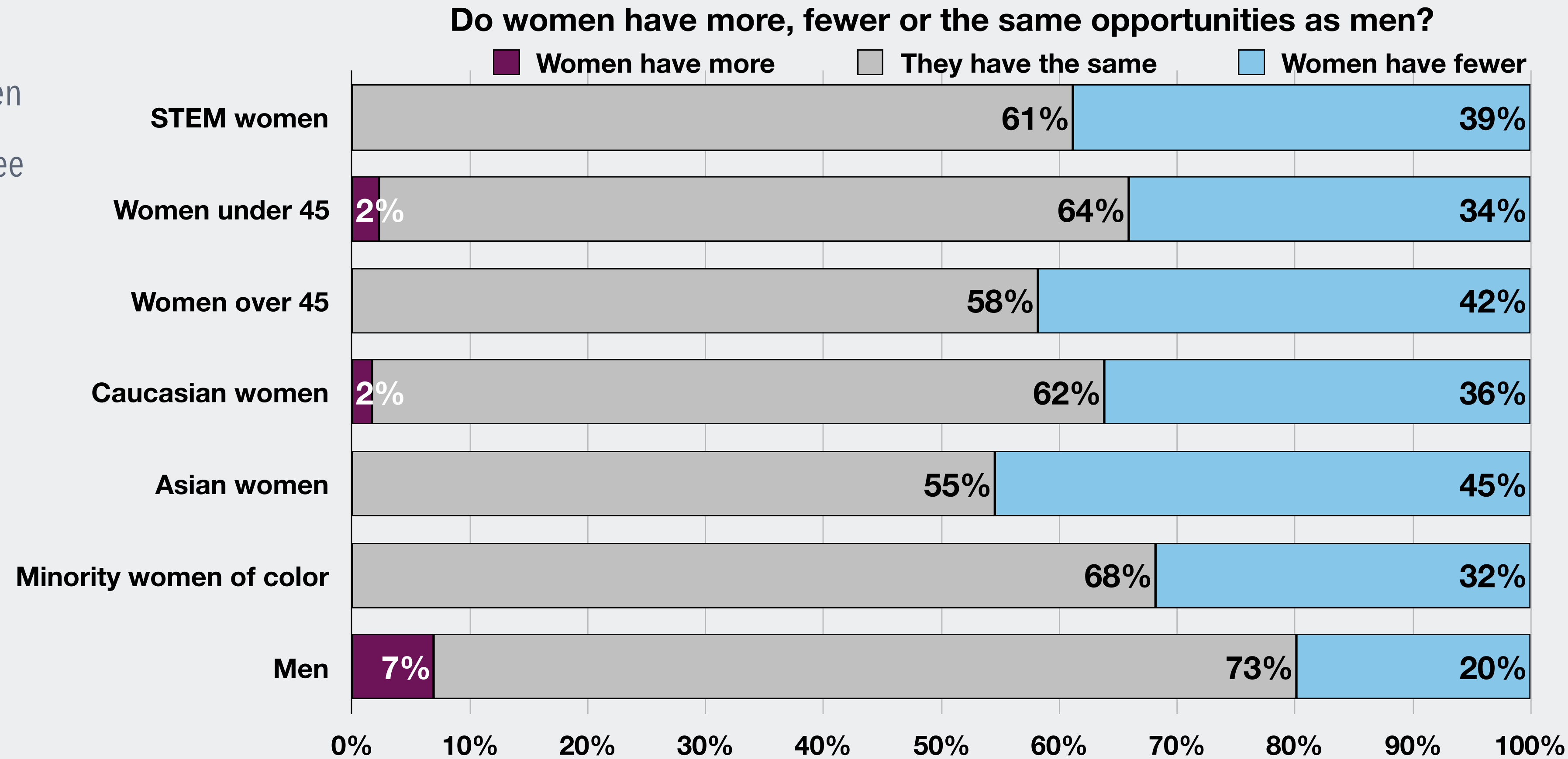
GENDER BIAS IN CAREER

Has gender played a factor in the careers of MKO staff?

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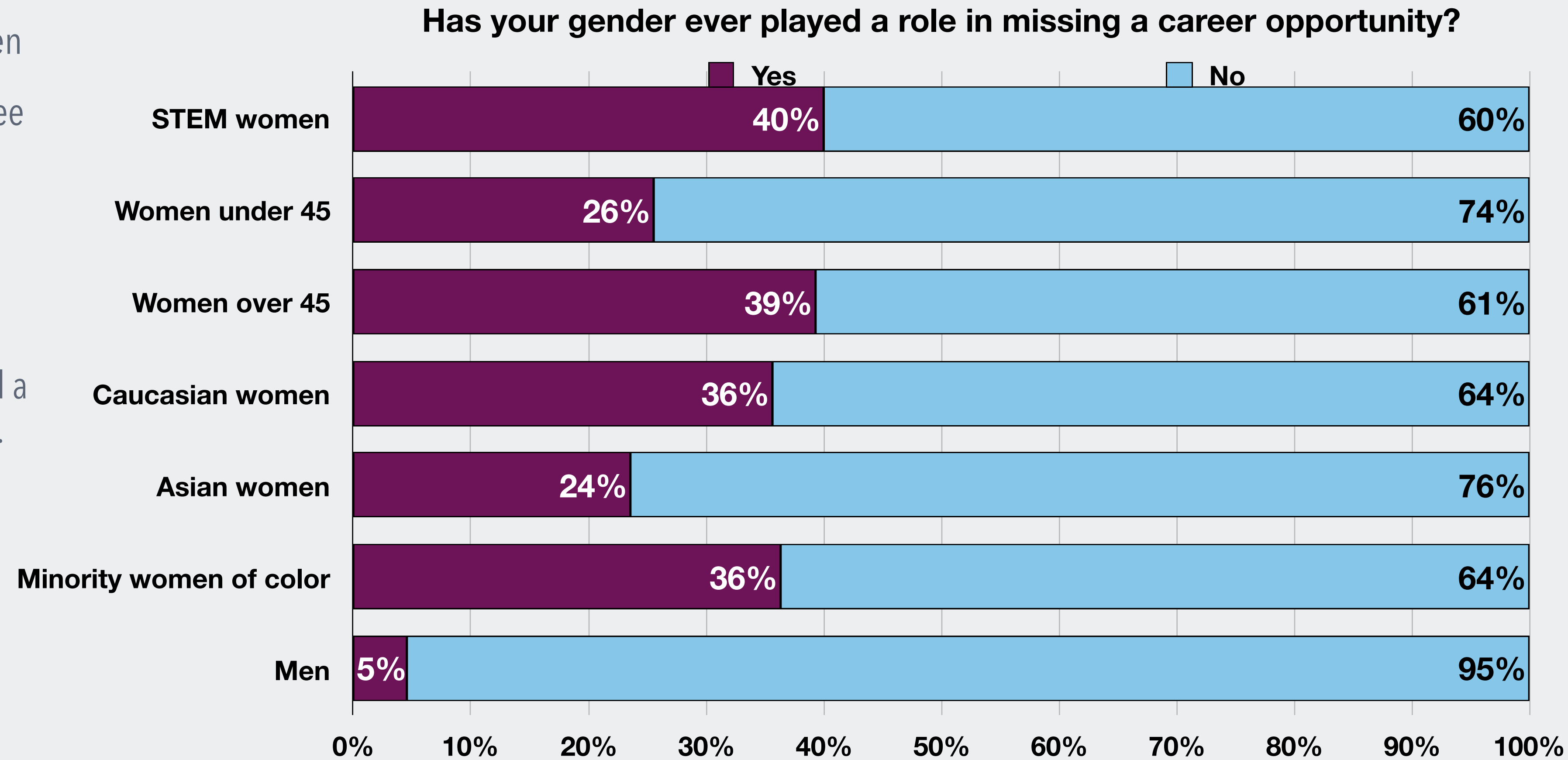


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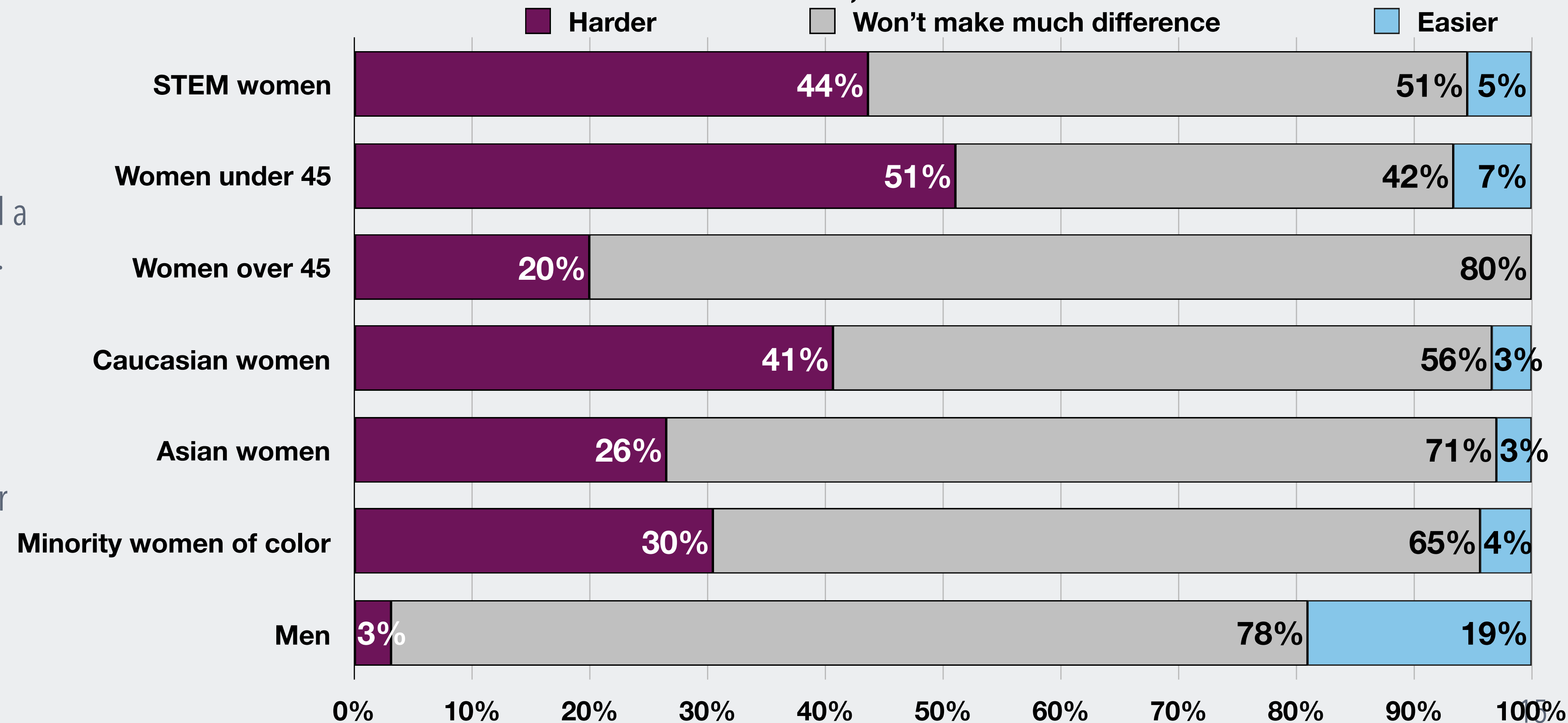
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40% of women in STEM roles have missed a career opportunity as a result of their gender.

51% of women under 45 believe their future career will be harder as a result of their gender

And do you think your gender will make it harder or easier to advance in the future, or no difference?



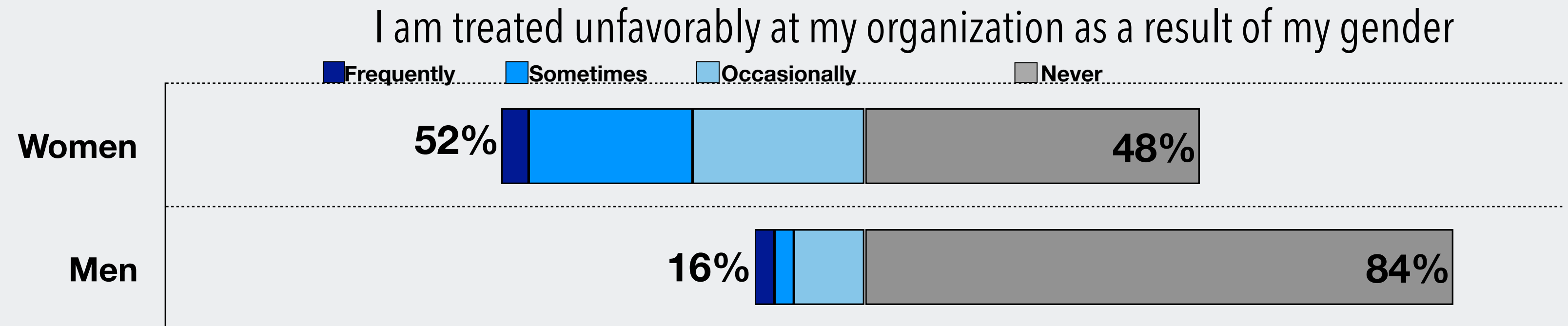
WORKPLACE TREATMENT

Participants report on how they are treated in their workplace as a result of their gender

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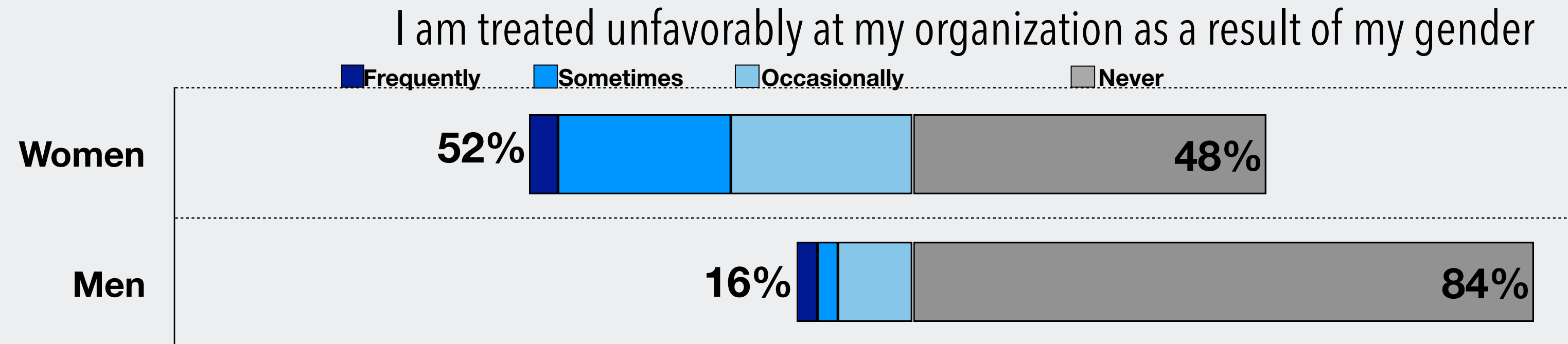
52% of women have at least occasionally experienced gender-based mistreatment at their current organization



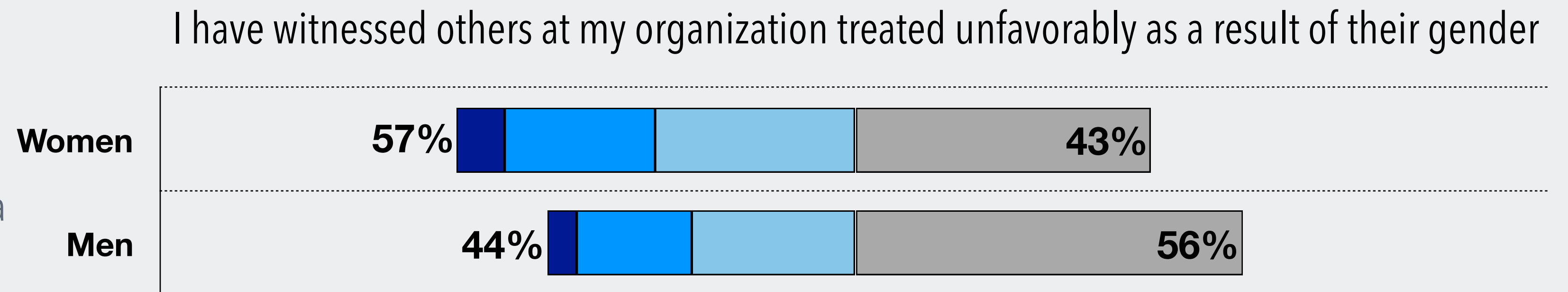
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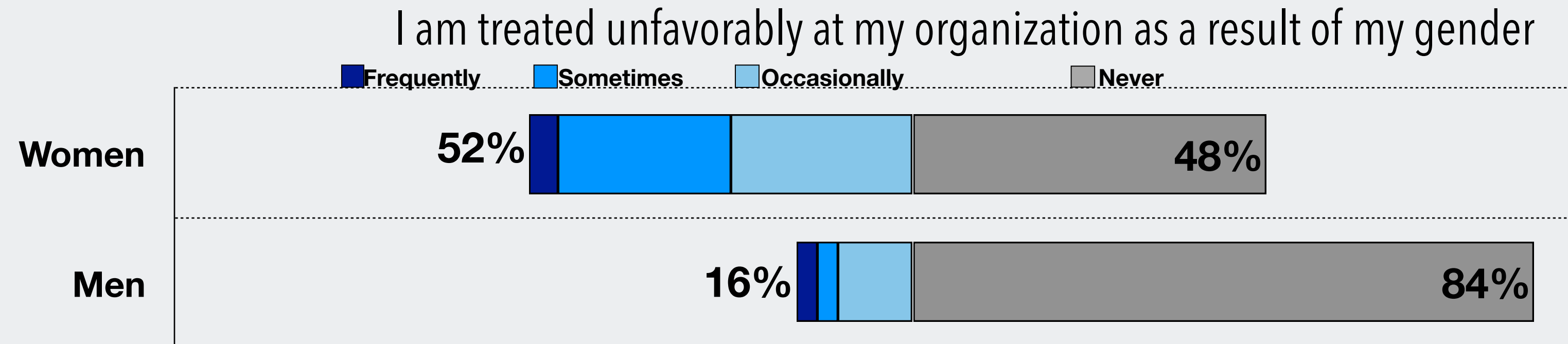
57% of women and **44%** of men have seen others in their organization treated unfavorably as a result of their gender



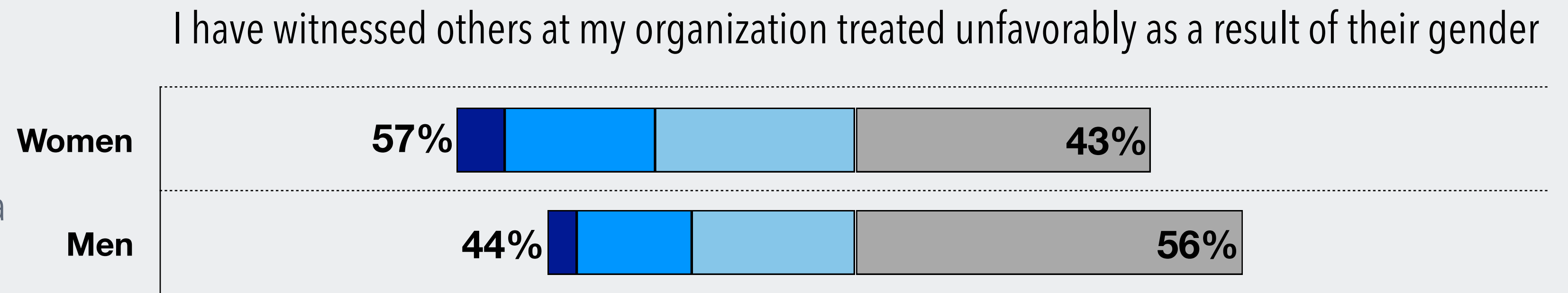
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Participants report on how they are treated in their workplace as a result of their gender

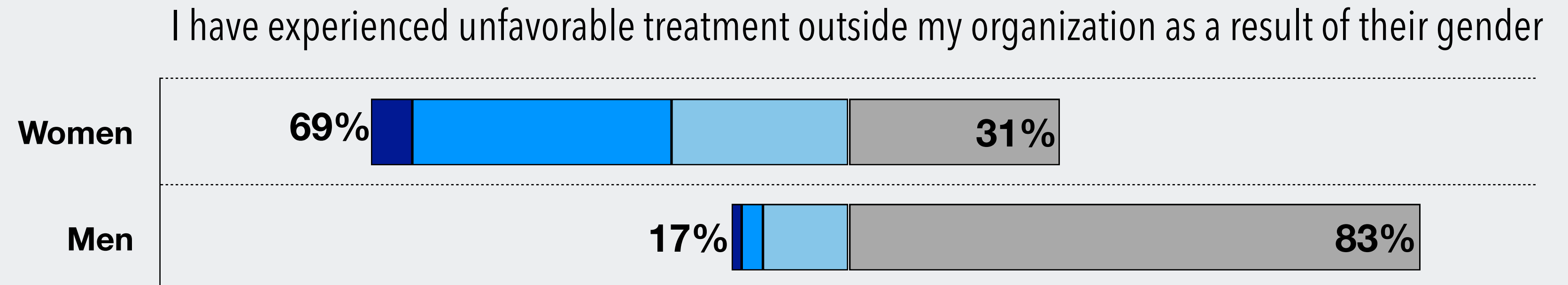
52% of women have at least occasionally experienced gender-based mistreatment at their current organization



57% of women and **44%** of men have seen others in their organization treated unfavorably as a result of their gender



69% of women experience gender-based mistreatment in their external work interactions



WORKPLACE TREATMENT

Participants report on how they are treated in their workplace as a result of a protected characteristic (race, religion, sexual preference, age etc)

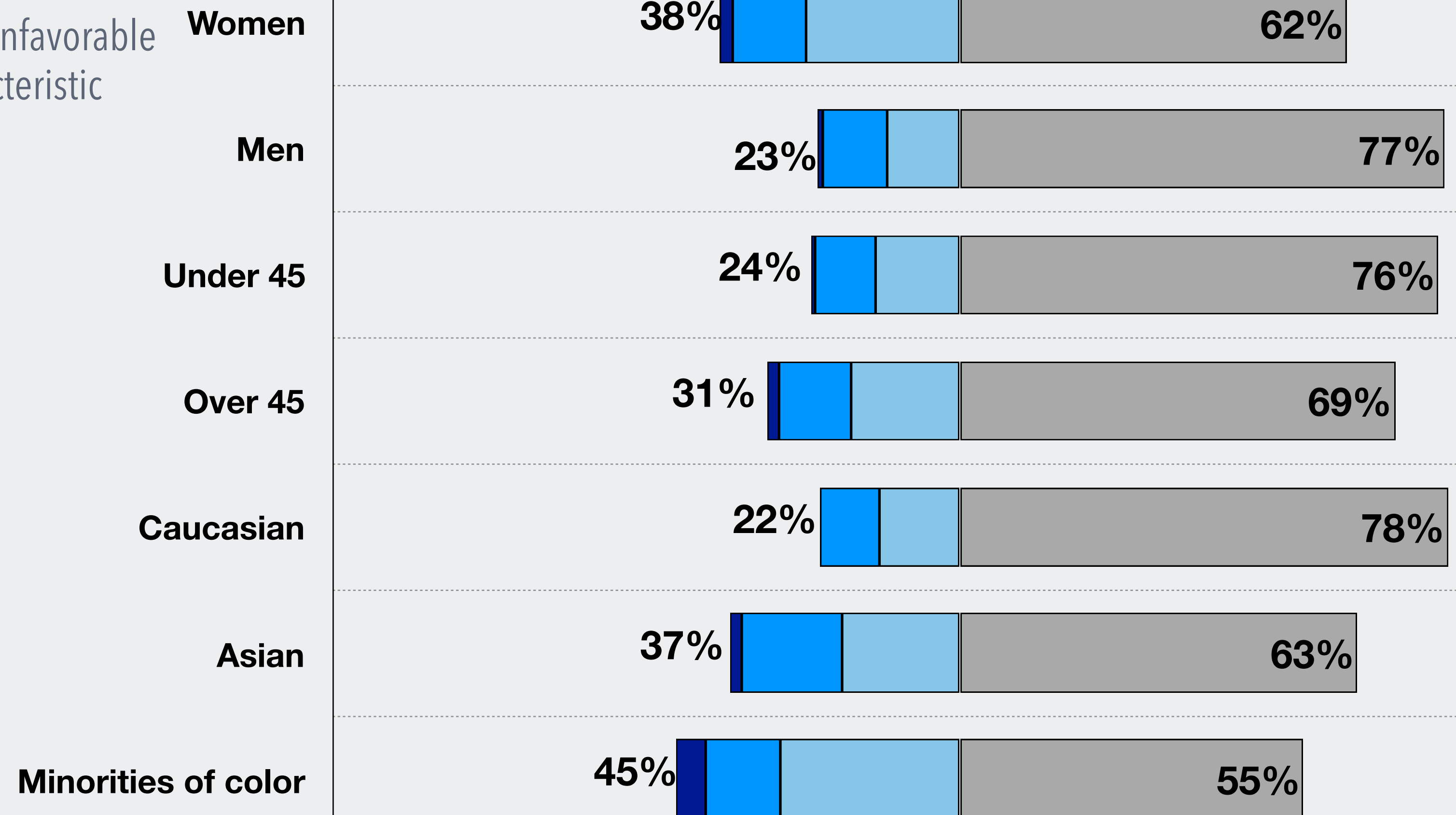
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Participants report on how they are treated in their workplace as a result of a protected characteristic (race, religion, sexual preference, age etc)

I am treated unfavorably at my organization as a result of a protected characteristic

Frequently Sometimes Occasionally Never

45% of minorities in the MKO report unfavorable treatment as a result of a protected characteristic



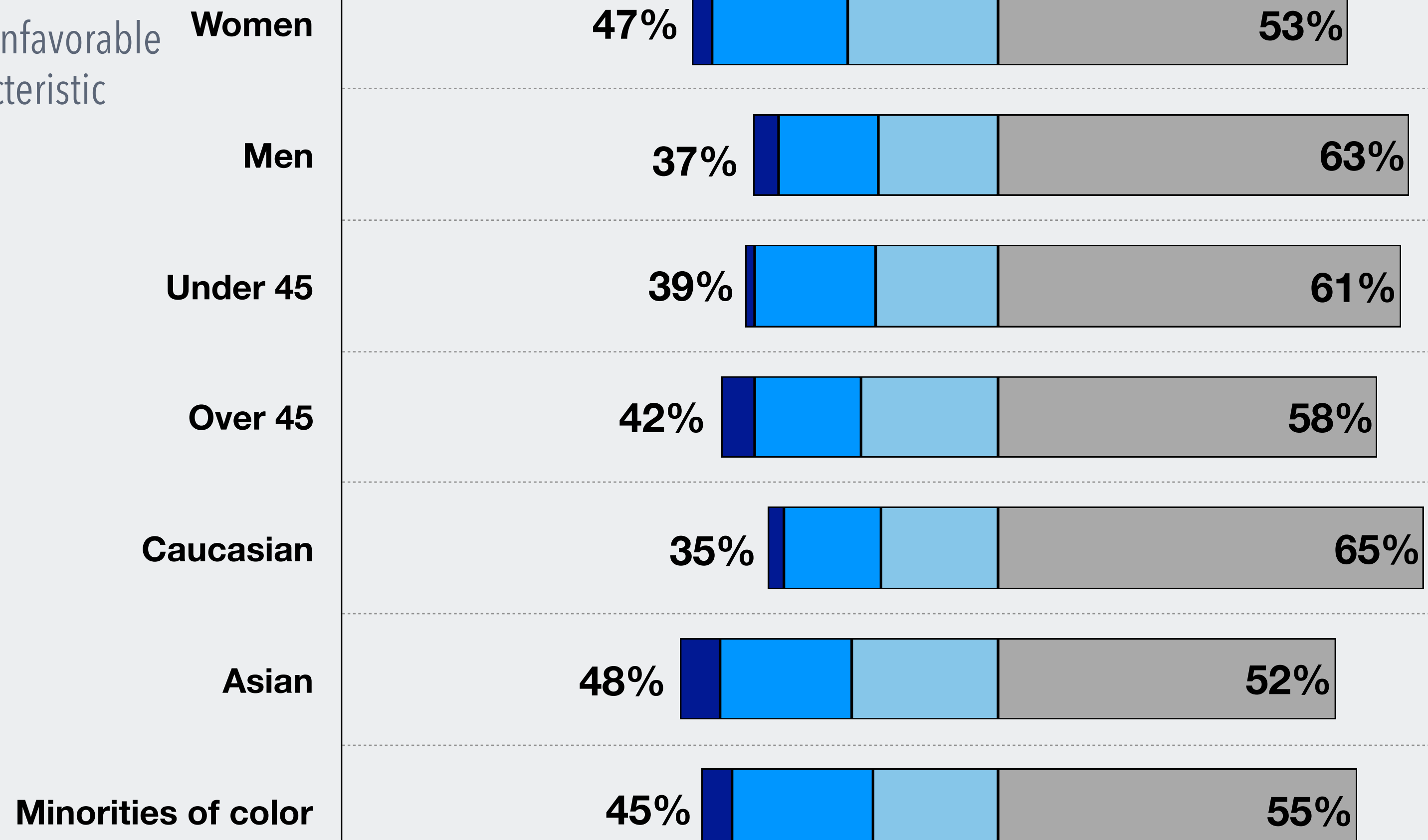
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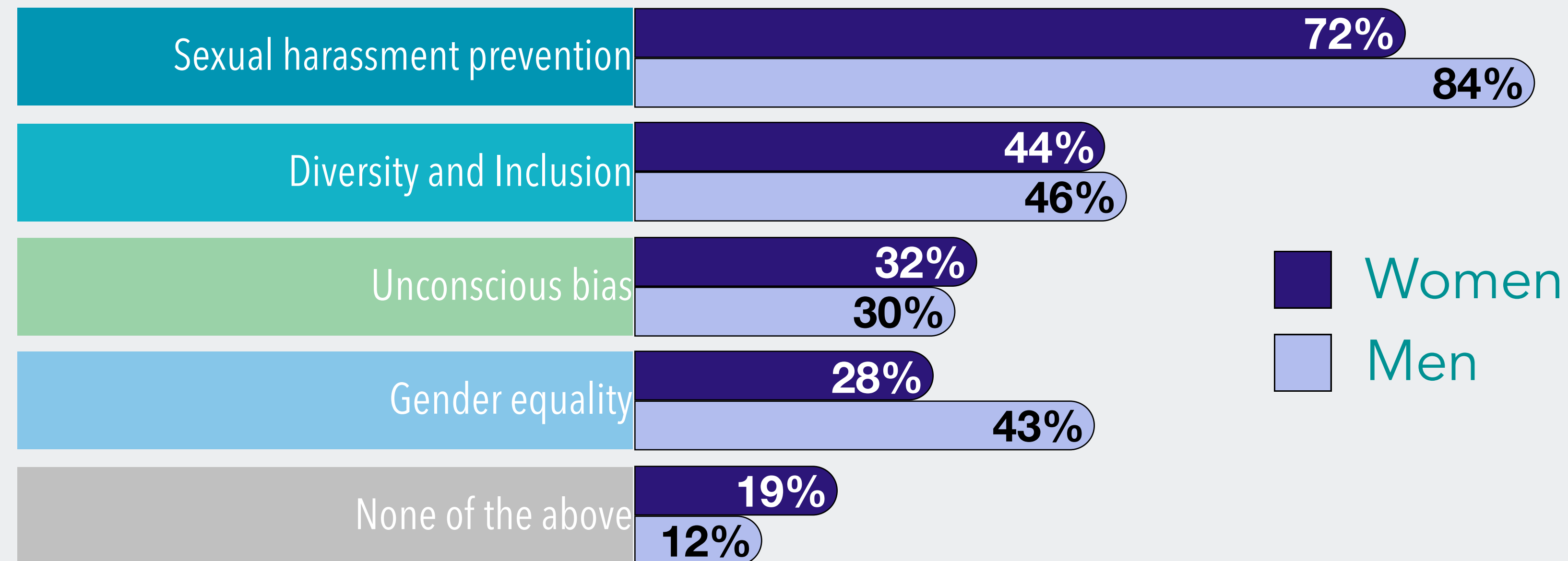
EQUITY AND DIVERSITY INITIATIVES

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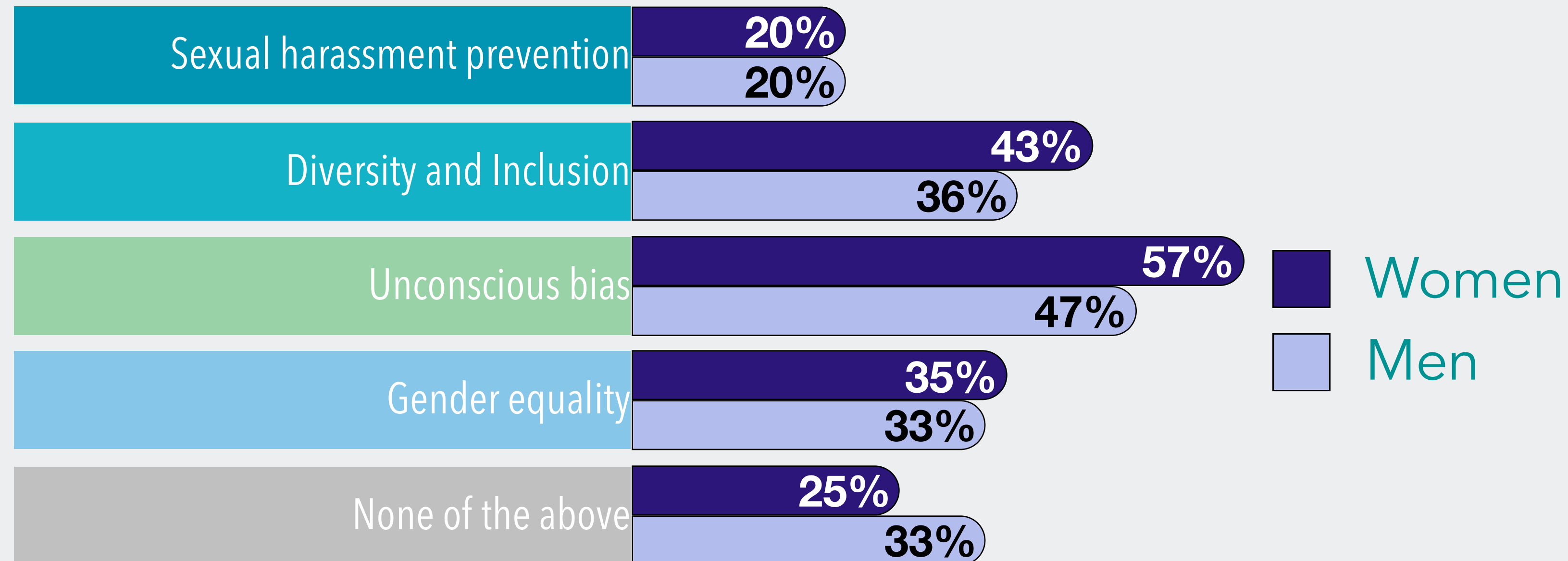
I have undertaken training in:



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I would like to have training in:

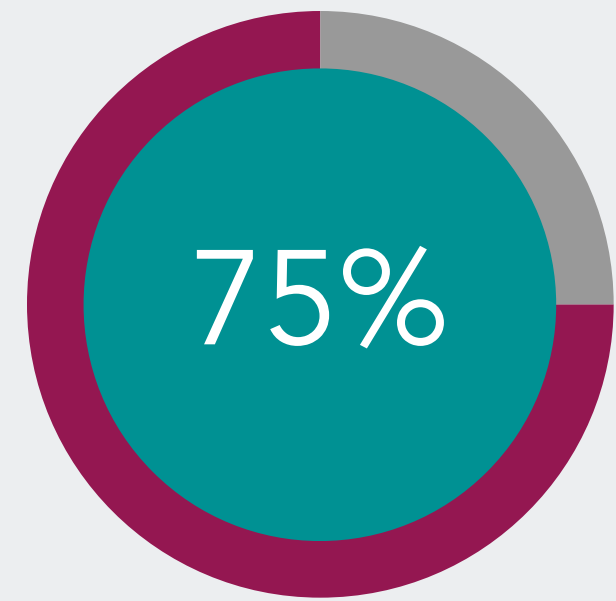


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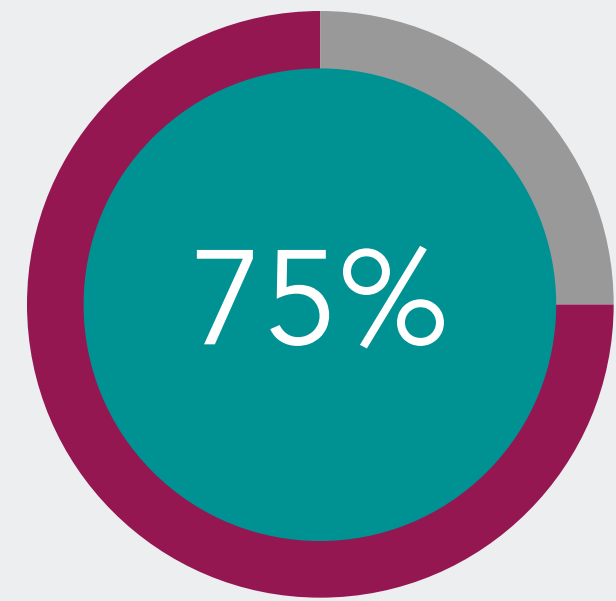


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50% of staff are not sure if their organization provides any such programs while 36% are sure that their organization does not provide them

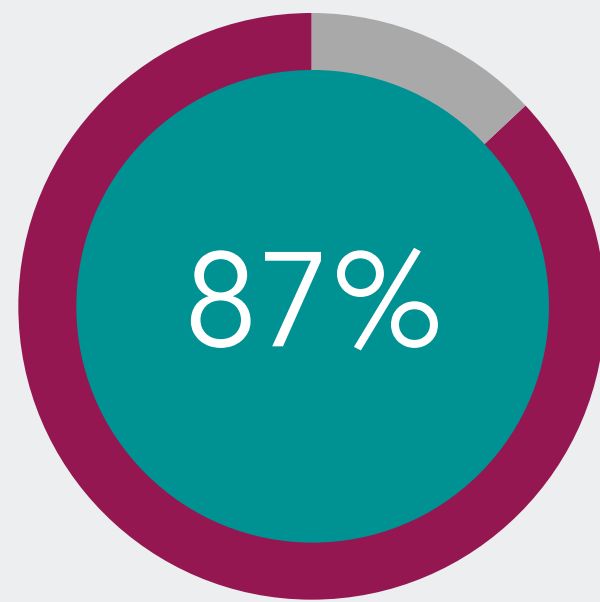
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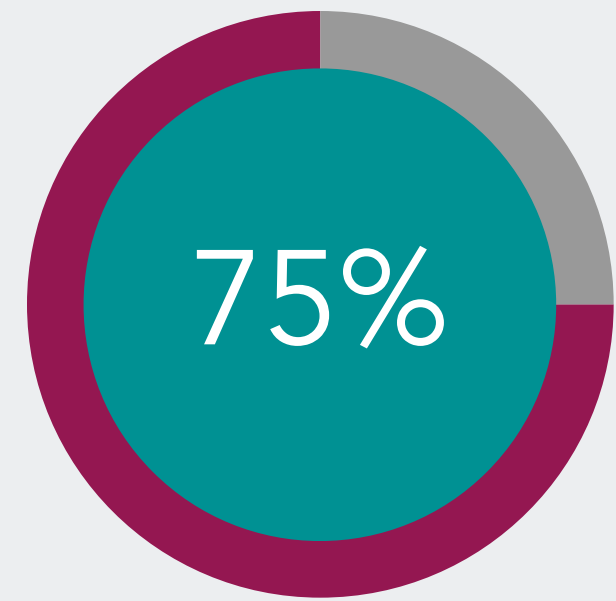


REPORT GENDER DIVERSITY AS A TOP PRIORITY FOR THEM

But less than 50% believe it is a priority for their executive management

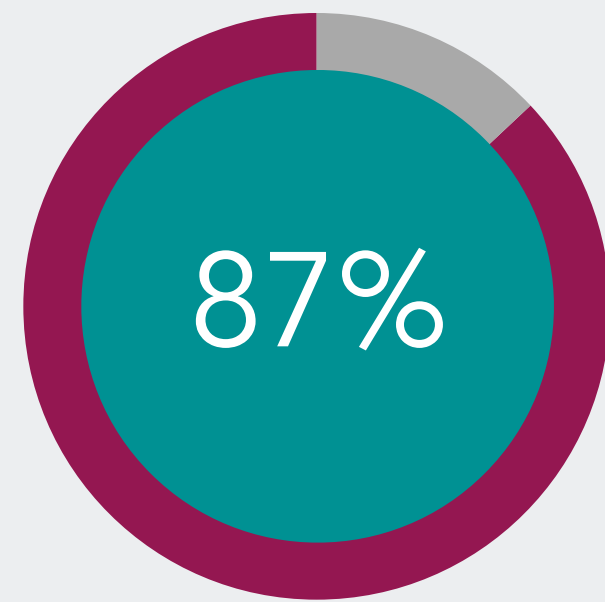
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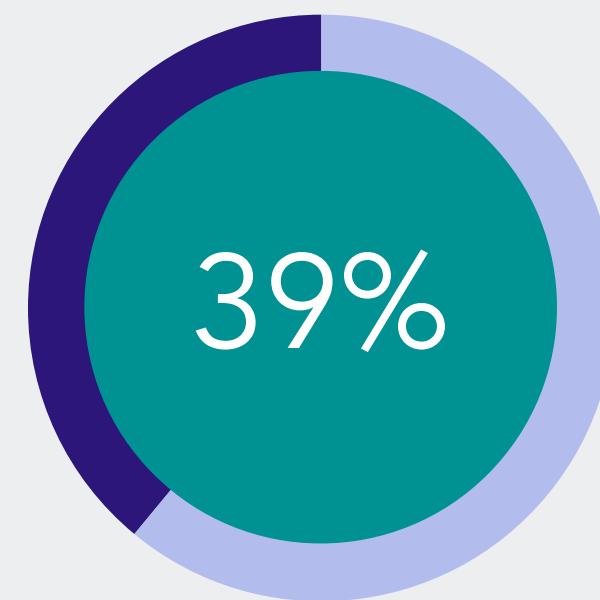
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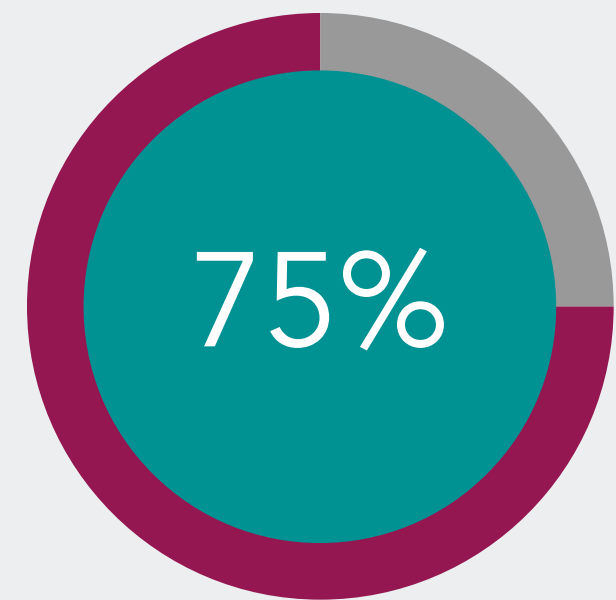


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to foster gender equity and diversity

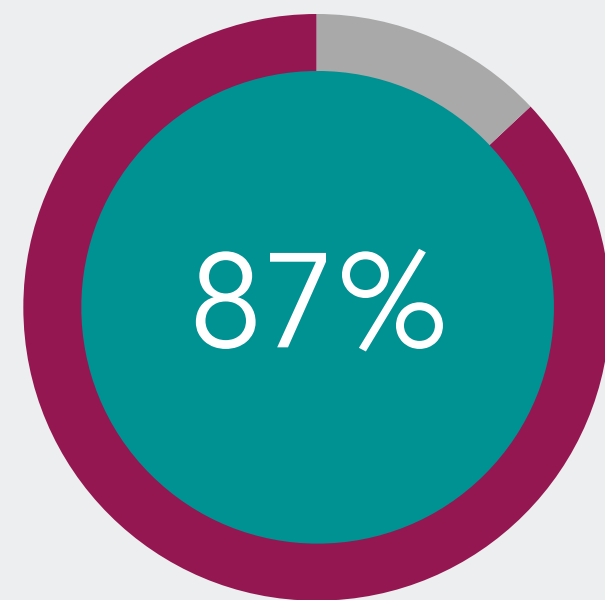
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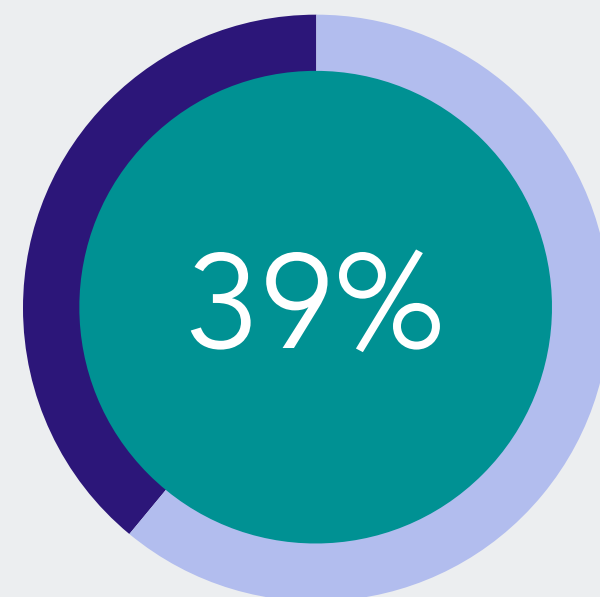
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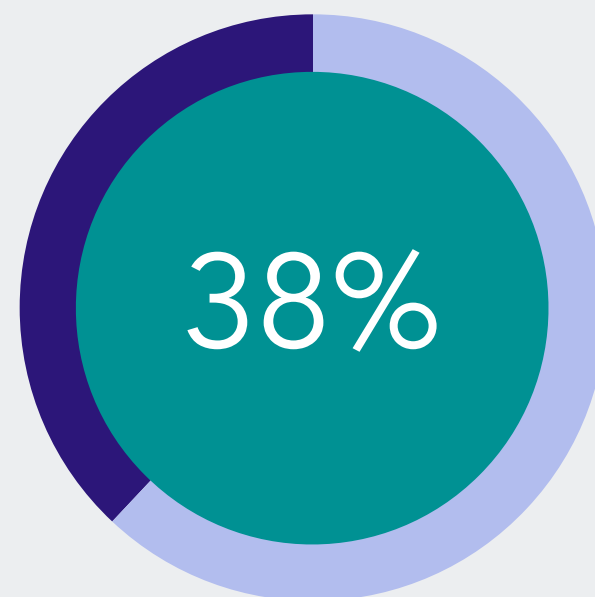
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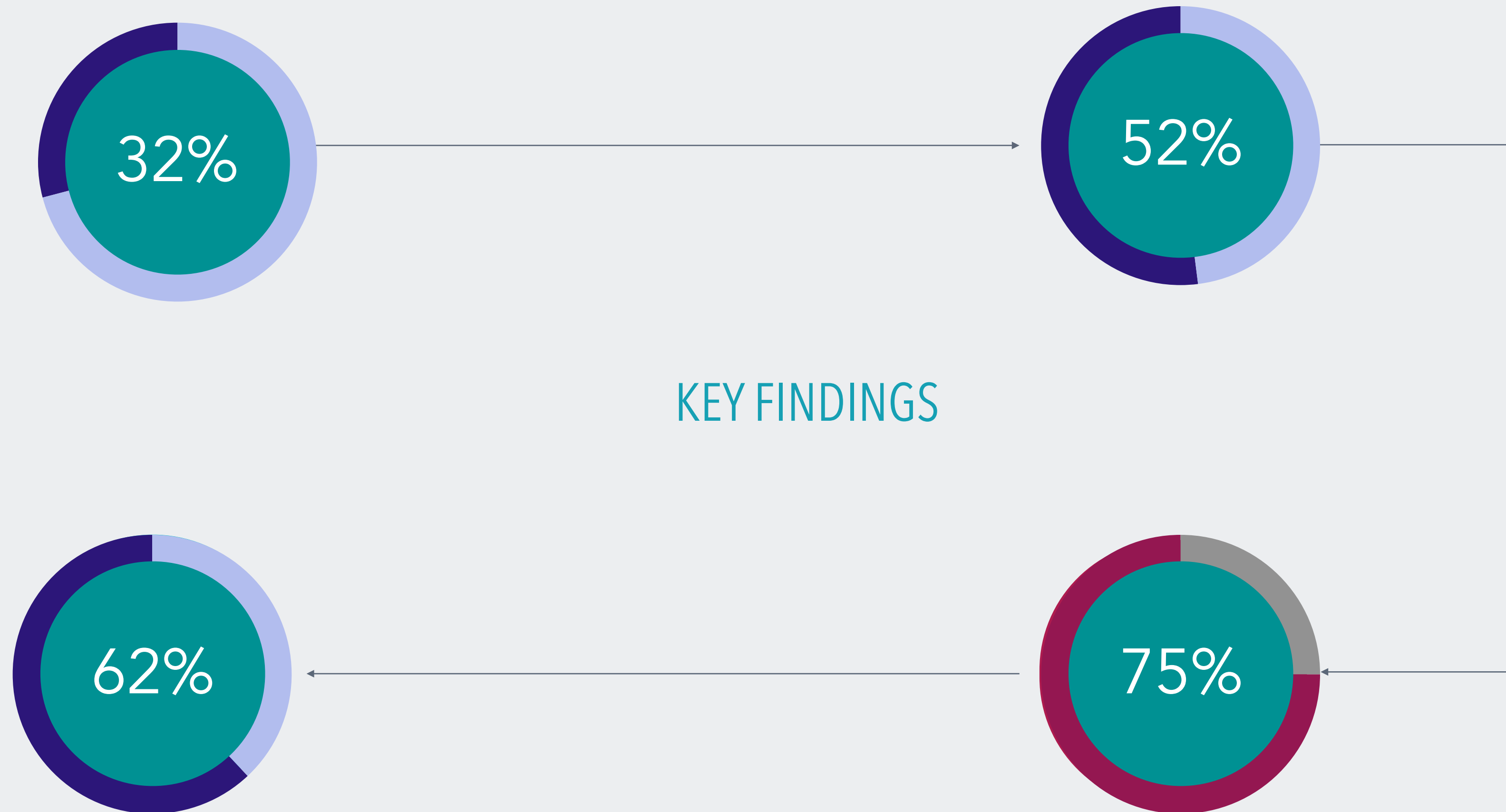
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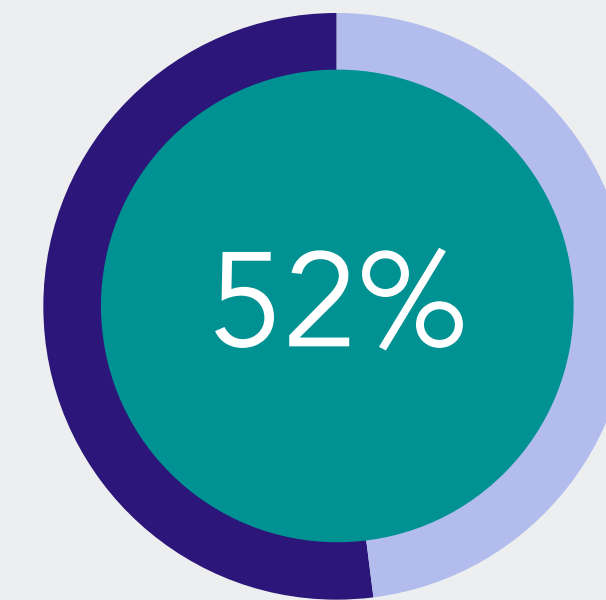
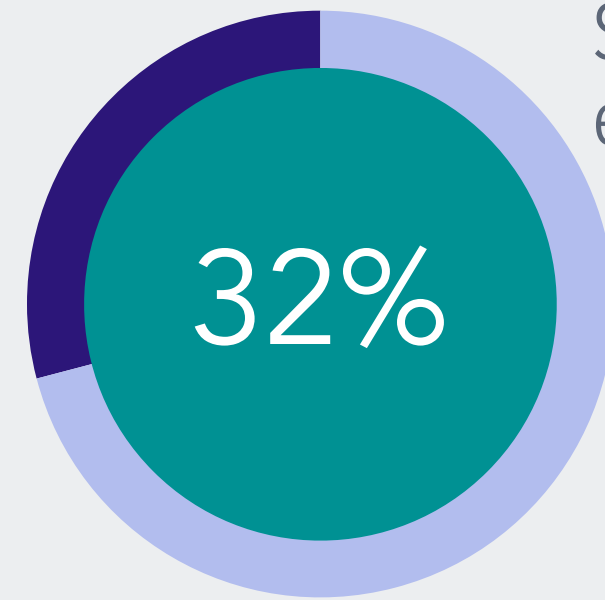
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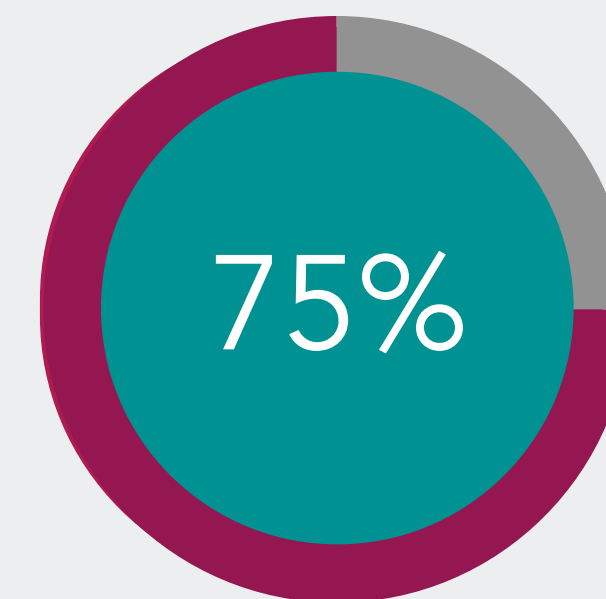
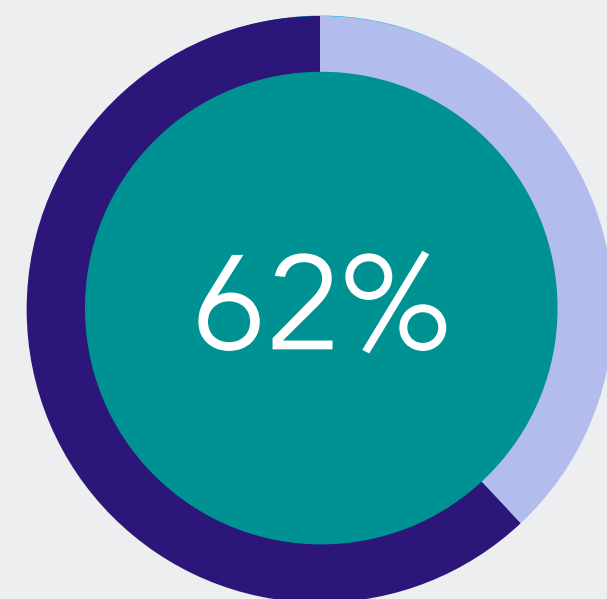


DO WE HAVE GENDER EQUITY?

No. Just a third of our staff are women. In STEM, and senior roles, these numbers are even lower, at 21% and 20% respectively.

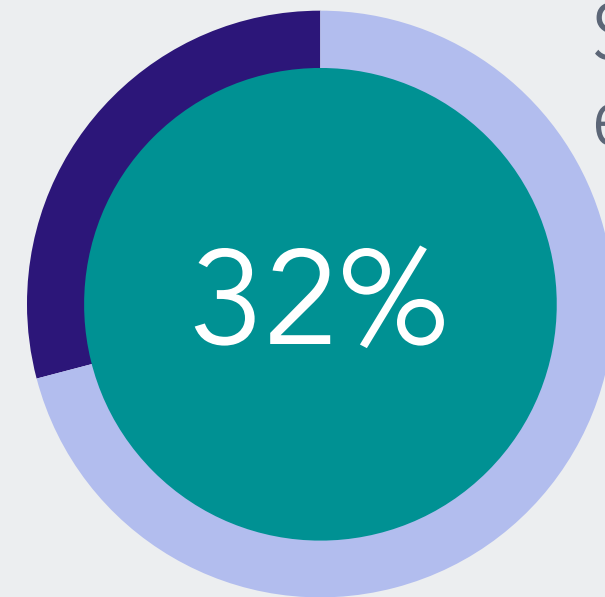


KEY FINDINGS



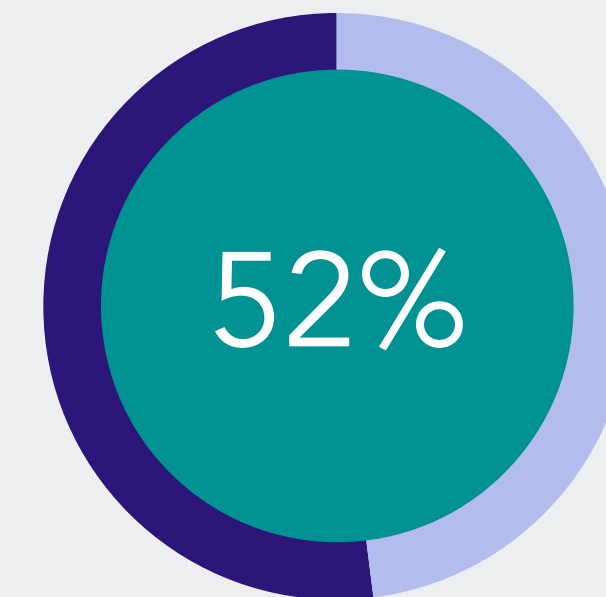
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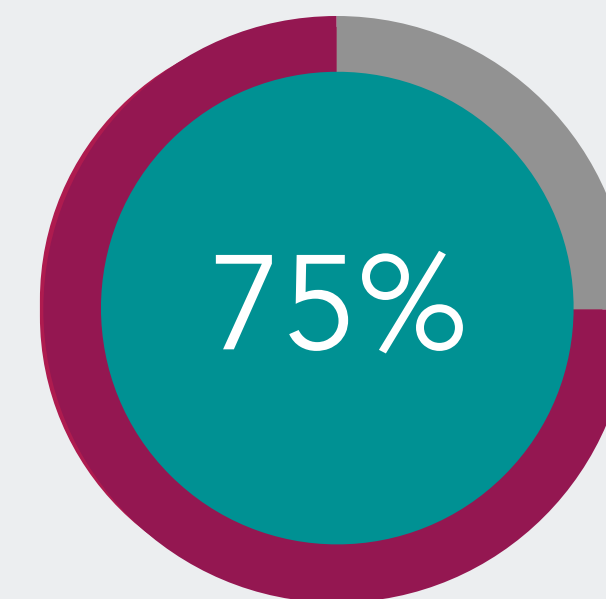
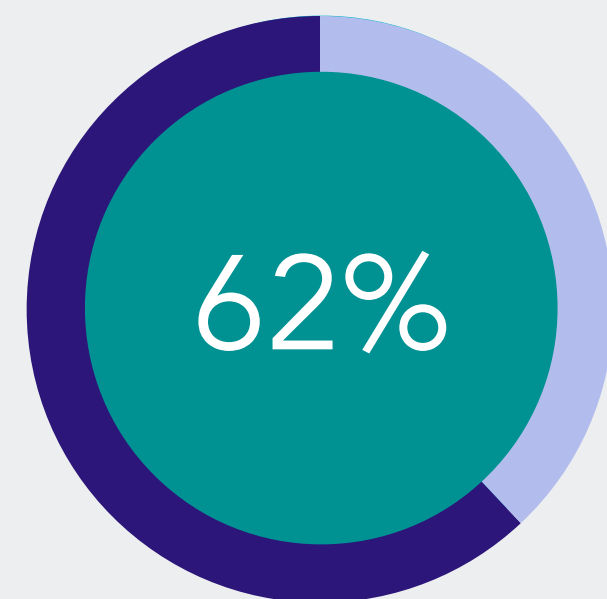


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52% of women report unfavorable treatment in their workplace as a result of their gender, and 40% report missing career opportunities. 51% of younger women believe their gender will make their future harder.

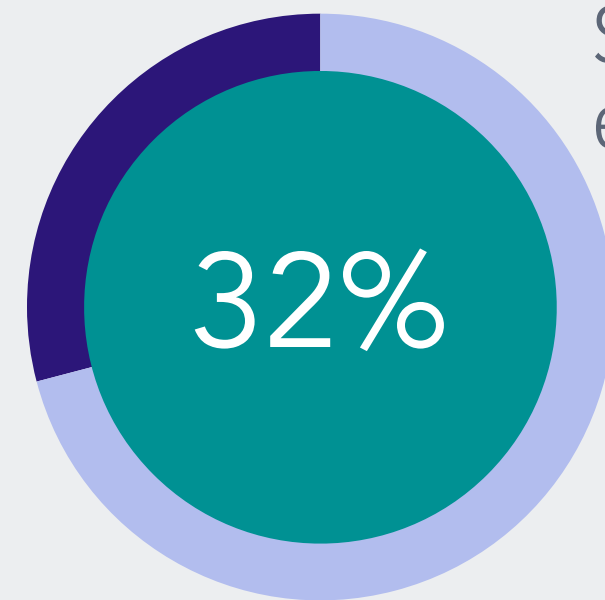


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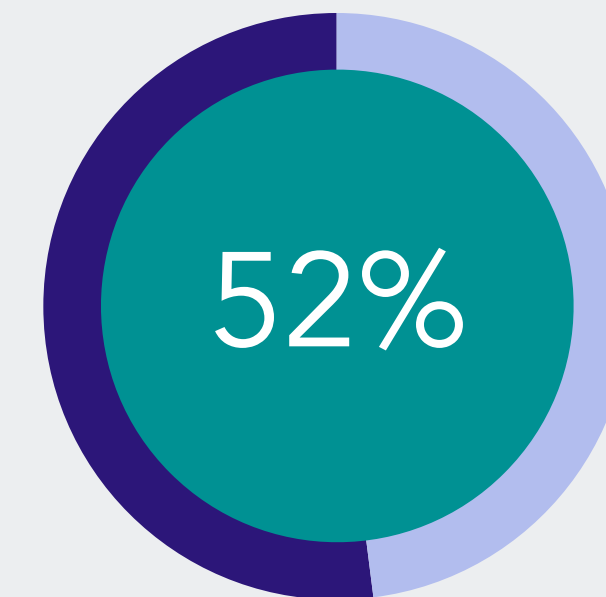
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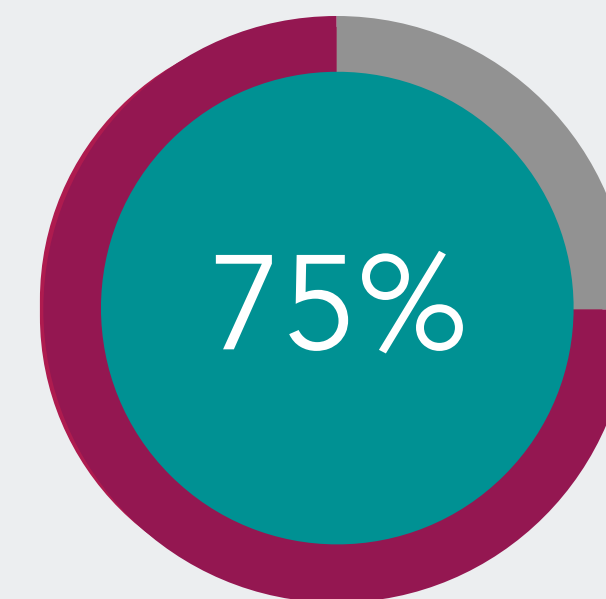
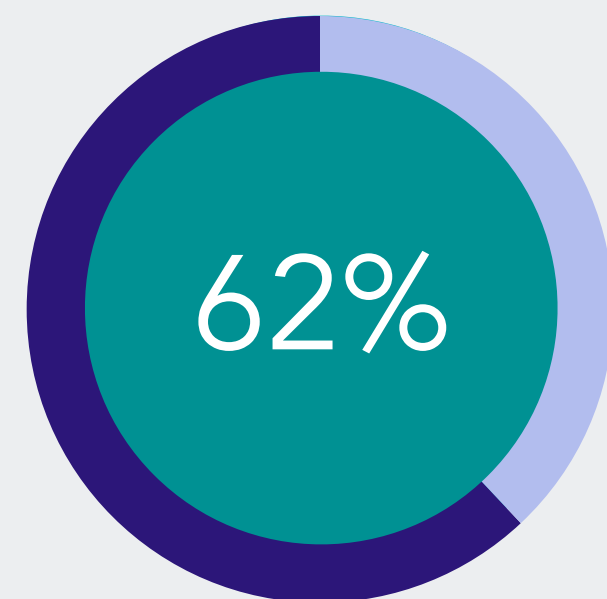
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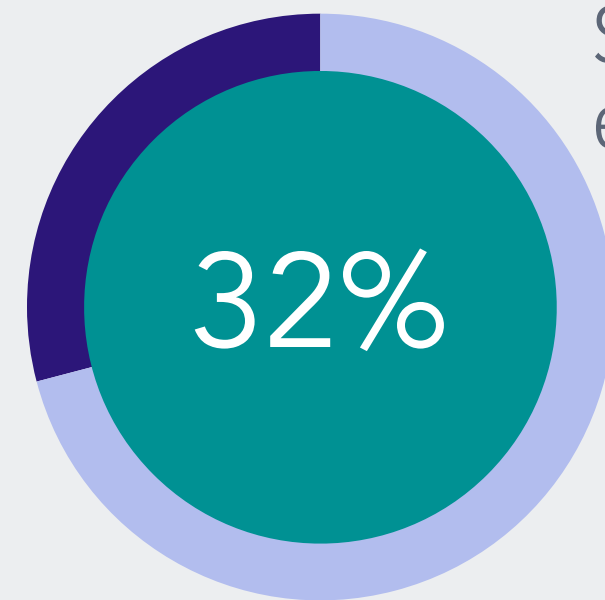
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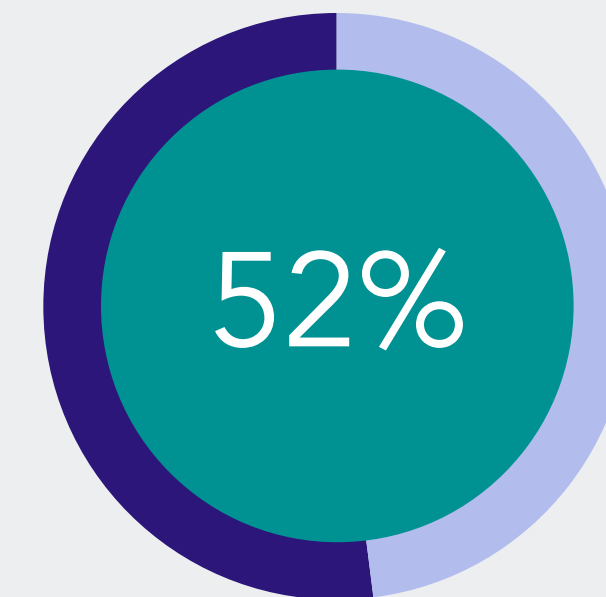
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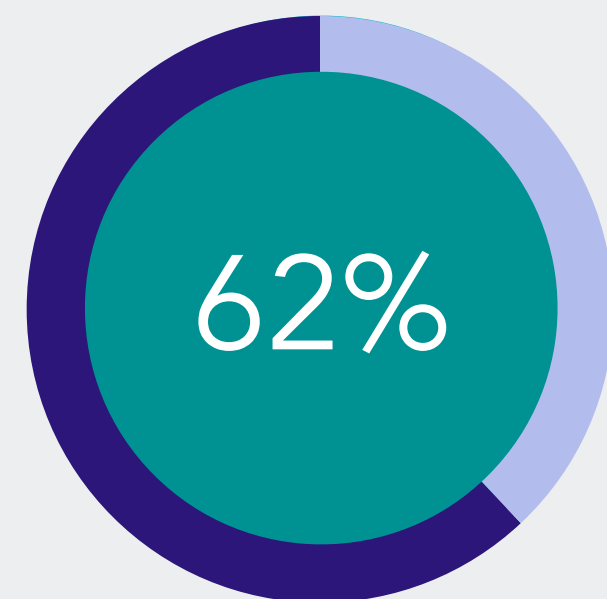
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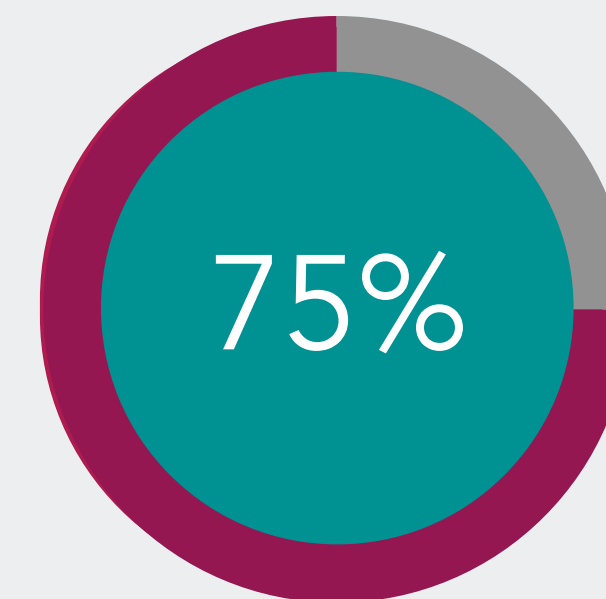
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DO PEOPLE WANT MORE DONE?

Yes. 75% of staff agree equity programs are a good thing, and 37% of people want their organization to take more action to recruit women in underrepresented posts.



RECOMMENDATIONS

01)

02)

03)

04)

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01) **ESTABLISH INTERNAL TRACKING**
Tracking internal demographics establishes a baseline that a voluntary survey cannot fully achieve, and should include gender and ethnic numbers at all stages of recruitment.

02)

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Key findings in a range of areas established that large groups of participants were unaware of executive policies on advancement, equity and the priorities of their senior management.

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More formal and structured mentoring helps improve retention, success in future career and job satisfaction. Women role-models are important for both young male and female staff.

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ENHANCE TRAINING

A majority of MKO participants would like training in unconscious bias, and other diversity training options.

SURVEY REPORT

THANK YOU

SURVEY REPORT

The survey report, along with copies of these slides, can be found in electronic form at:

[HTTPS://WWW.EAOBSERVATORY.ORG/JCMT/HELP/WORKSHOPS/MK-DIVERSITY-SURVEY-2018-REPORT/](https://www.eaobservatory.org/jcmt/help/workshops/mk-diversity-survey-2018-report/)

THANK YOU

The survey team would like to thank the Maunakea Observatory community for their strong support of this initiative, as evidenced by the commitment of their time to respond to the survey, and for the honesty and thoroughness of their responses.