MAUNAKEA GENDER EQUITY AND DIVERSITY SURVEY

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 Women’s Day, May 2018. No inclusive survey has been conducted across all Observatories previously.

We need data.
We need the weight of opinion.
We need to structure the discussion going forward.
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Establish baseline demographics across the participating Observatories
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CULTURE  Investigate workplace culture and opinions on workplace treatment and fairness
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DATA  Establish baseline demographics across the participating Observatories

CULTURE  Investigate workplace culture and opinions on workplace treatment and fairness

OPINION  Invite opinion on the existence, awareness and importance of gender equity initiatives
WHY DOES GENDER EQUITY AND DIVERSITY MATTER?
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**GENDER BALANCED AND DIVERSE TEAMS GET BETTER RESULTS**

Organizations with gender balance and diverse ethnic and age demographics are more effective, creative and achieve higher project completion. It will also self sustain, and increase retention and morale.
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STEM FIELDS ARE NOT ACHIEVING GENDER EQUITY

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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.
**Introduction**

Why does Gender Equity and Diversity Matter?

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**Achieving Gender Equity**

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Holman, L. et al 2018
MK GENDER EQUITY AND DIVERSITY SURVEY

KEY FINDINGS

RECOMMENDATIONS

INTRODUCTION

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Holman, L. et al 2018
SURVEY CONSTRUCTION

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02

03

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**RESPONSE RATE** 357 respondents across all Observatories out of 530 current employees

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**MKO SURVEY RESPONDENTS WERE WOMEN**
112 women, 245 men participated - identical to the 32% of women currently employed in total at MKOs
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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?
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- **White/Caucasian**
- **Asian**
- **Hawaiian**
- **Hispanic/Latinx**
- **American Indian/Alaskan Native**
- **Black/African-American**

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>MKOs</th>
<th>Hawaii State</th>
<th>US total</th>
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<tbody>
<tr>
<td>White/Caucasian</td>
<td>0%</td>
<td>5%</td>
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62% of MKO participants are caucasian - equal to US average and greater than Hawaii state (39%).
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25% of participants are Asian - closer to the State demographic (37%) than the US average (6%)
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6% MKO staff identify as ethnic Hawaiian - identical to the State average 

Are we reflecting the demographic make-up of the Hawaii state and US?
DEMOGRAPHICS
What is the MKO gender representation by age, time in position and job role?
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Representation is better in younger age groups

![Gender Representation by Age Group](image-url)
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71% Of women have been in their role for less than 5 years (compared to 43% of men)
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71% of women have been in their role for less than 5 years (compared to 43% of men)
DEMOGRAPHICS

Do you have any caring responsibilities (child, parent, partner)?
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.
How many staff were educated in the state, and what roles are they in?
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MKO STAFF ATTENDED HIGH SCHOOL IN HAWAII

22%
How many staff were educated in the state, and what roles are they in?

MKO Staff Attended High School in Hawaii

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

- Administration (%)
- Technician (%)
- Engineer (%)
- Science (%)
- Management (%)

High School in Hawaii:
- Administration: 10
- Technician: 18
- Engineer: 14
- Science: 8
- Management: 5

High School out of state:
- Administration: 16
- Technician: 17
- Engineer: 46
- Science: 132
- Management: 36
51% of MKO survey participants were resident in Hawaii at the time of hire into their current position.

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OF ADMINISTRATION POSITIONS FILLED BY LOCALLY EDUCATED STAFF

38%

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

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- **MKO STAFF ATTENDED HIGH SCHOOL IN HAWAII**: 22%
- **OF ADMINISTRATION POSITIONS FILLED BY LOCALLY EDUCATED STAFF**: 38%
- **OF MKO TECHNICIANS ATTENDED HIGH SCHOOL IN HAWAII**: 51%

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

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**MKO STAFF ATTENDED HIGH SCHOOL IN HAWAII**

- 22% of MKO staff attended high school in Hawaii

**OF ADMINISTRATION POSITIONS FILLED BY LOCALLY EDUCATED STAFF**

- 38% of administration positions

**OF MKO TECHNICIANS ATTENDED HIGH SCHOOL IN HAWAII**

- 51% of MKO technicians attended high school in Hawaii

**OF MANAGEMENT STAFF WERE EDUCATED IN HAWAII**

- 12% of management staff were educated in Hawaii

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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
- **57%** are pleased with their senior management
- **44%** are happy with their opportunities for advancement
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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?

- Doing interesting, challenging work that gives me a sense of accomplishment: 45% (Women 59%)
- Being respected and valued: 16% (Women 13%, Men 22%)
- Helping my organization to excel and grow: 13% (Women 10%, Men 16%)
- Feeling I am making a difference in the world: 12% (Women 12%, Men 13%)
- Having a strong relationship with my coworkers: 8% (Women 8%, Men 6%)

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51% of staff regularly, with an additional 43% saying they do so at least occasionally
Participants were asked how important certain factors were when determining advancement.
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**Ability to do the job**: 65%

![Graph showing the importance of ability to do the job for different demographics.](image-url)
Participants were asked how important certain factors were when determining advancement.

**Ability to do the job:** 65%

**Sponsorship from senior staff:** 56%

Women
- Important: 40%
- Not important: 60%

Men
- Important: 40%
- Not important: 60%

Under 45
- Important: 53%
- Not important: 47%

Over 45
- Important: 53%
- Not important: 47%
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Ability to do the job: 65%

Sponsorship from senior staff: 56%

Length of time at an organization: 45%
WORKPLACE ADVANCEMENT

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- **Ability to do the job**: 65%
- **Sponsorship from senior staff**: 56%
- **Length of time at an organization**: 45%
- **Academic or professional certifications**: 49%

---

**Women**

- **Important**
  - Under 45: 75%
  - Over 45: 50%
- **Not important**
  - Under 45: 25%
  - Over 45: 50%

**Men**

- **Important**
  - Under 45: 75%
  - Over 45: 50%
- **Not important**
  - Under 45: 25%
  - Over 45: 50%
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A person's gender: 46% important, 58% not important.
Participants were asked how important certain factors were when determining advancement.

- **A person's gender**: 46%
- **A person's race**: 52%

**Women**
- Important: 100%, 75%, 50%, 25%, 0%
- Not important: 0%, 25%, 50%, 75%, 100%

**Men**
- Important: 100%, 75%, 50%, 25%, 0%
- Not important: 0%, 25%, 50%, 75%, 100%

**Under 45**
- Important: 100%, 75%, 50%, 25%, 0%
- Not important: 0%, 25%, 50%, 75%, 100%

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- Important: 100%, 75%, 50%, 25%, 0%
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More men than women are certain that gender is not an important factor.
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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.
Participants were asked how important certain factors were when determining advancement.

**A person's gender**: 46% believe it's important, while 54% do not. Among women, 52% say it's important, compared to 44% of men. Among those under 45, 58% find it important, whereas 42% of those over 45 do.

**A person's race**: 52% believe it's important, with 48% not finding it so. Women are more likely to consider race important (53%) than men (51%). Employees under 45 are more unsure of what their organization uses to determine advancement compared to those over 45.

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Employees under 45 are unclear what their organization uses to determine advancement.
WORKPLACE ADVANCEMENT

Is there any organizational bias at your place of work?
### WORKPLACE ADVANCEMENT

Is there any organizational bias at your place of work?

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

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<th>Disagree</th>
<th>Strongly disagree</th>
<th>I'm not sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>3%</td>
<td>17%</td>
<td>17%</td>
<td>14%</td>
<td>3%</td>
<td>48%</td>
</tr>
<tr>
<td>Men</td>
<td>2%</td>
<td>18%</td>
<td>12%</td>
<td>12%</td>
<td>5%</td>
<td>51%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>2%</td>
<td>14%</td>
<td>12%</td>
<td>5%</td>
<td>6%</td>
<td>62%</td>
</tr>
<tr>
<td>Men</td>
<td>12%</td>
<td>21%</td>
<td>4%</td>
<td>3%</td>
<td>3%</td>
<td>58%</td>
</tr>
</tbody>
</table>
MENTORSHIP

Is mentorship a common practice at MKOs?
MENTORSHIP

Is mentorship a common practice at MKOs?

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

67% of participants have had at least one mentor.

59% of women have had mostly, or only, male mentors.

74% of men report their mentors were predominantly men.
MENTORSHIP

Is mentorship a common practice at MKOs?

- 67% of participants have had at least one mentor
- 59% of women have had mostly, or only, male mentors
- 22% of women under 45 have no mentors
- But a full one third of MKO staff report no mentorship at all
- 74% of men report their mentors were predominantly men
- 24% of men under 45 also report having no mentors
MENTORSHIP

Is mentorship a common practice at MKOs?

- 67% of participants have had at least one mentor
- 59% of women have had mostly, or only, male mentors
- 22% of women under 45 have no mentors
- 13% of women under 45 report having mostly female mentors
- But a full one third of MKO staff report no mentorship at all

74% of men report their mentors were predominantly men

24% of men under 45 also report having no mentors

4% of men have had female mentors
GENDER BIAS IN CAREER

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

Women over 45 (42%) and Asian women (45%) have the largest proportion that see women as having fewer opportunities.
GENDER BIAS IN CAREER

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Women over 45 (42%) and Asian women (45%) have the largest proportion that see women as having fewer opportunities.

40% of women in STEM roles have missed a career opportunity as a result of their gender.
Has gender played a factor in the careers of MKO staff?

Women over 45 (42%) and Asian women (45%) have the largest proportion that see women as having fewer opportunities.

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

<table>
<thead>
<tr>
<th>Gender</th>
<th>Frequently</th>
<th>Sometimes</th>
<th>Occasionally</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>52%</td>
<td>48%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>16%</td>
<td>84%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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.
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**

**I am treated unfavorably at my organization as a result of my gender**

<table>
<thead>
<tr>
<th></th>
<th>Frequently</th>
<th>Sometimes</th>
<th>Occasionally</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>52%</td>
<td></td>
<td></td>
<td>48%</td>
</tr>
<tr>
<td>Men</td>
<td>16%</td>
<td></td>
<td></td>
<td>84%</td>
</tr>
</tbody>
</table>

**I have witnessed others at my organization treated unfavorably as a result of their gender**

<table>
<thead>
<tr>
<th></th>
<th>Frequently</th>
<th>Sometimes</th>
<th>Occasionally</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>57%</td>
<td></td>
<td></td>
<td>43%</td>
</tr>
<tr>
<td>Men</td>
<td>44%</td>
<td></td>
<td></td>
<td>56%</td>
</tr>
</tbody>
</table>

**I have experienced unfavorable treatment outside my organization as a result of their gender**

<table>
<thead>
<tr>
<th></th>
<th>Frequently</th>
<th>Sometimes</th>
<th>Occasionally</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>69%</td>
<td></td>
<td></td>
<td>31%</td>
</tr>
<tr>
<td>Men</td>
<td>17%</td>
<td></td>
<td></td>
<td>83%</td>
</tr>
</tbody>
</table>
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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45% of minorities in the MKO report unfavorable treatment as a result of a protected characteristic.
Participants report on how they are treated in their workplace as a result of a protected characteristic (race, religion, sexual preference, age etc).

<table>
<thead>
<tr>
<th>Category</th>
<th>Frequently</th>
<th>Sometimes</th>
<th>Occasionally</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>47%</td>
<td></td>
<td></td>
<td>53%</td>
</tr>
<tr>
<td>Men</td>
<td>37%</td>
<td></td>
<td></td>
<td>63%</td>
</tr>
<tr>
<td>Under 45</td>
<td>39%</td>
<td></td>
<td></td>
<td>61%</td>
</tr>
<tr>
<td>Over 45</td>
<td>42%</td>
<td></td>
<td></td>
<td>58%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>35%</td>
<td></td>
<td></td>
<td>65%</td>
</tr>
<tr>
<td>Asian</td>
<td>48%</td>
<td></td>
<td></td>
<td>52%</td>
</tr>
<tr>
<td>Minorities of color</td>
<td>45%</td>
<td></td>
<td></td>
<td>55%</td>
</tr>
</tbody>
</table>

45% of minorities in the MKO report unfavorable treatment as a result of a protected characteristic.
Participants were asked what equity or diversity training they had completed in their organization, or would like to do if they had the opportunity.
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I have undertaken training in:

- Sexual harassment prevention: 72% Women, 84% Men
- Diversity and Inclusion: 44% Women, 46% Men
- Unconscious bias: 32% Women, 30% Men
- Gender equality: 28% Women, 43% Men
- None of the above: 19% Women, 12% Men
Participants were asked what equity or diversity training they had completed in their organization, or would like to do if they had the opportunity.

I would like to have training in:

- Sexual harassment prevention: 20% (Women), 20% (Men)
- Diversity and Inclusion: 43% (Women), 36% (Men)
- Unconscious bias: 57% (Women), 47% (Men)
- Gender equality: 35% (Women), 33% (Men)
- None of the above: 25% (Women), 33% (Men)
EQUITY AND DIVERSITY INITIATIVES

Opinion on equity support programs: part-time/flexible hours, parental leave, childcare subsidies, support for sick dependents etc
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Opinion on equity support programs: part-time/flexible hours, parental leave, childcare subsidies, support for sick dependents etc

75% of participants believe that diversity programs are a good thing

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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75% of participants believe that diversity programs are a good thing.

87% report gender diversity as a top priority for them.

But less than 50% believe it is a priority for their executive management.
Opinion on equity support programs: part-time/flexible hours, parental leave, childcare subsidies, support for sick dependents etc

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87% report gender diversity as a top priority for them.

39% of women and 31% of men want their organization to do more to foster gender equity and diversity.

But less than 50% believe it is a priority for their executive management.
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87% report gender diversity as a top priority for them.

39% of women and 31% of men want their organization to do more to foster gender equity and diversity.

38% of women and 36% of men believe their organization is not doing enough to improve equity in recruitment and retention.

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

- 32%
- 52%
- 62%
- 75%
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.
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.

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.

IS THERE BIAS IN OUR WORKPLACES?
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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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.

62% of women and 58% of men don’t know if women and men are paid equally at their organization, and half of younger people are uncertain of the factors that determine advancement.

Is there fairness?
Staff are not sure. 62% of women and 58% of men don’t know if women and men are paid equally at their organization, and half of younger people are uncertain of the factors that determine advancement.

Is there bias in our workplaces?
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IS THERE BIAS IN OUR WORKPLACES?
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.

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.

32%

IS THERE FAIRNESS?
Staff are not sure. 62% of women and 58% of men don’t know if women and men are paid equally at their organization, and half of younger people are uncertain of the factors that determine advancement.

62%

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.

75%
RECOMMENDATIONS

01

02

03

04
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) 

03) 

04)
RecommenDations

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) Improved Communication from the Executive Management
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.

03) 

04)
RECOMMENDATIONS

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

IMPROVED COMMUNICATION FROM THE EXECUTIVE MANAGEMENT
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.

03

PROVIDE MENTORSHIPS
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.

04
**RECOMMENDATIONS**

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. **IMPROVED COMMUNICATION FROM THE EXECUTIVE MANAGEMENT**
   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.

03. **PROVIDE MENTORSHIPS**
   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.

04. **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:


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.