

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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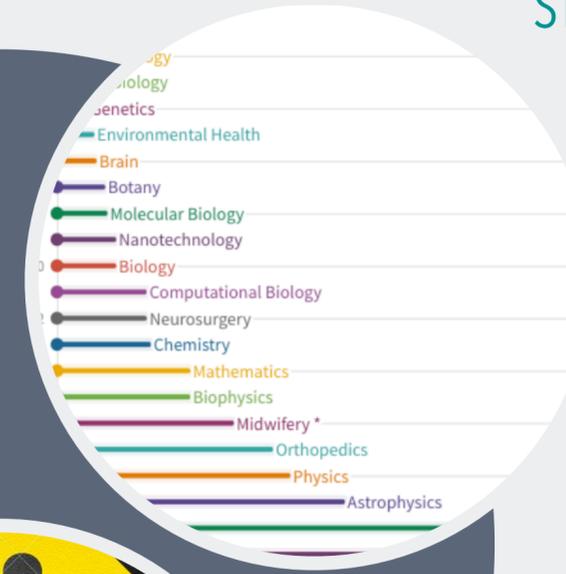
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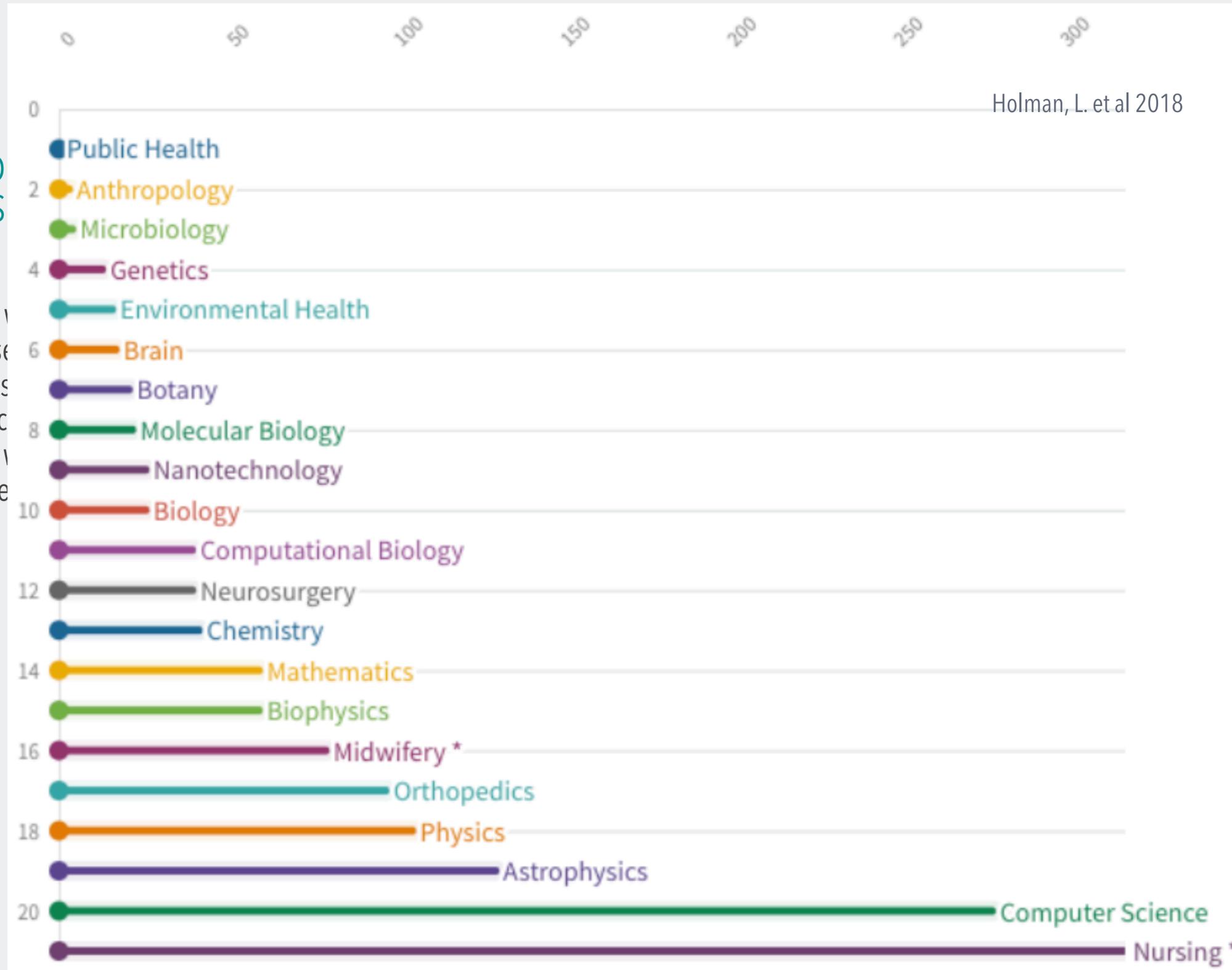


EQUITY CANNOT BE REACHED WITHOUT WORK

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 accomplish more. It's a proven fact that diverse teams increase revenue and increase re



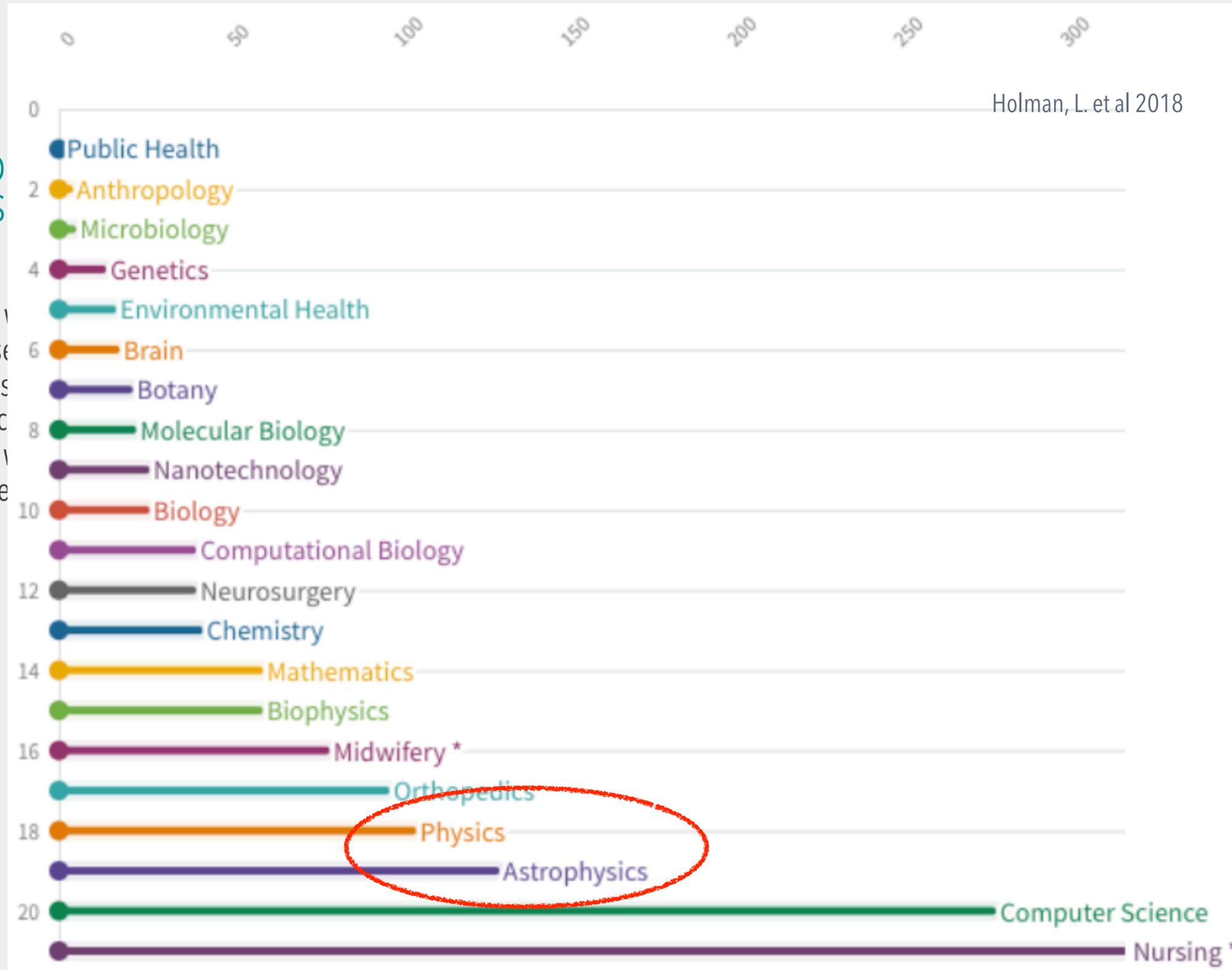
ACHIEVING DIVERSITY

In engineering and other fields, percentages of women in senior and executive roles have been low, but only in the last few years.

treatment of women and minorities

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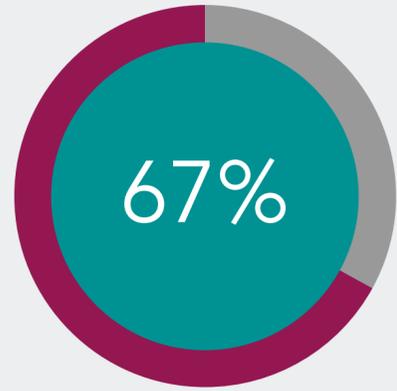
Statistical significance was measured by T-test, to 95% confidence level

DEMOGRAPHICS

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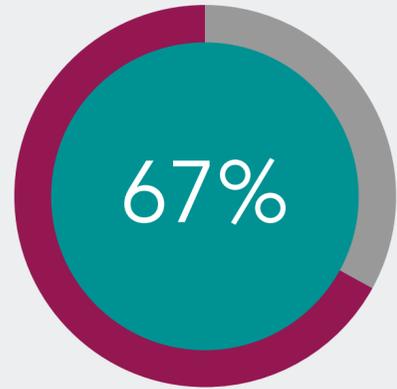
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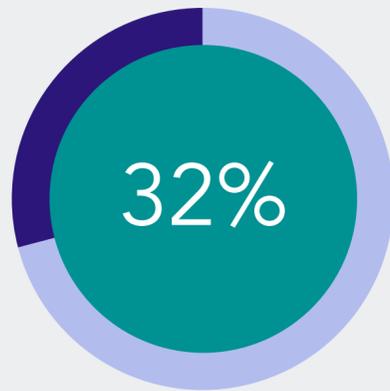
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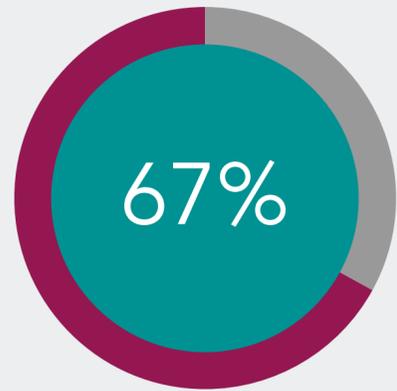


MKO SURVEY RESPONDENTS WERE WOMEN

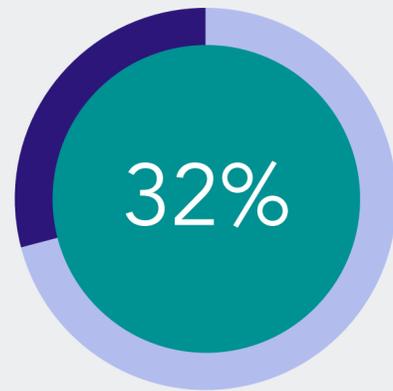
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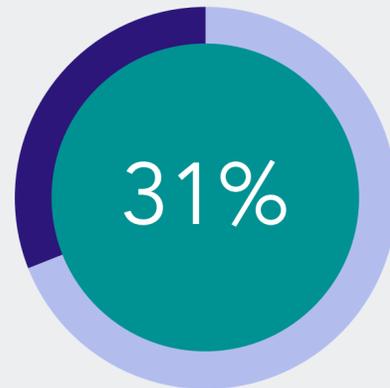


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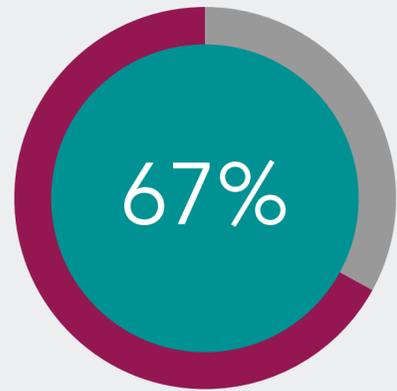


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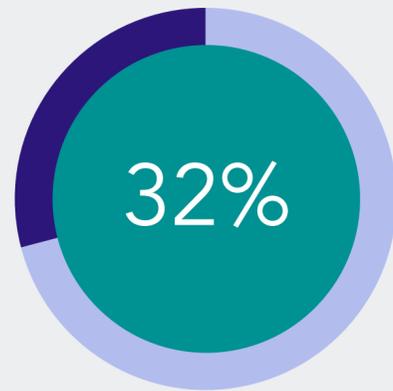
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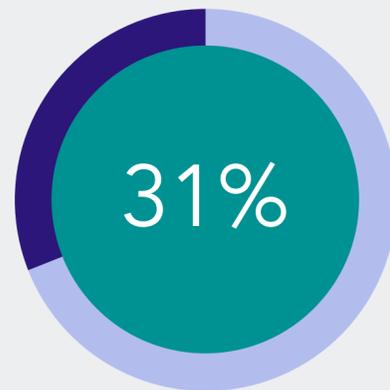


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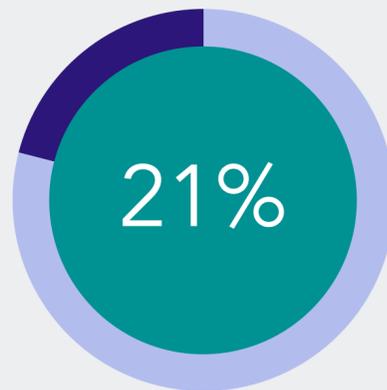
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STEM JOBS HELD BY WOMEN

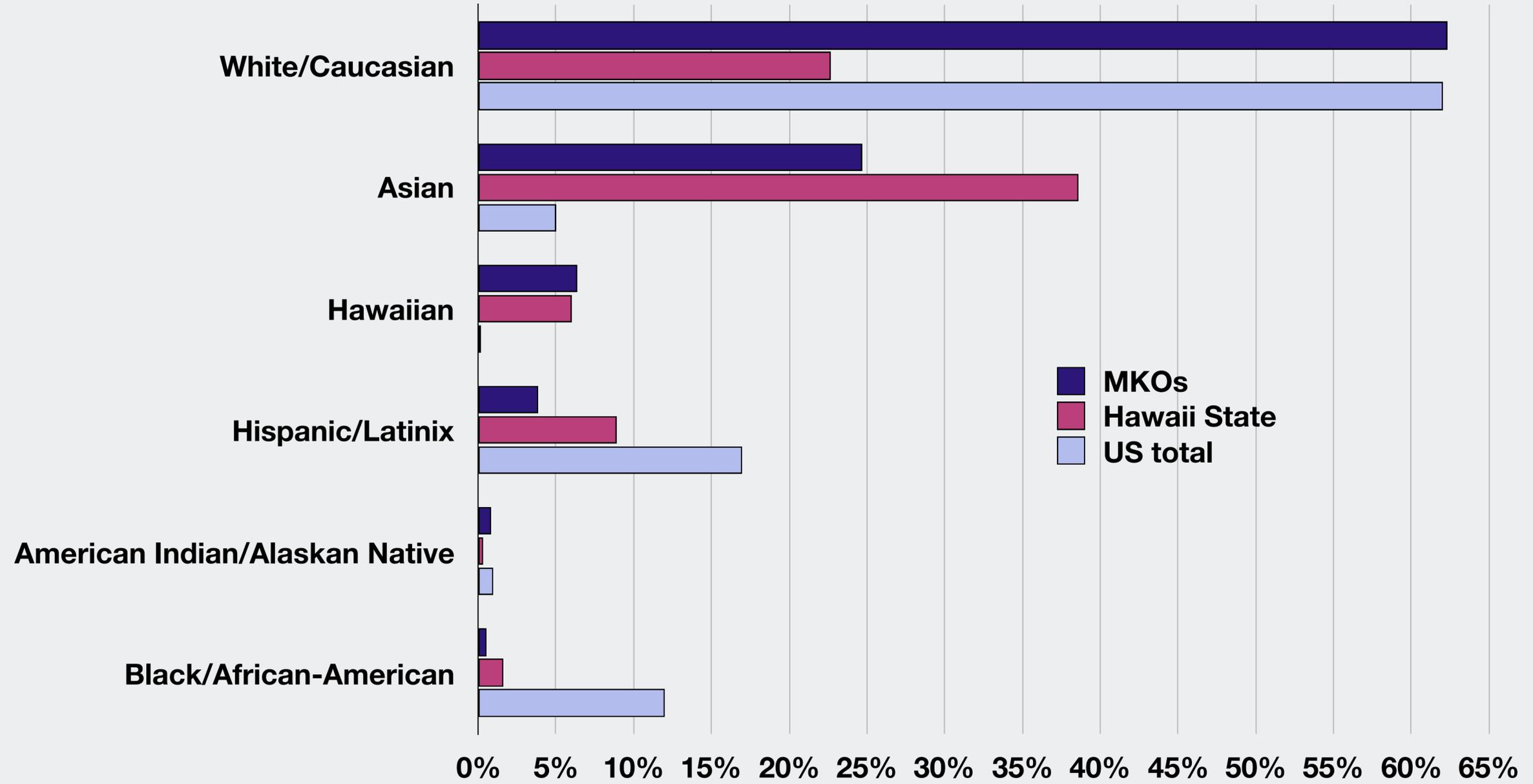
Compared to national average of 24%

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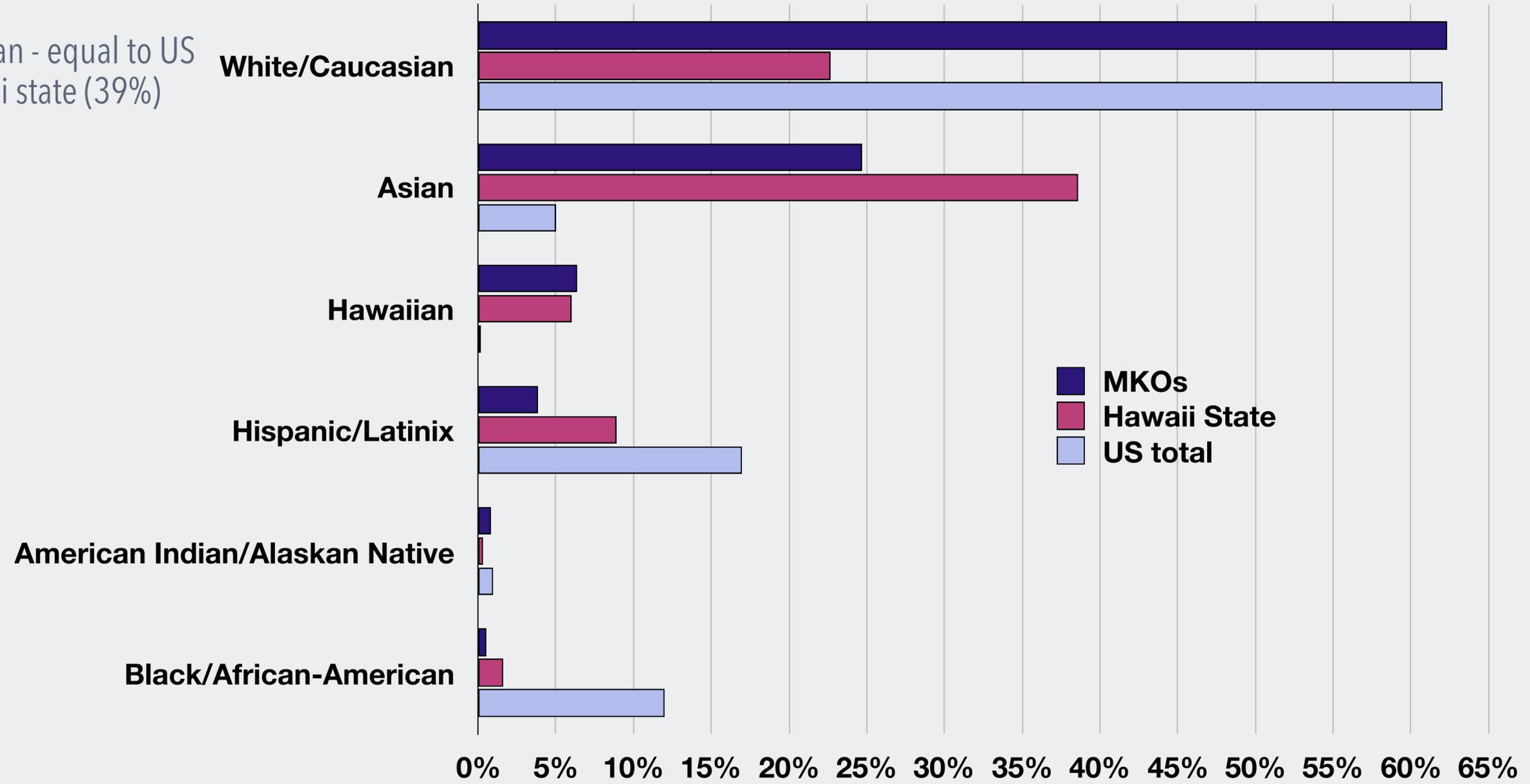
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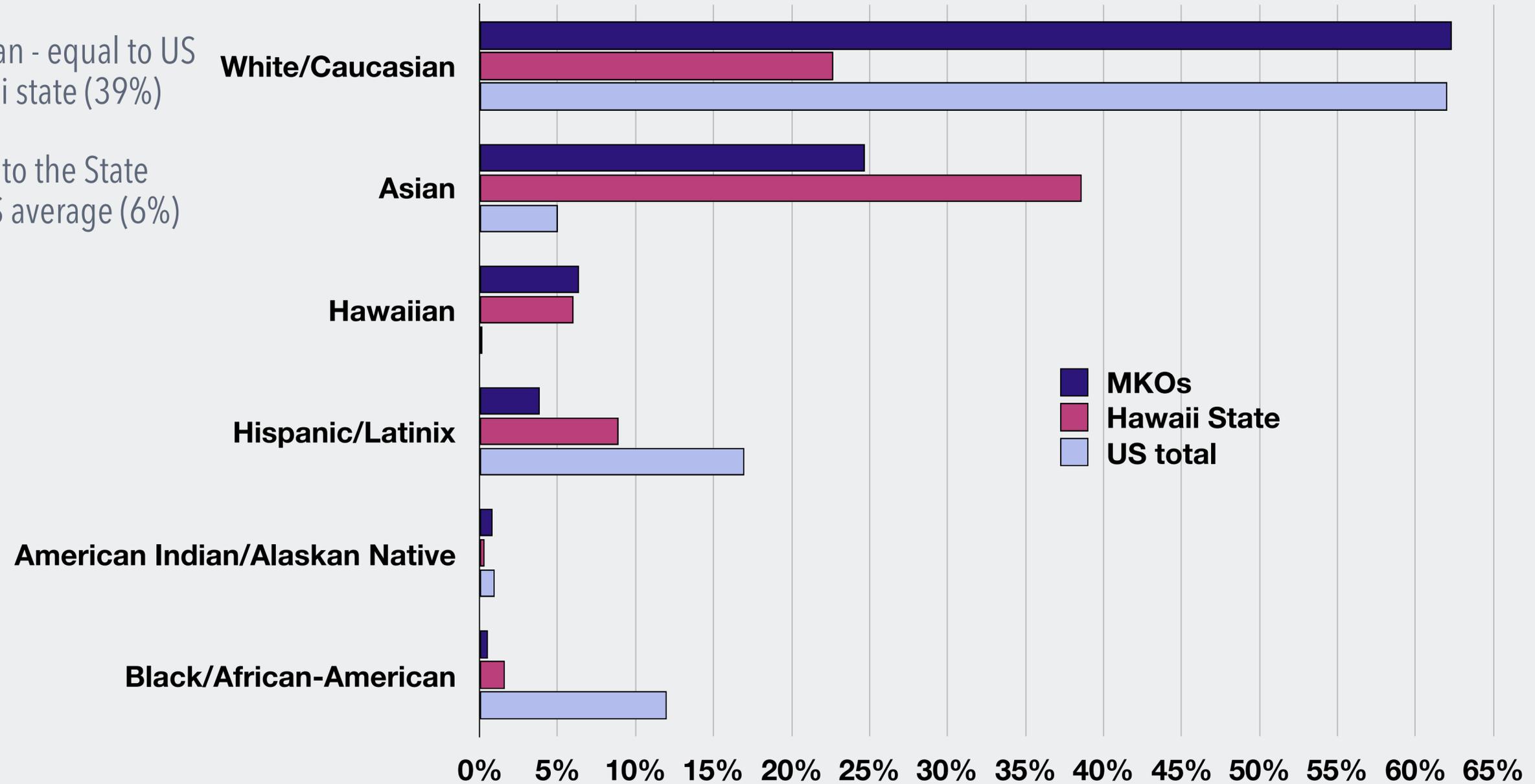


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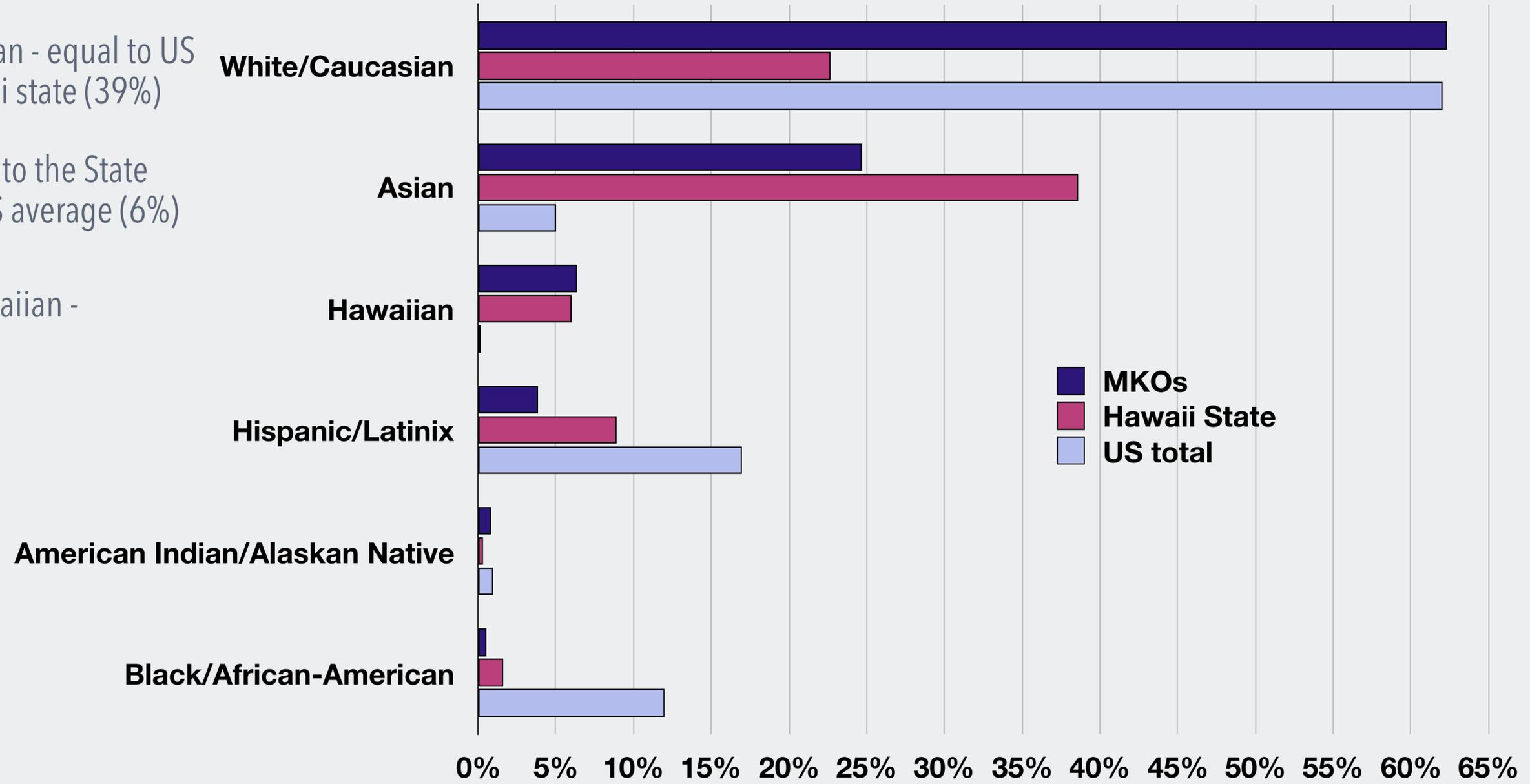
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6% MKO staff identify as ethnic Hawaiian - identical to the State average



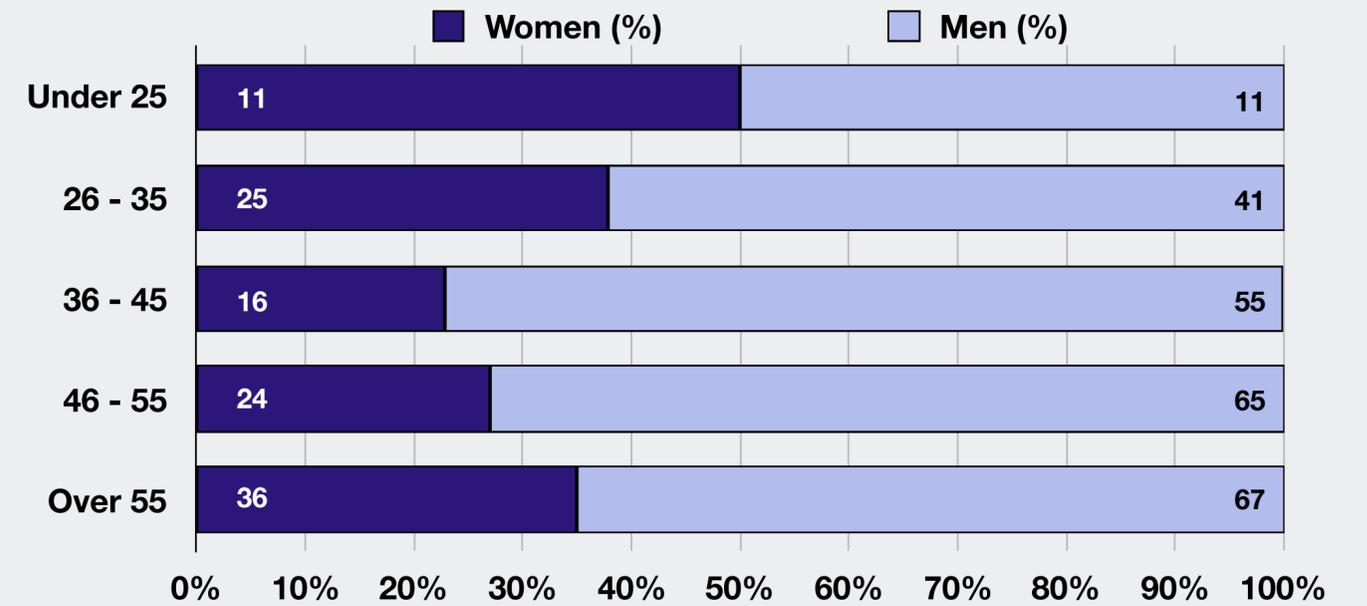
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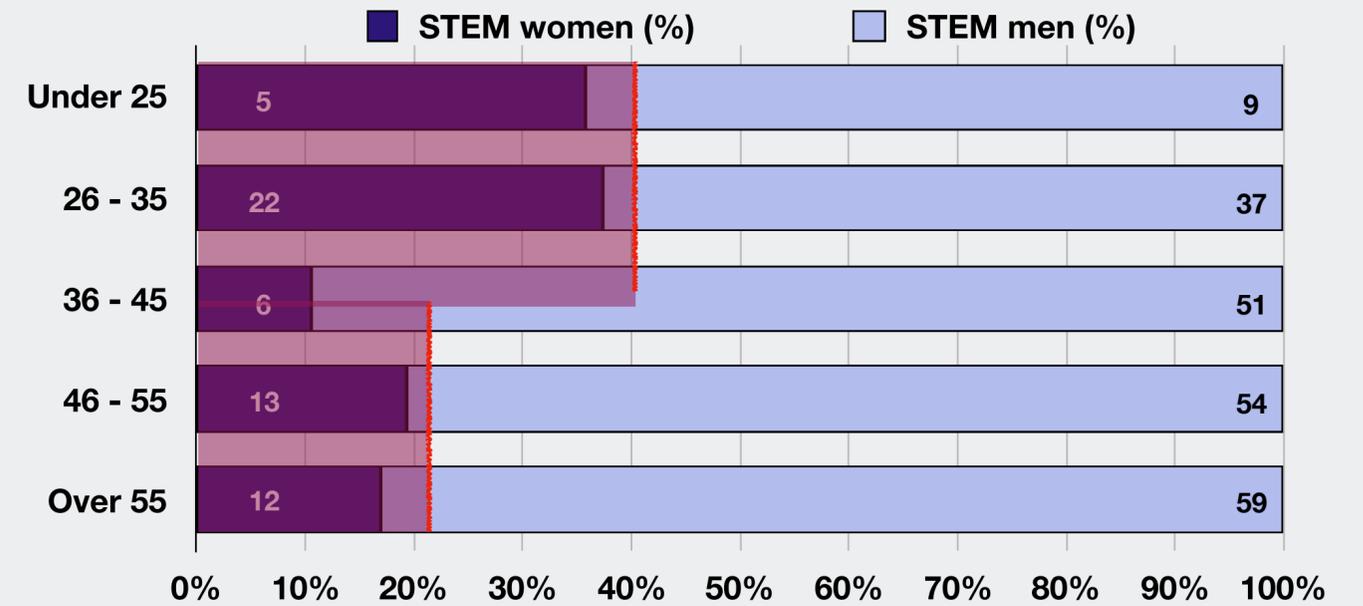


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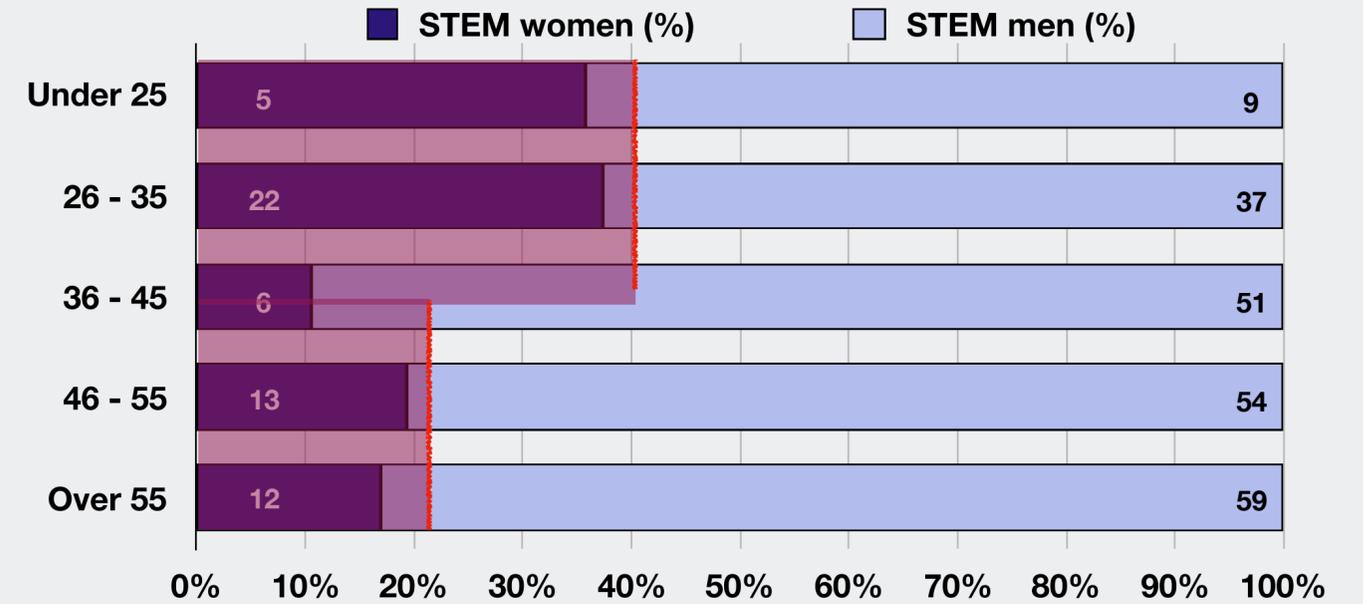
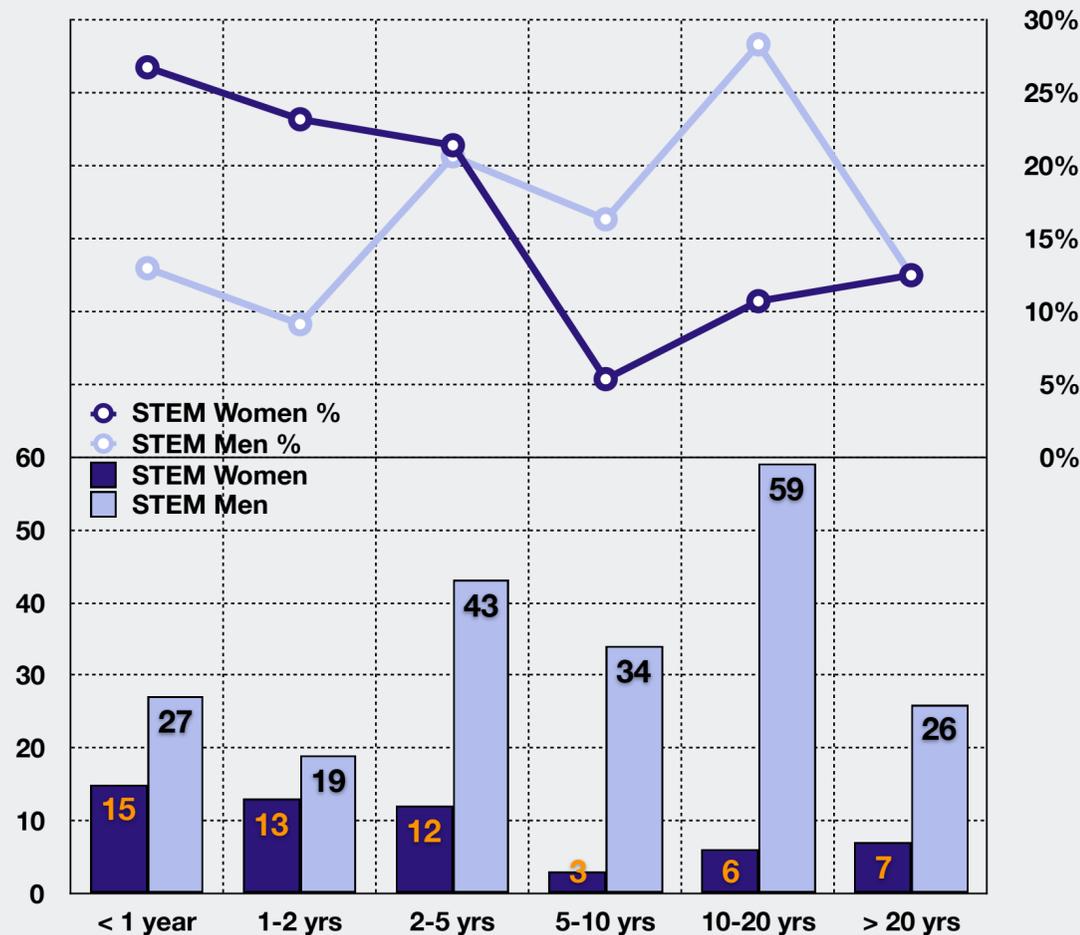
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How long have you been in your current position?



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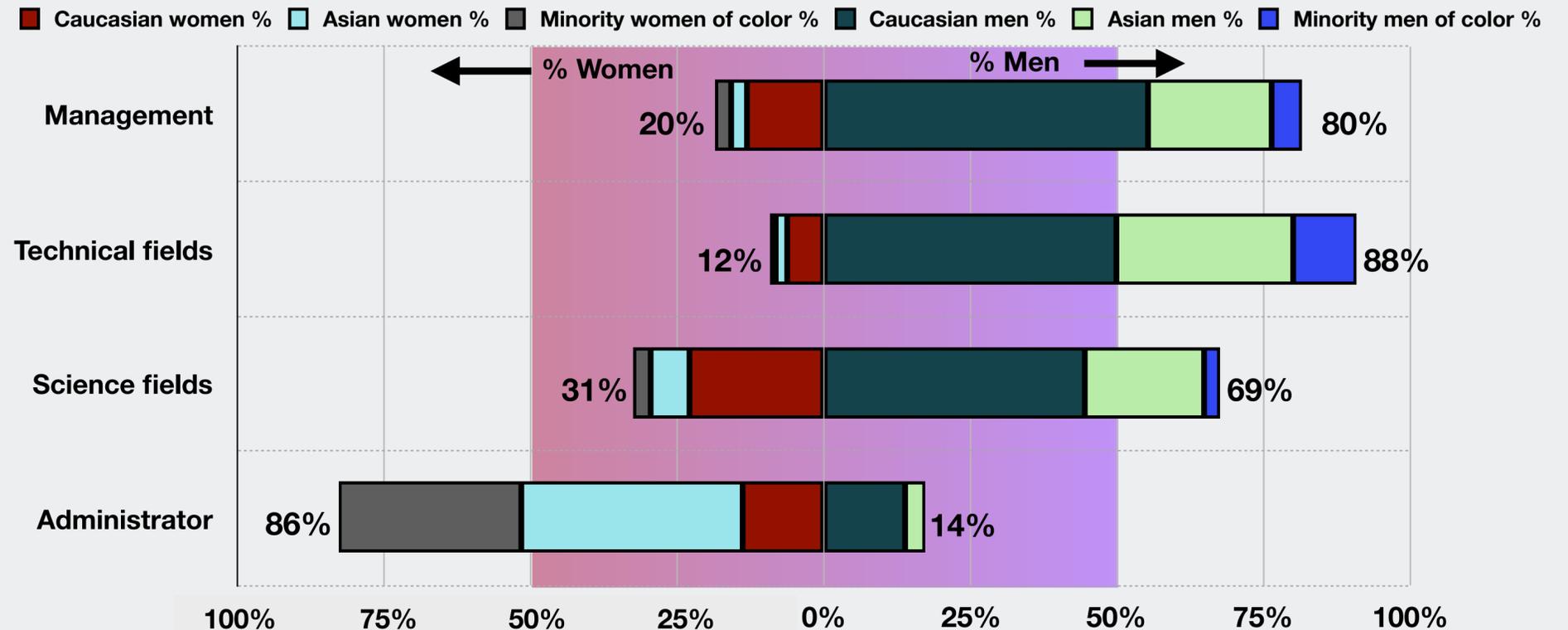
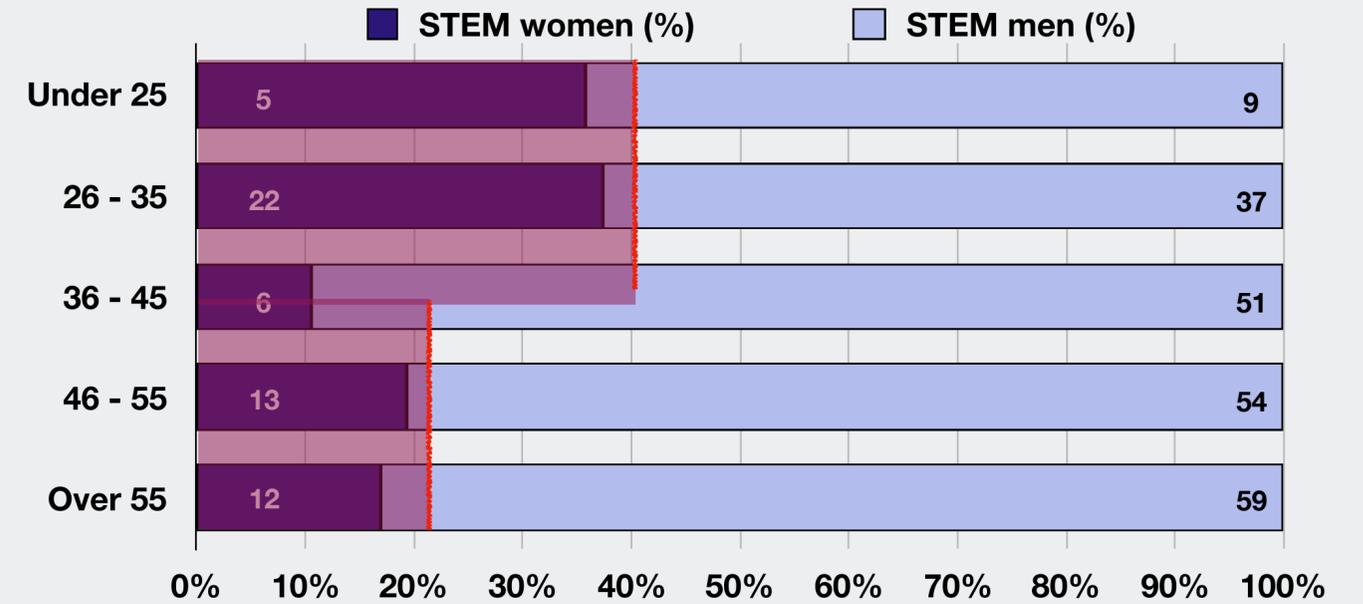
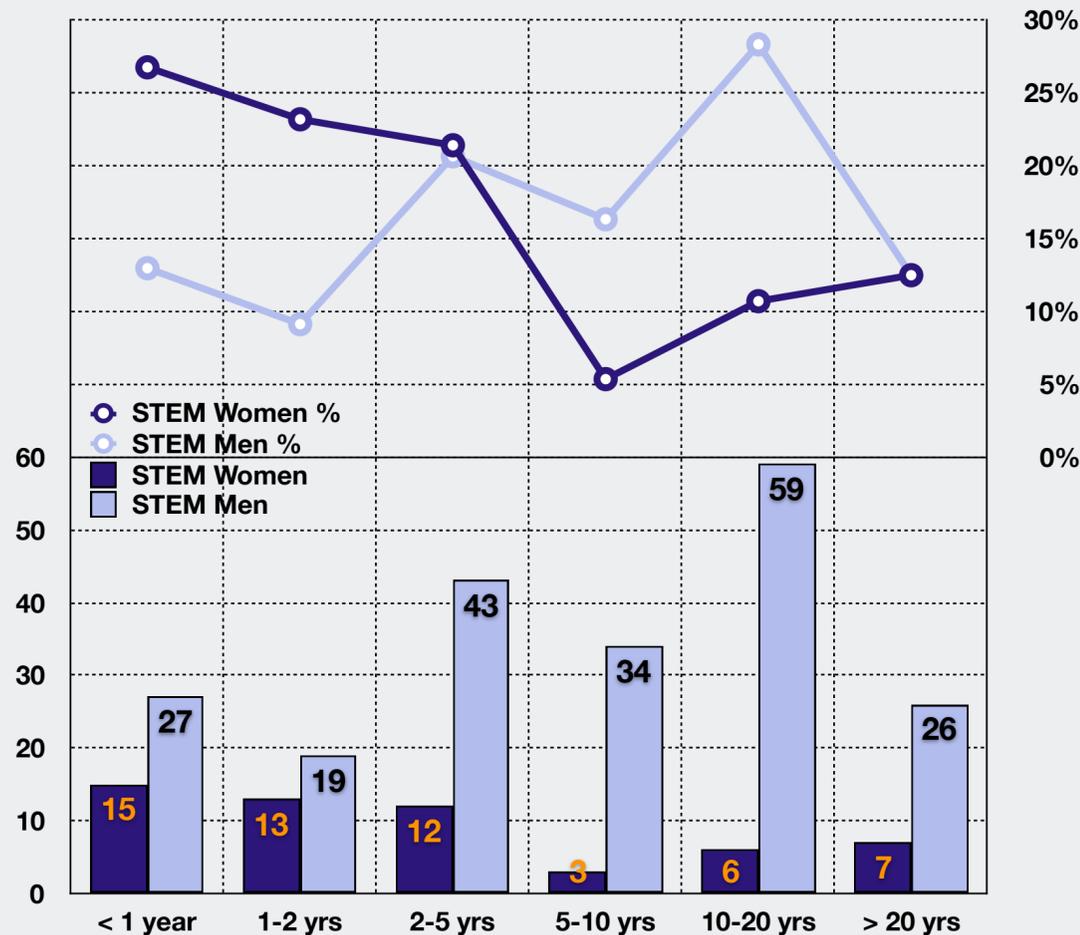
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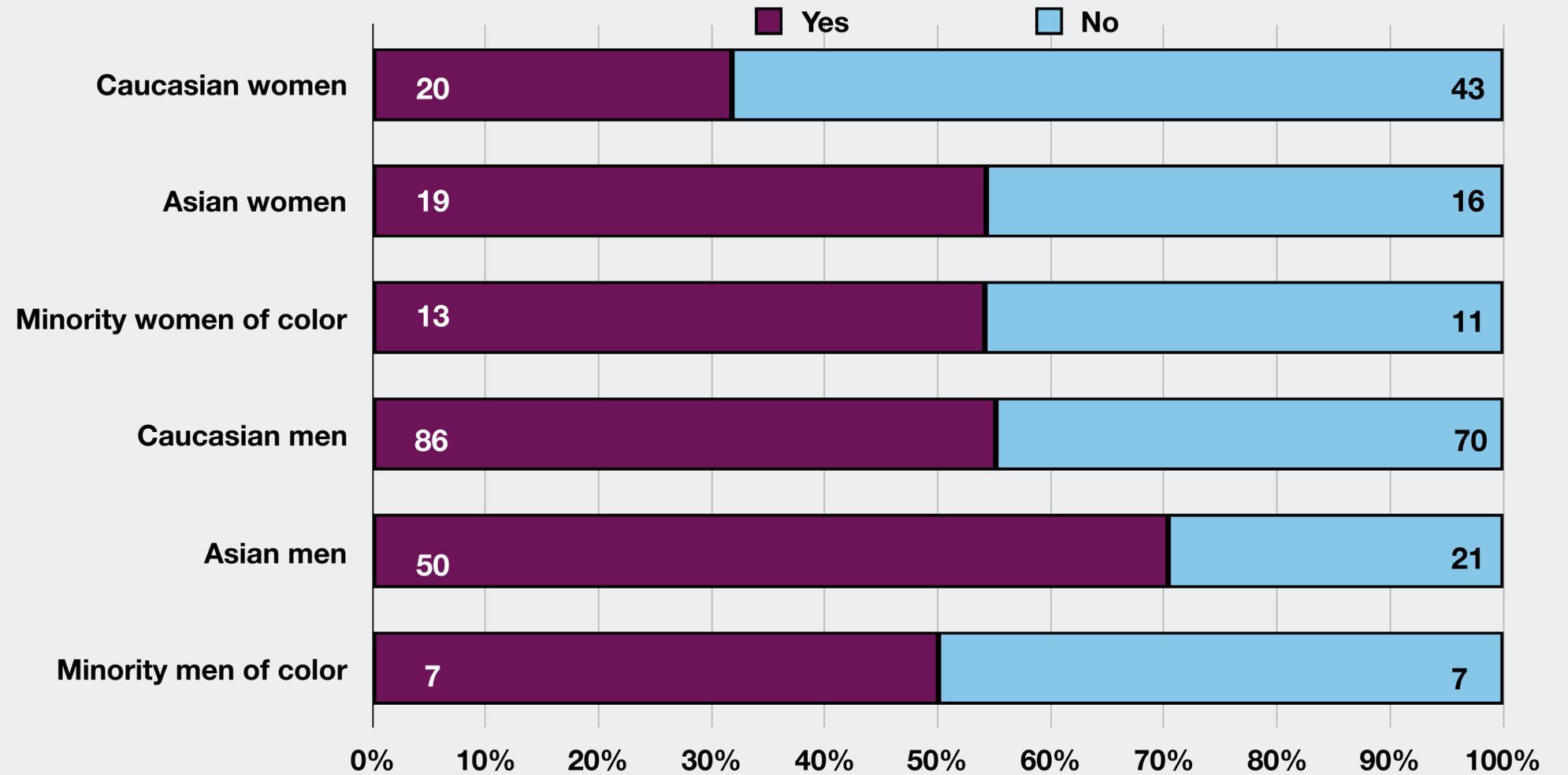
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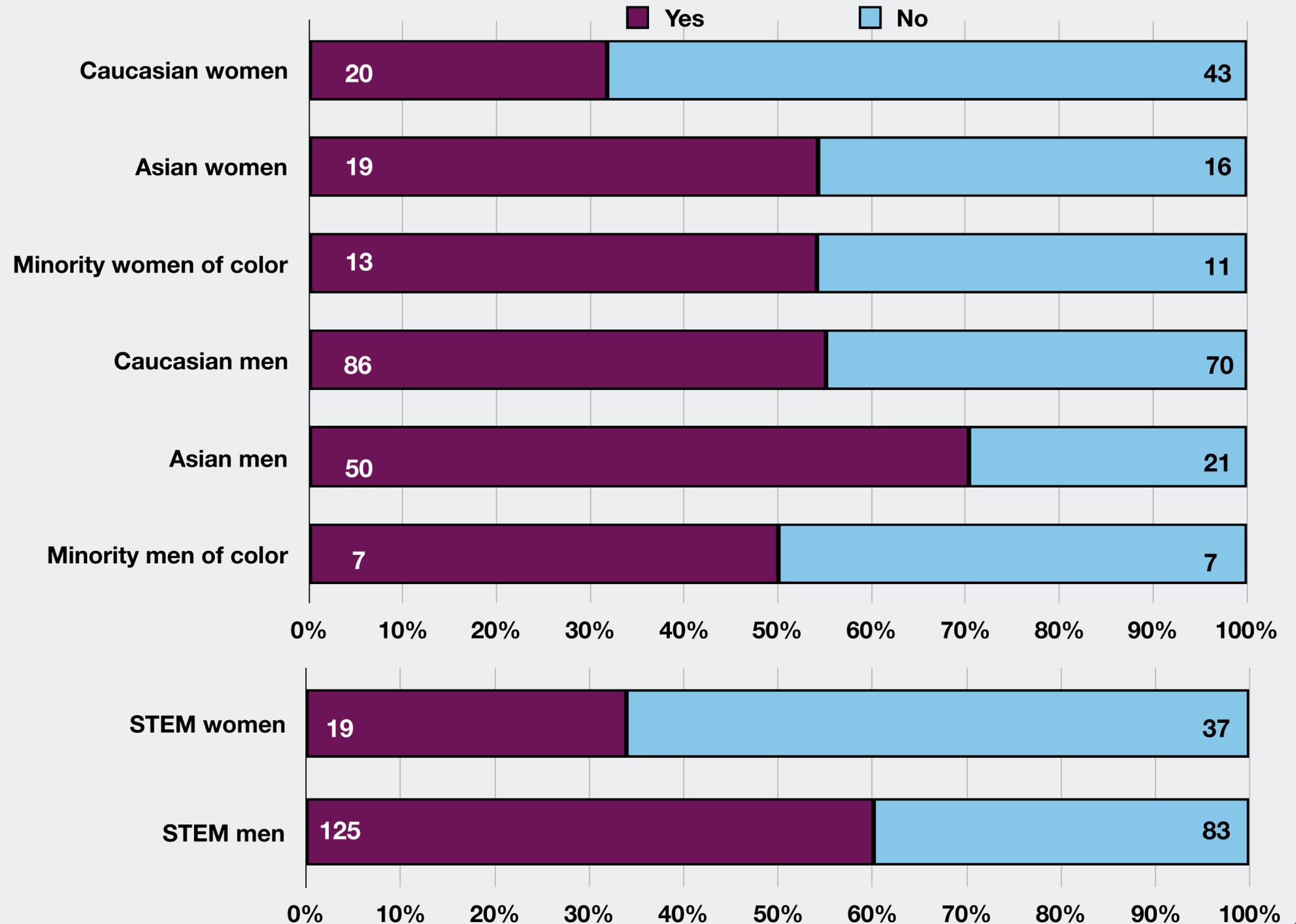


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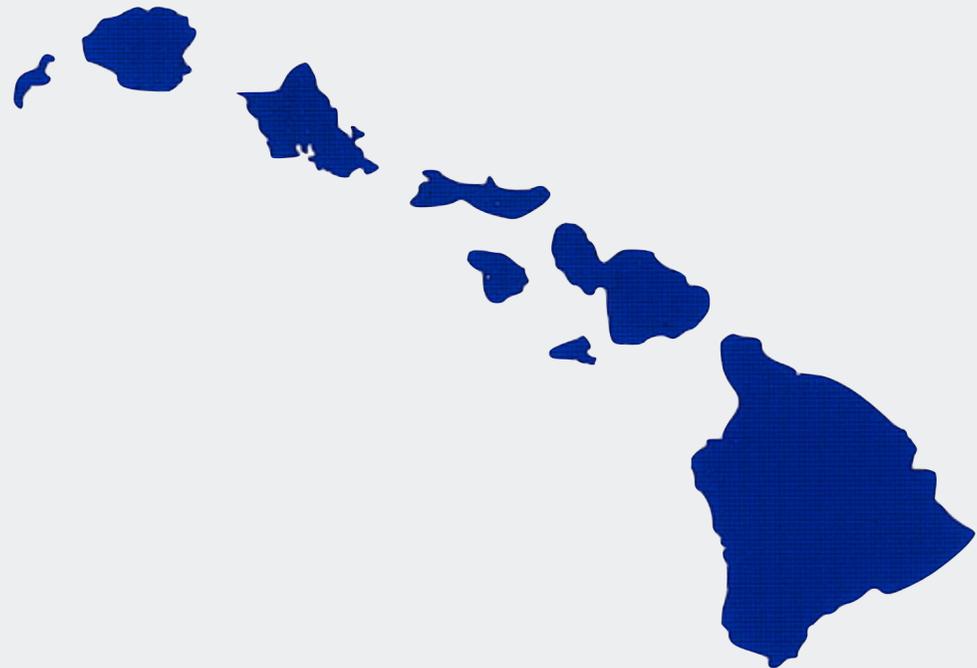
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This is most extreme for women in STEM roles, where just 34% of women have caring responsibilities at home compared to 60% of men

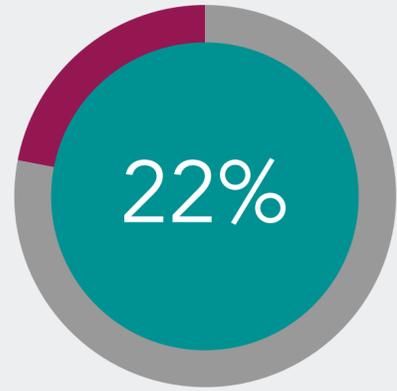
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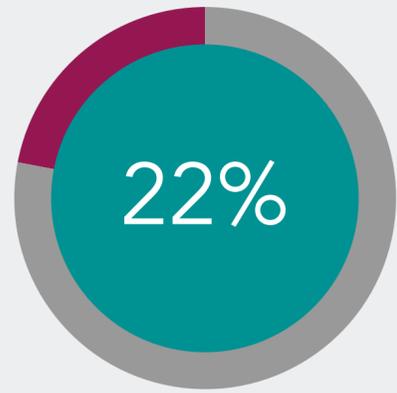
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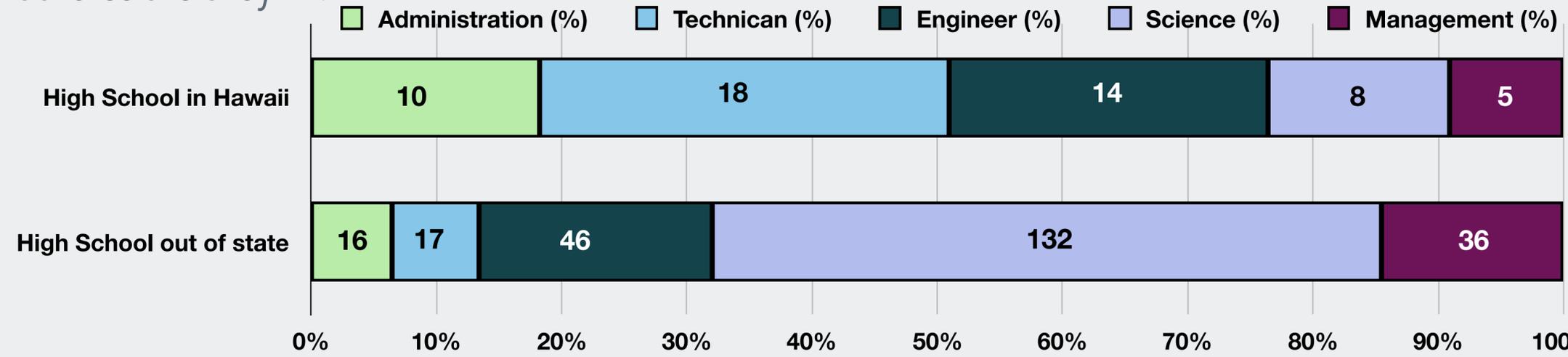
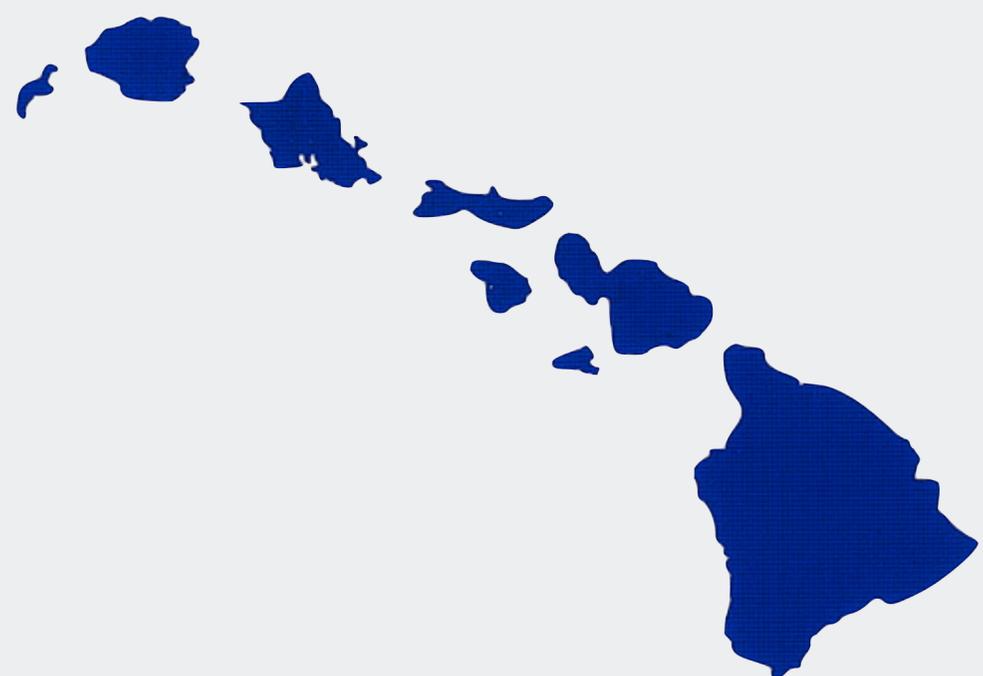
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How many staff were educated in the state, and what roles are they in?

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



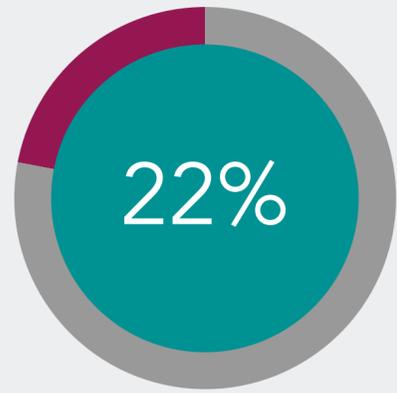
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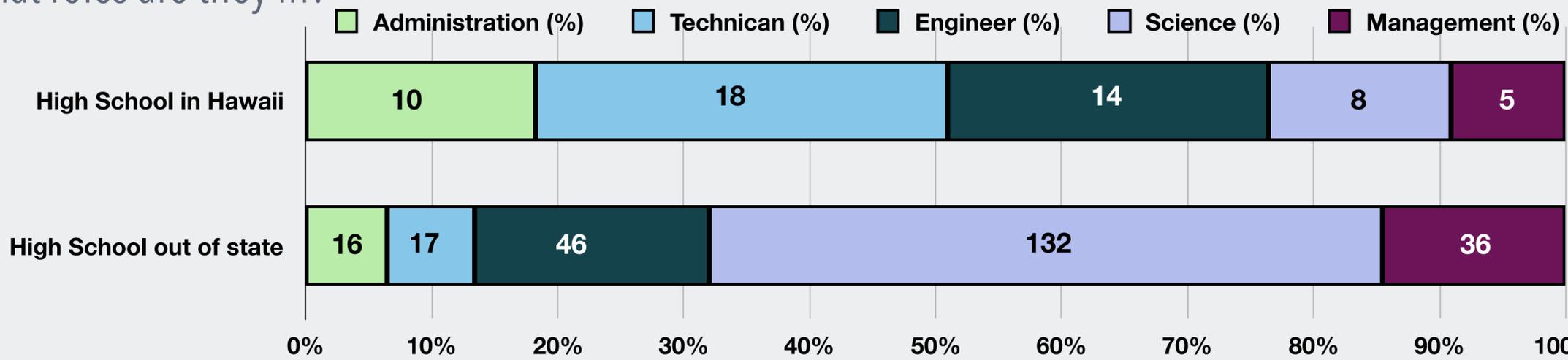
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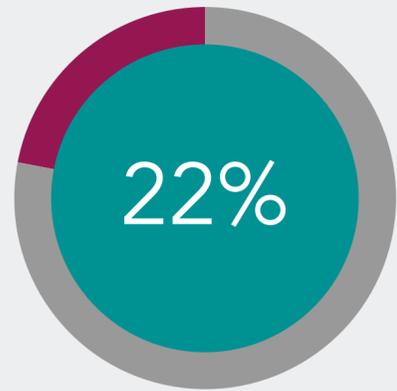


51% of MKO survey participants were resident in Hawaii at the time of hire into their current position

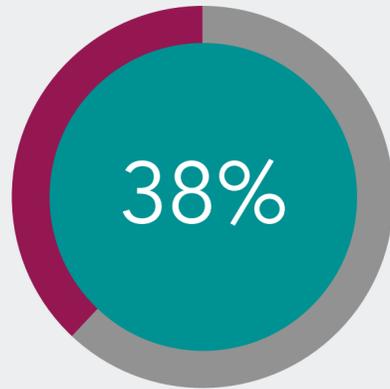
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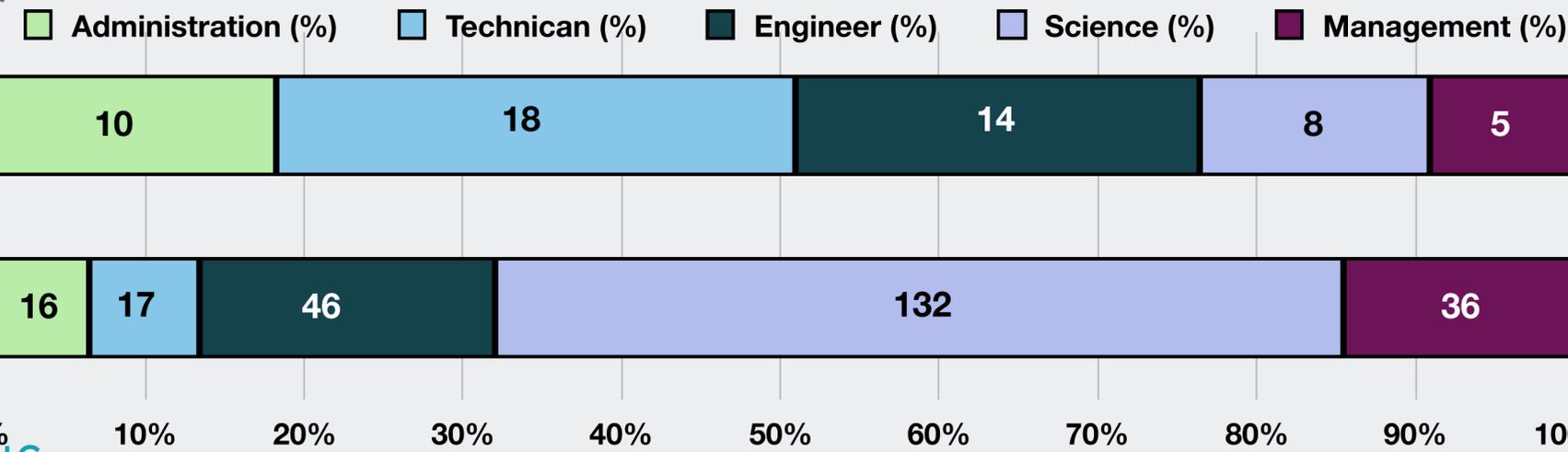
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OF ADMINISTRATION POSITIONS FILLED BY LOCALLY EDUCATED STAFF

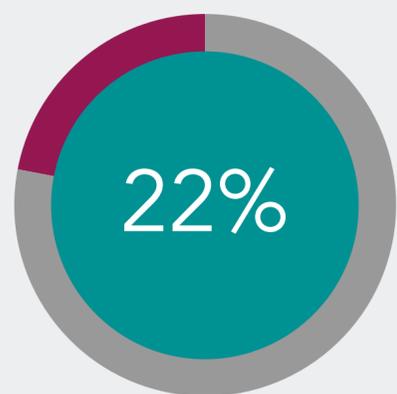


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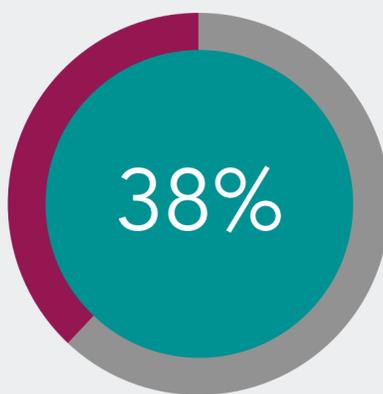
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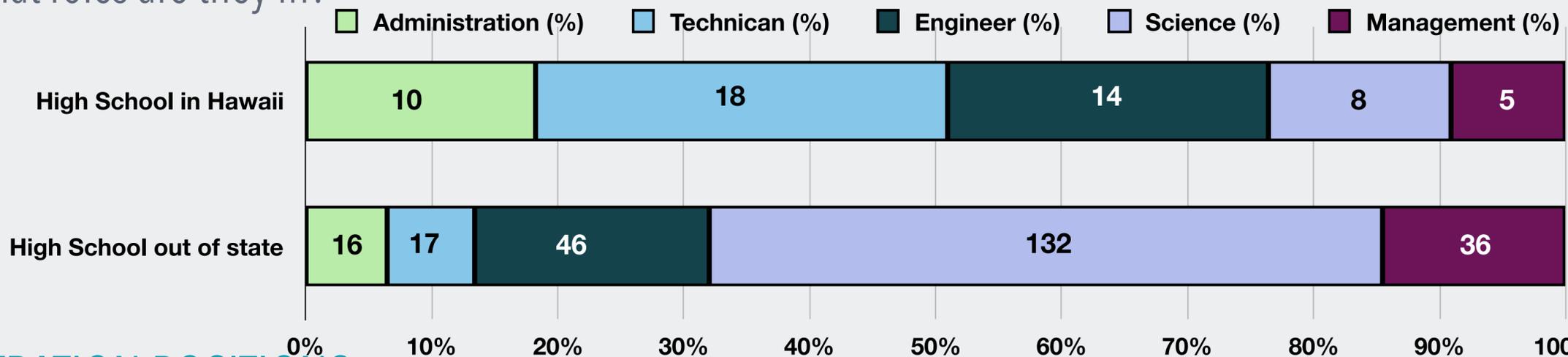


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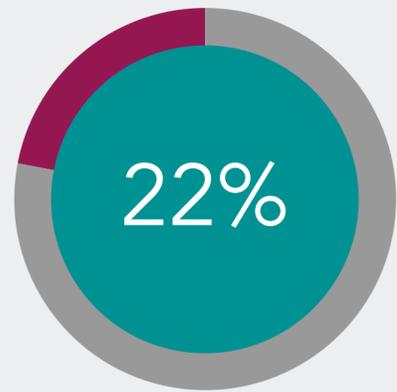
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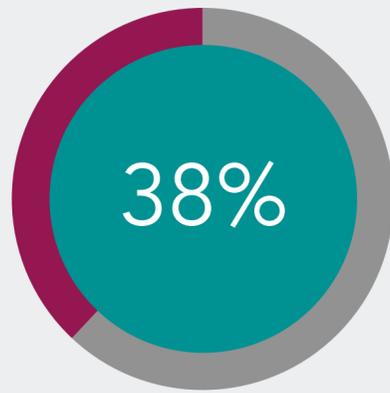
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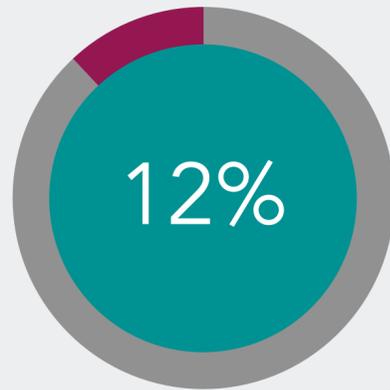
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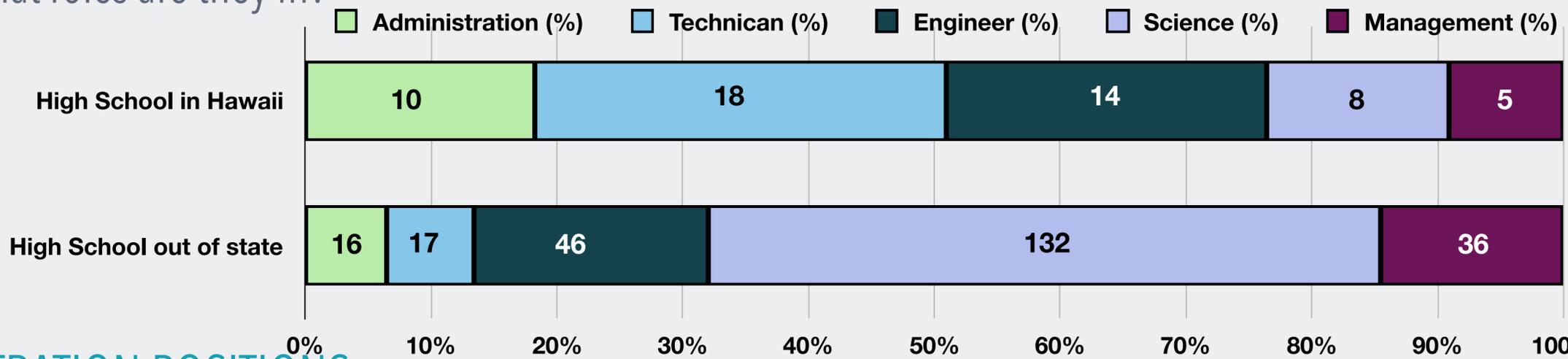
OF ADMINISTRATION POSITIONS FILLED BY LOCALLY EDUCATED STAFF



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

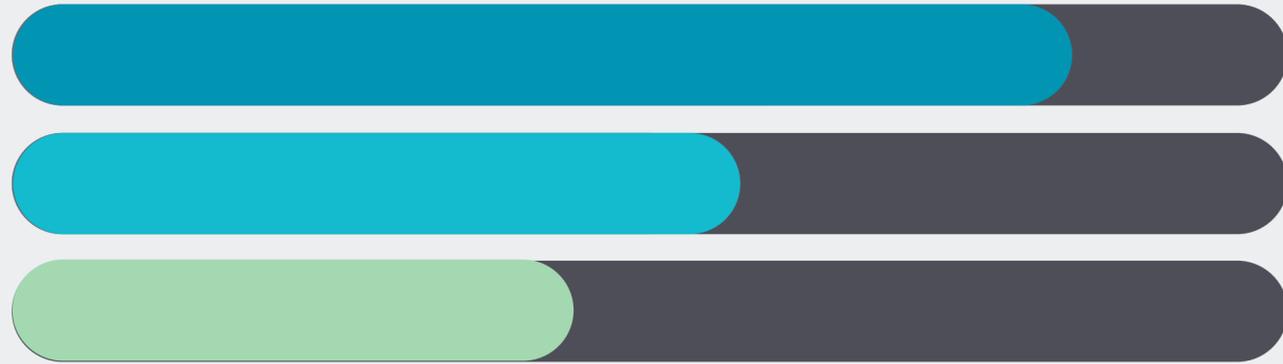


OF MANAGEMENT STAFF WERE EDUCATED IN HAWAII



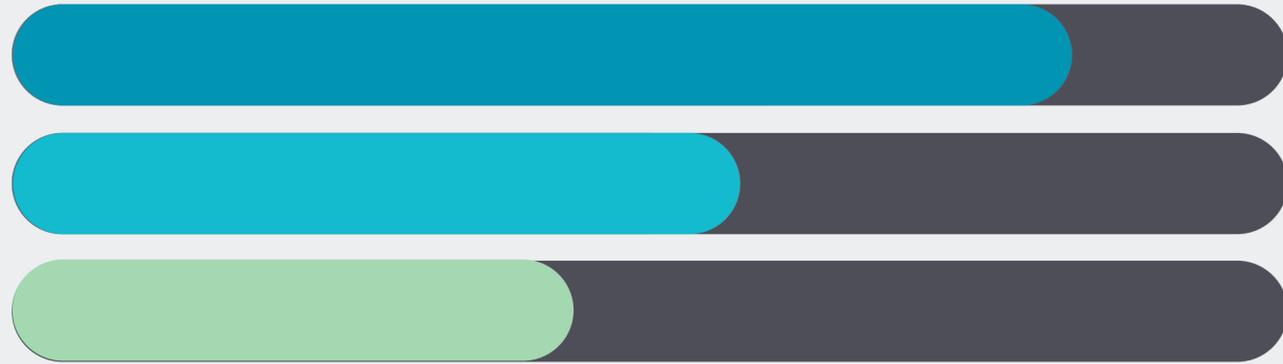
WORKPLACE CULTURE

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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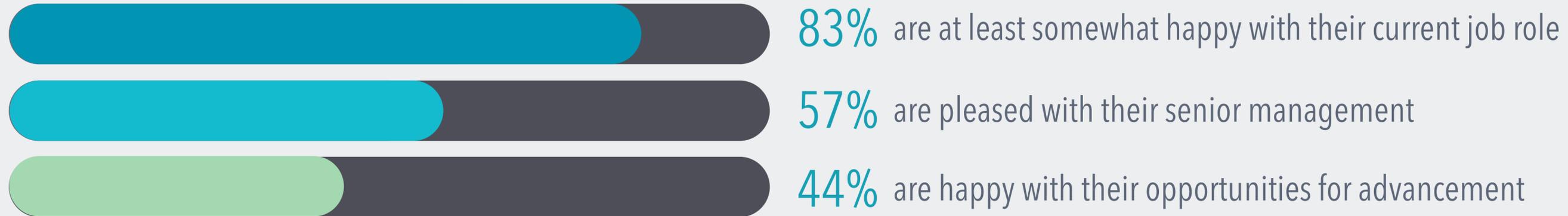


57% are pleased with their senior management



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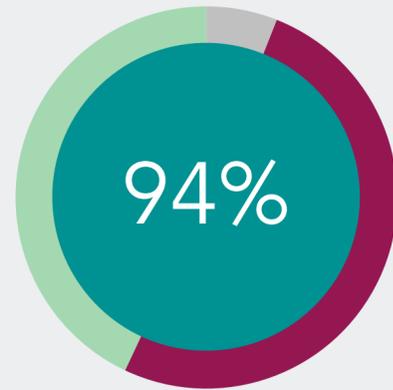
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44% are happy with their opportunities for advancement

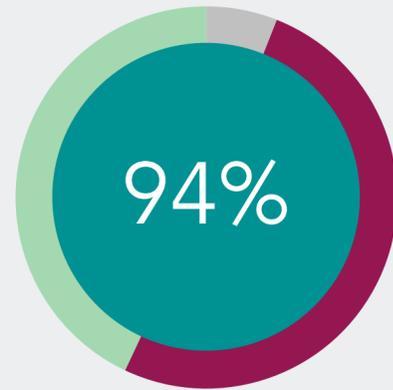
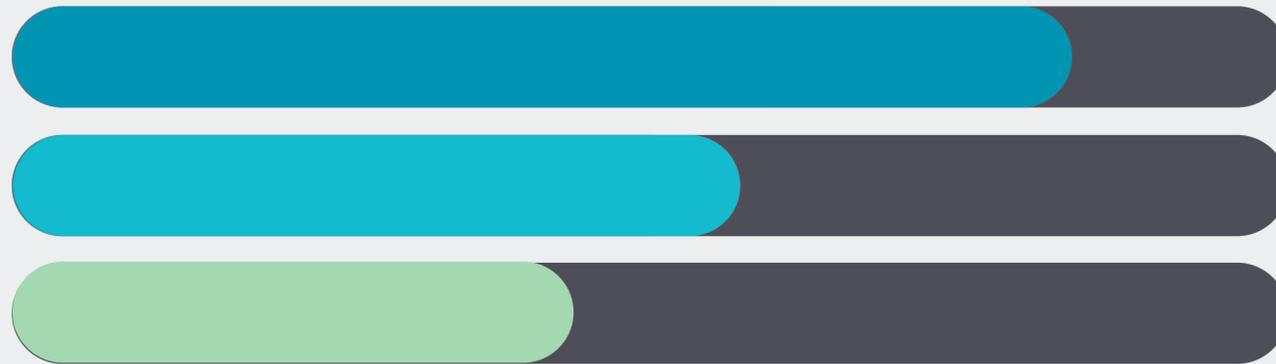


WORK LONGER THAN CONTRACTED HOURS

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

WORKPLACE CULTURE

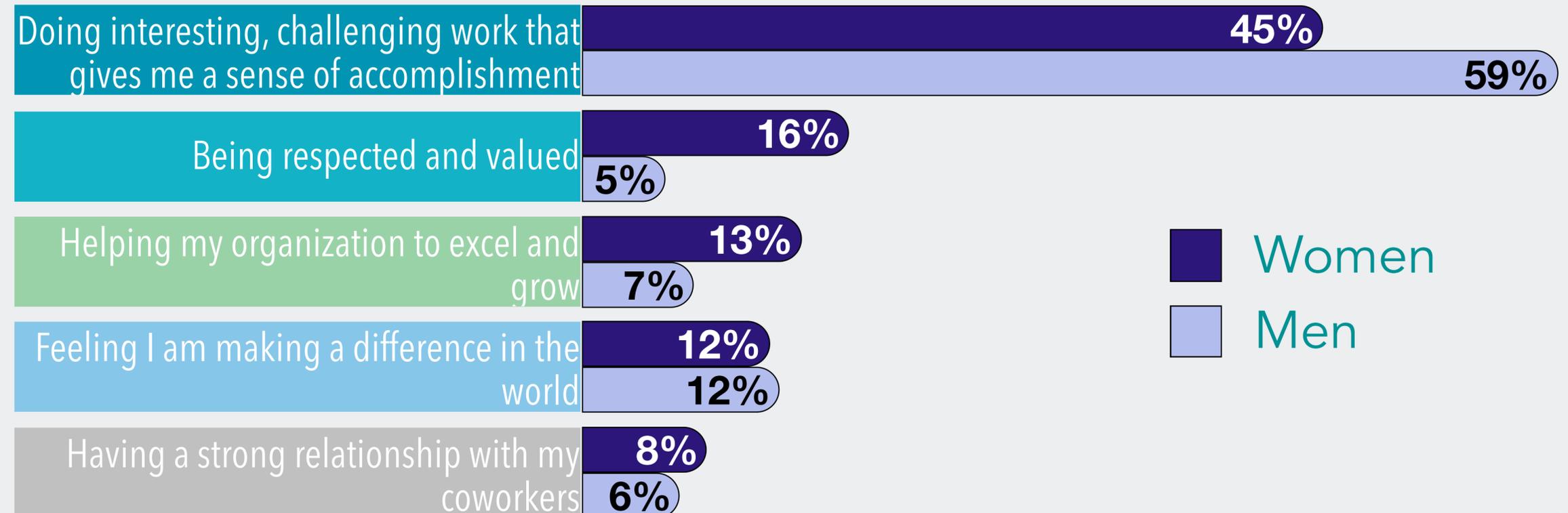
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What is the greatest pleasure you get from working?



Women
Men

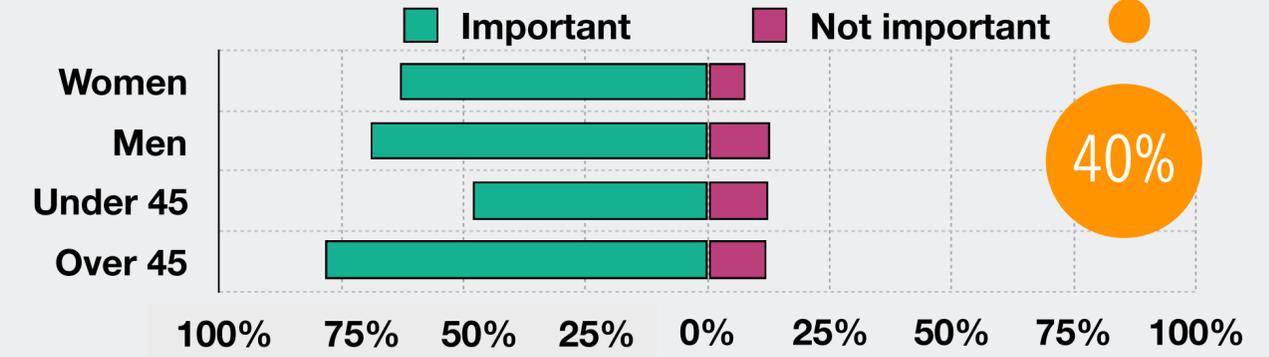
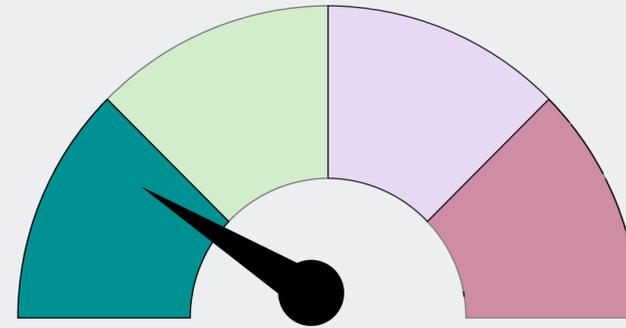
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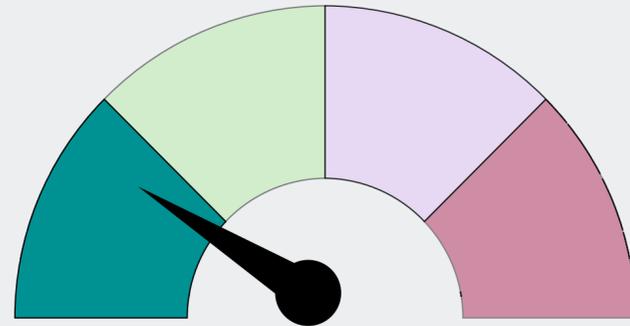
Ability to do the job **65%**



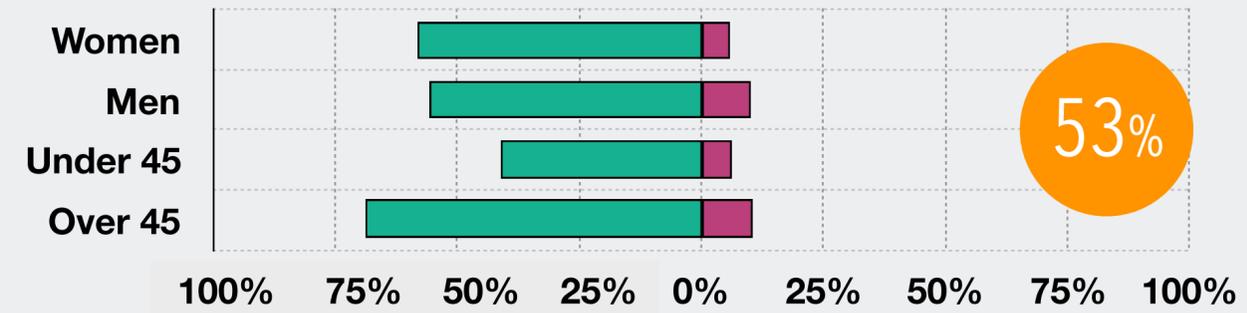
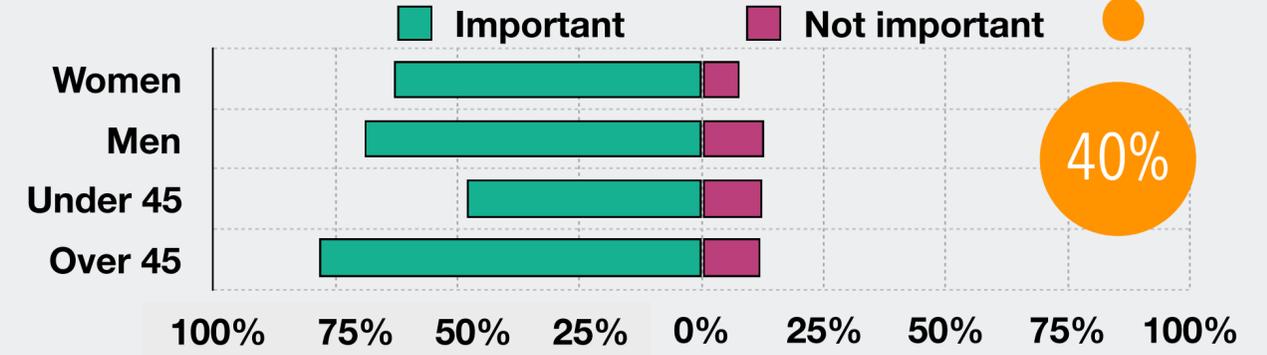
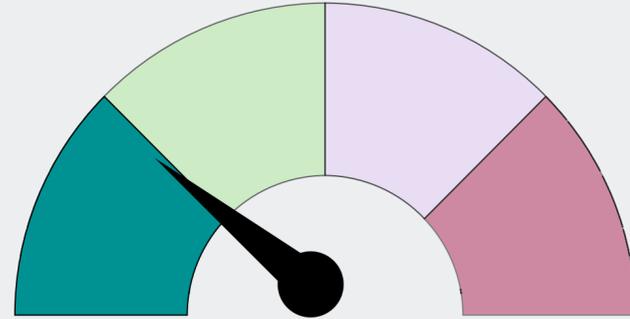
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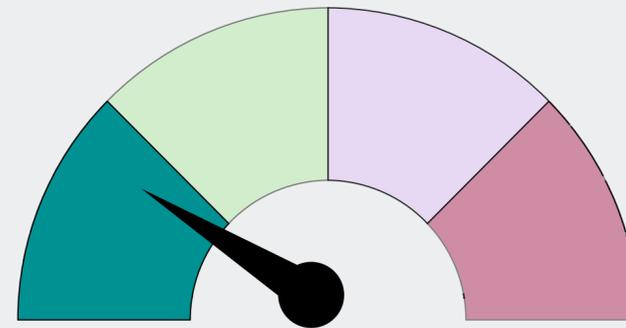
Sponsorship from senior staff **56%**



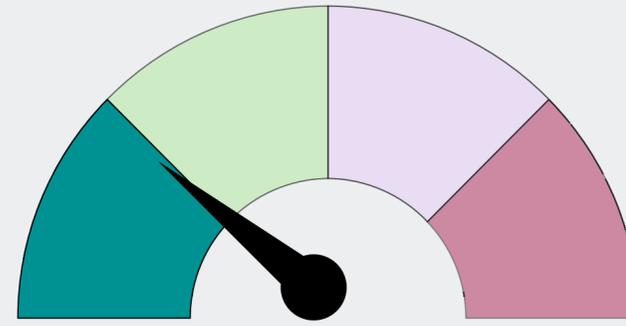
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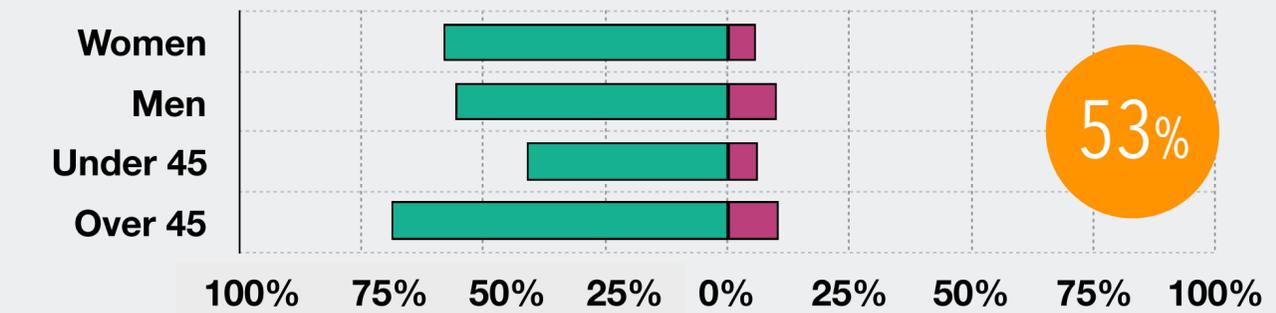
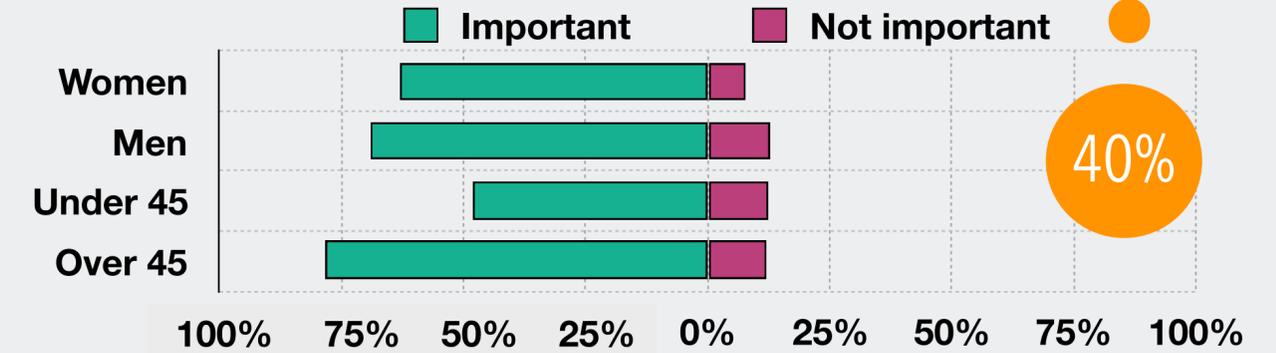
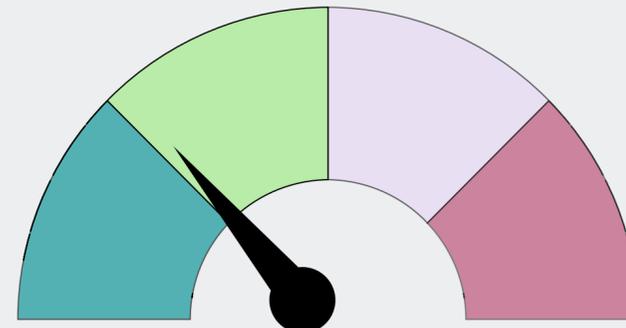
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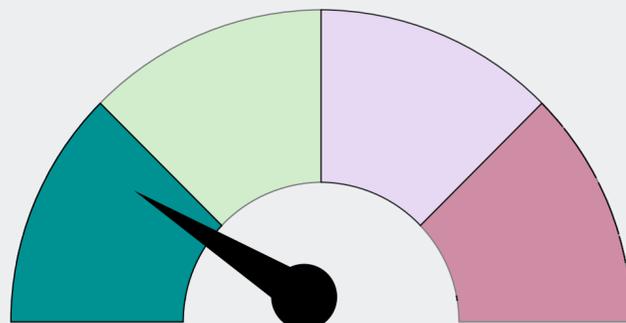
Length of time at an organization **45%**



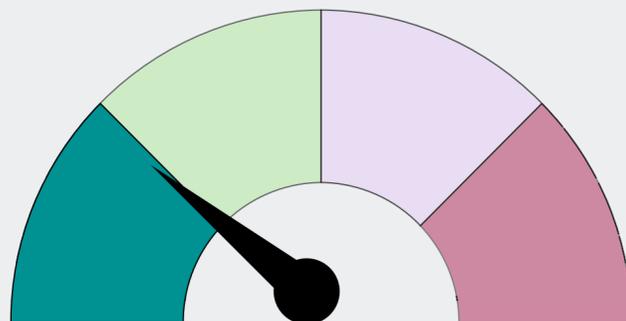
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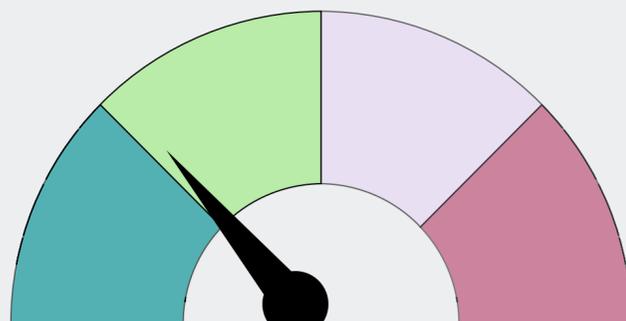
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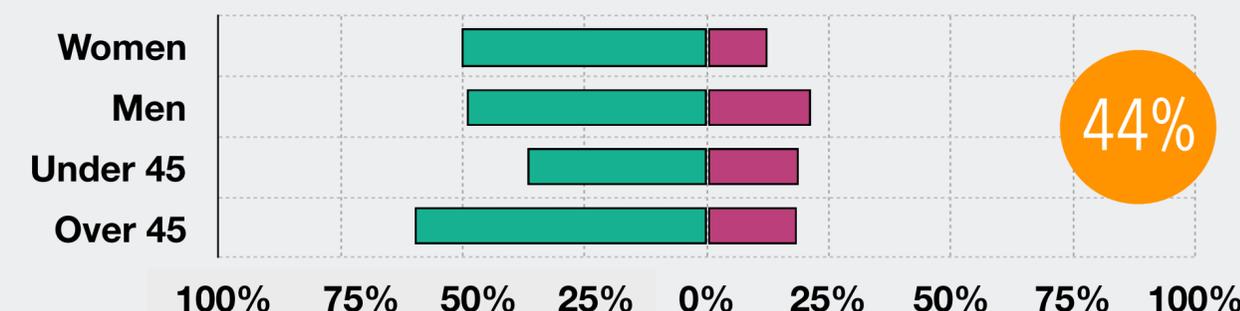
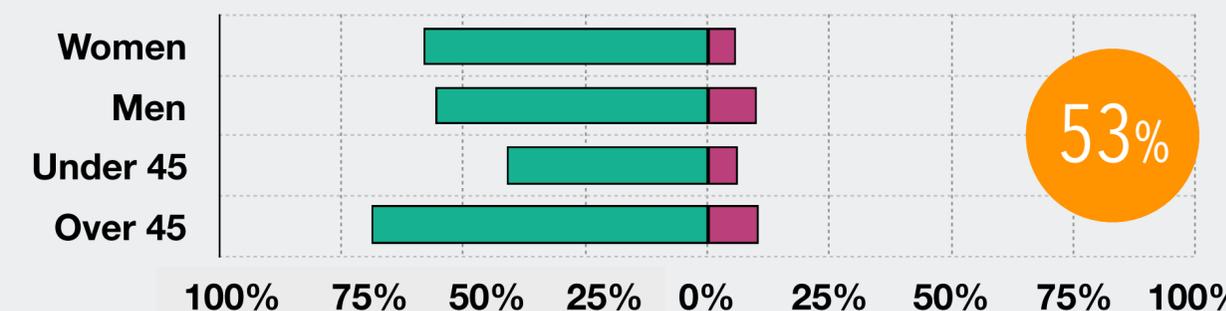
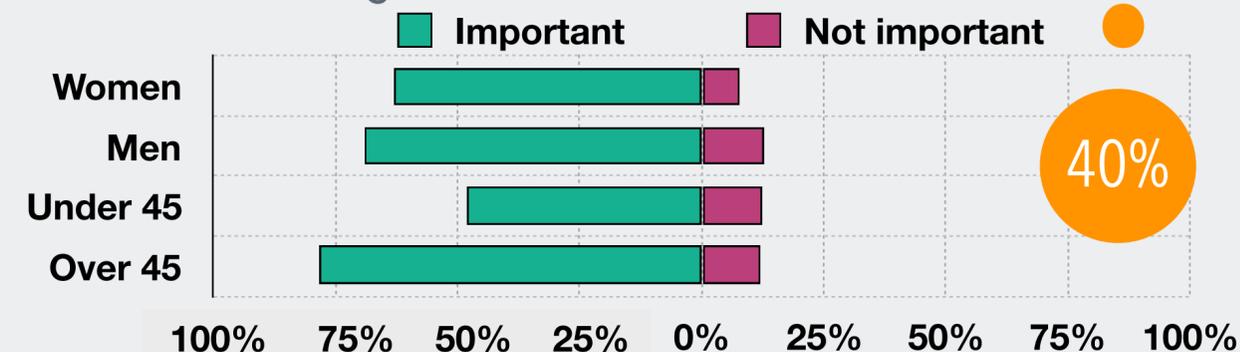
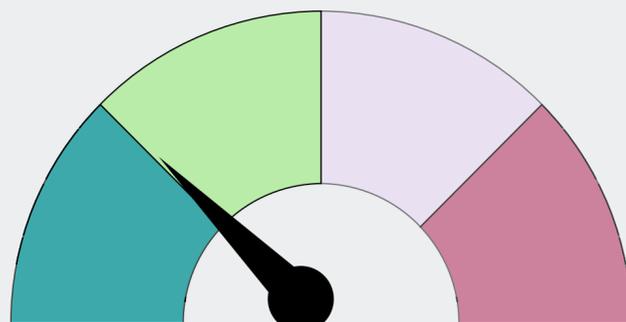
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Academic or professional certifications **49%**



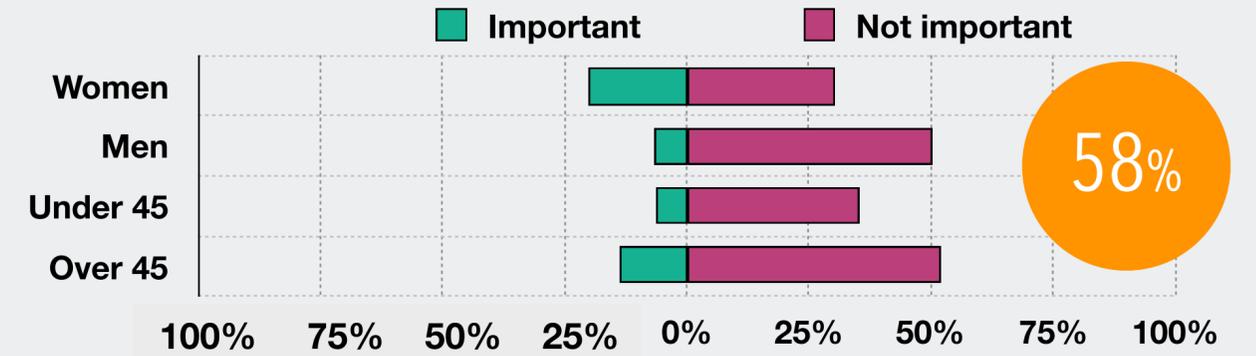
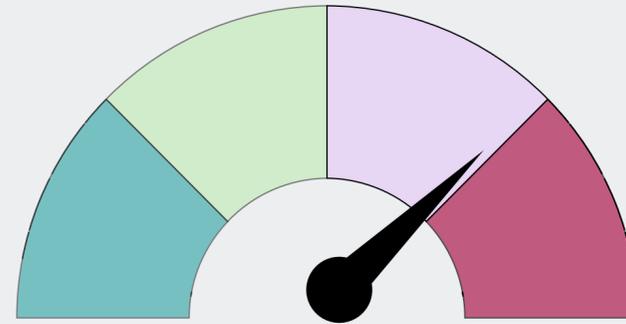
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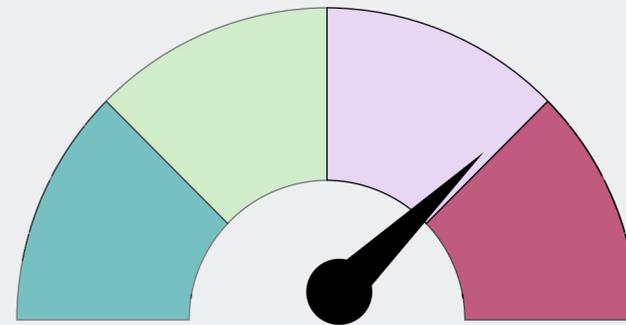
A person's gender **46%**



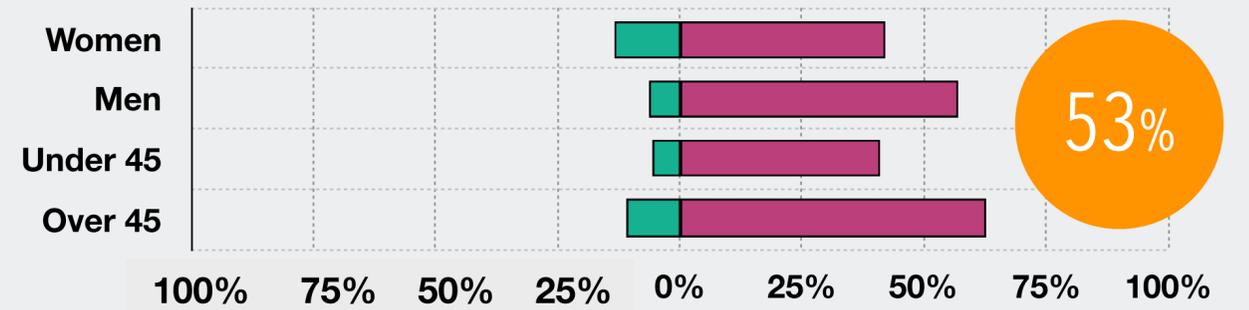
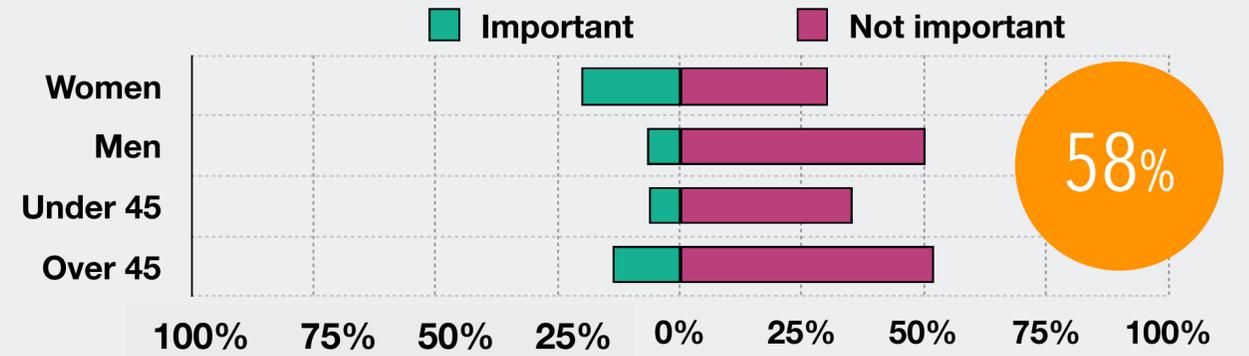
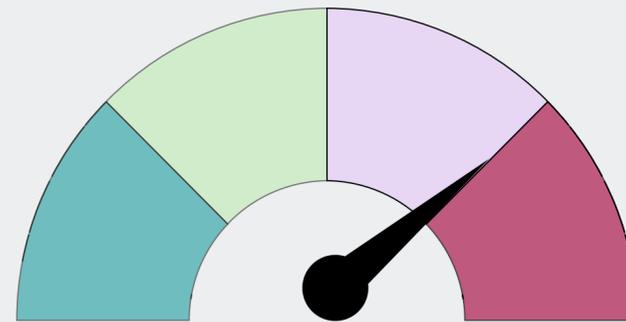
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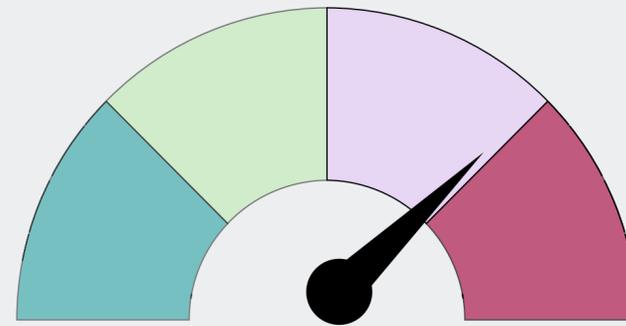
A person's race **52%**



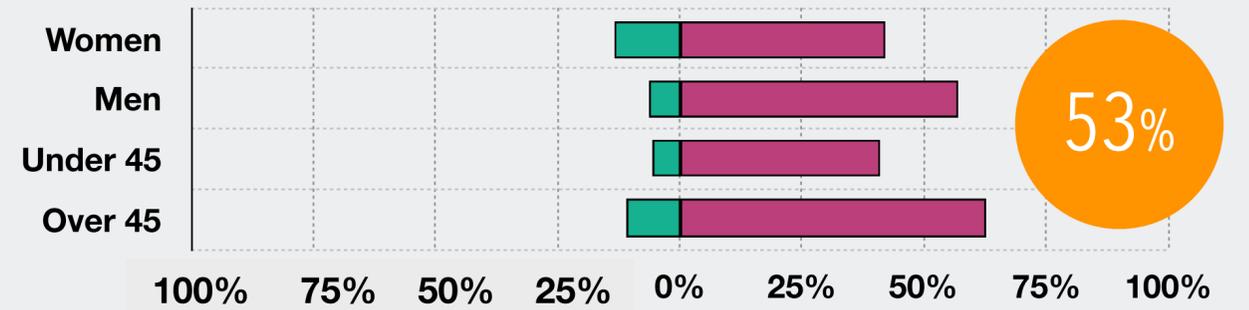
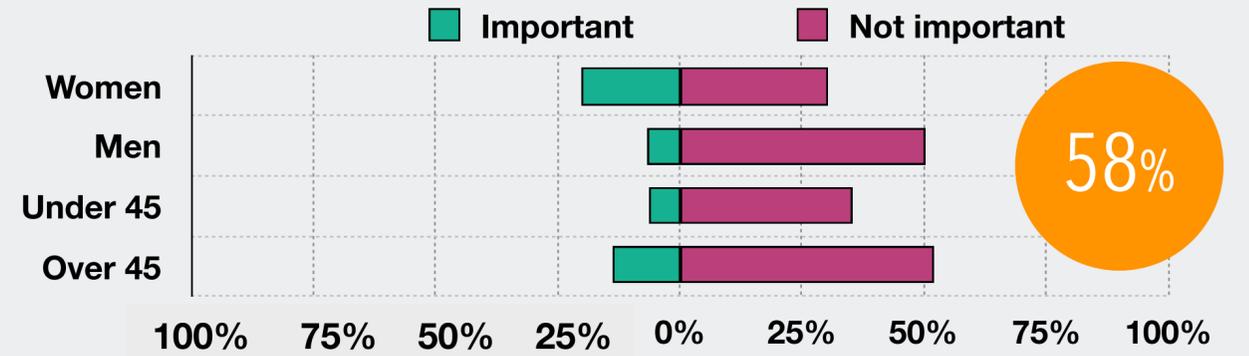
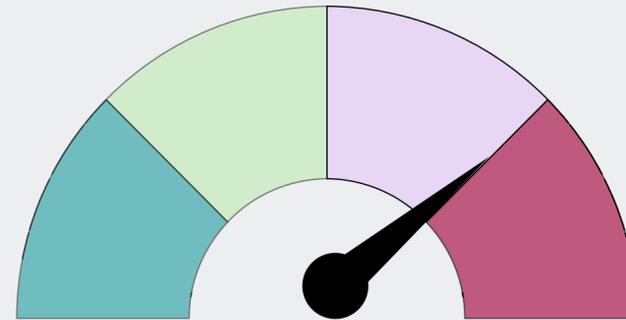
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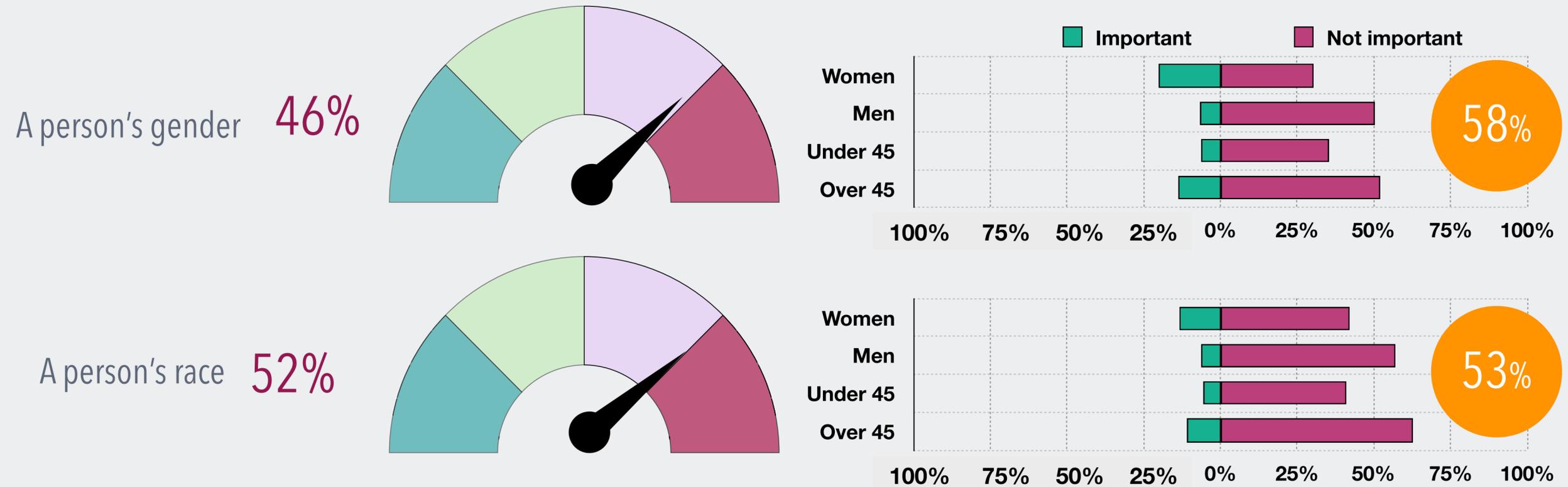
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Most MKO staff are sure that ability, staff sponsorship and academic certifications are important

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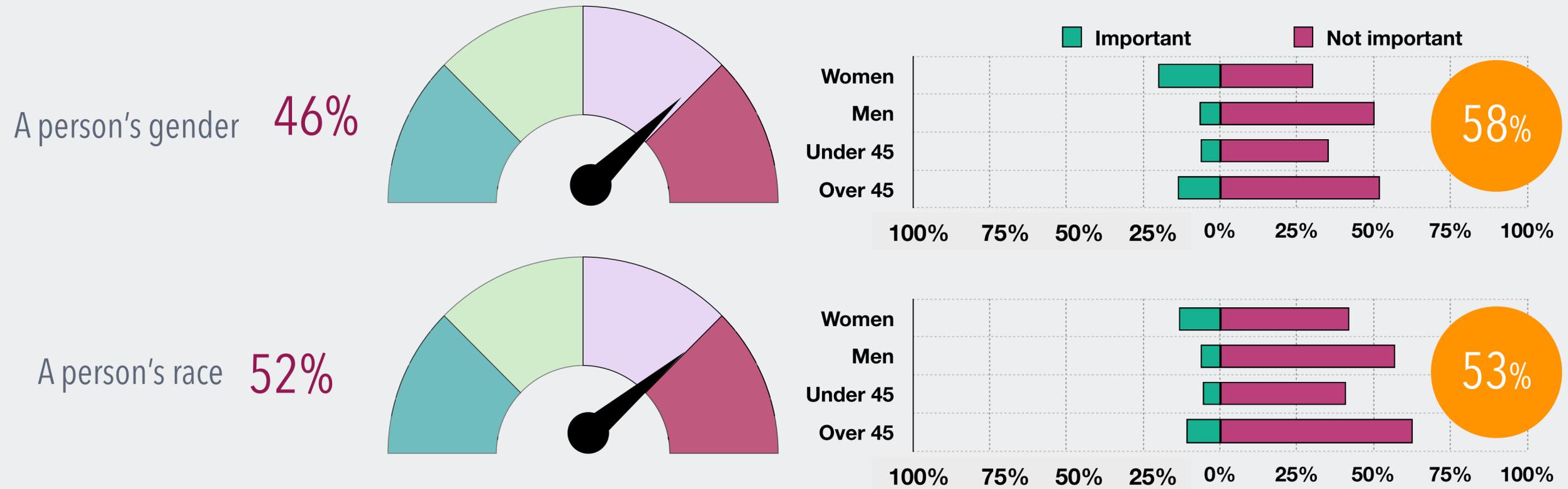


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More men than women are certain that gender is not an important factor

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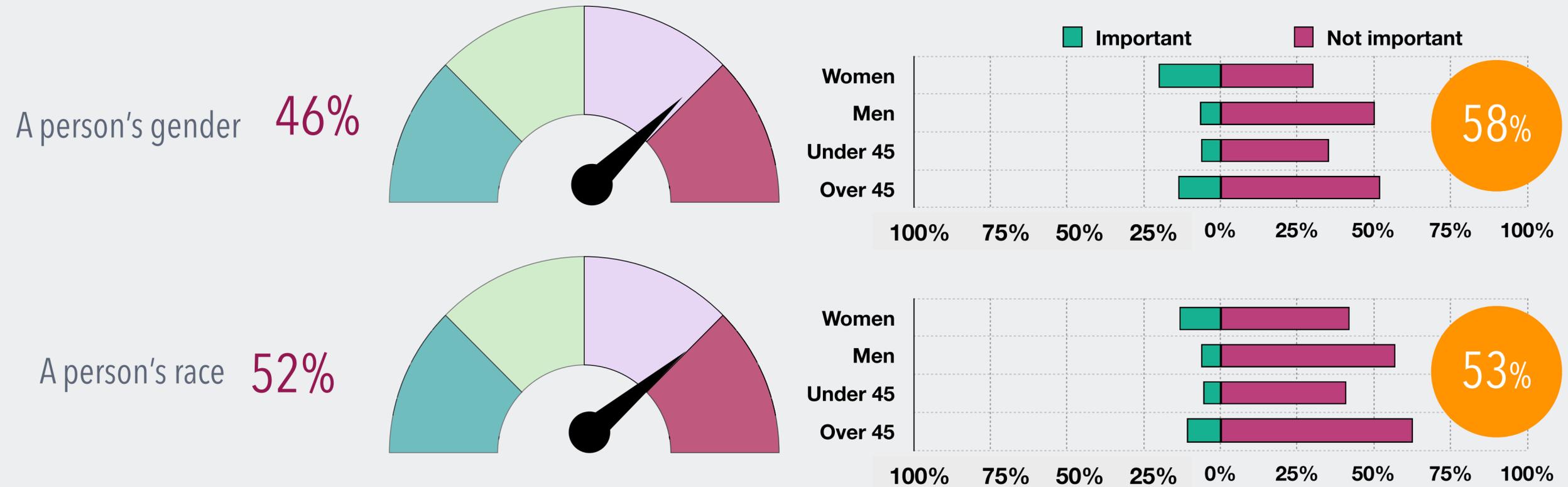
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Employees under 45 are unclear what their organization uses to determine advancement

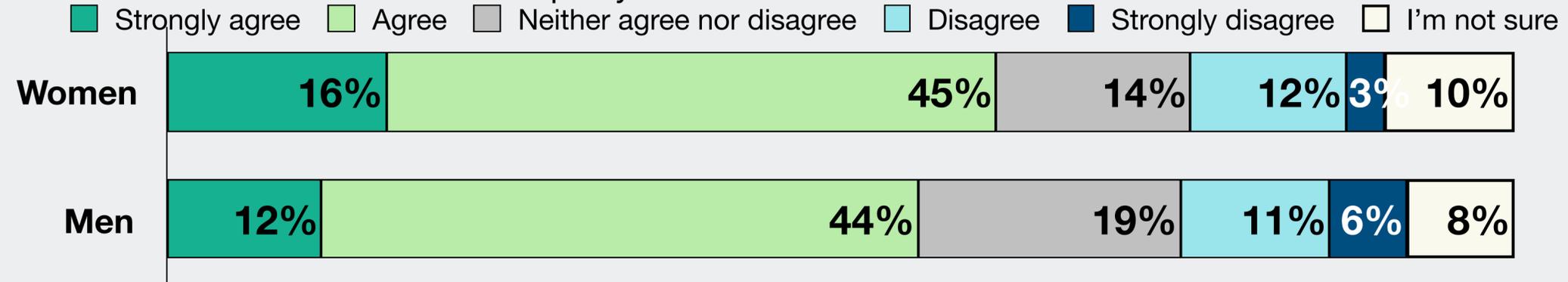
WORKPLACE ADVANCEMENT

Is there any organizational bias at your place of work?

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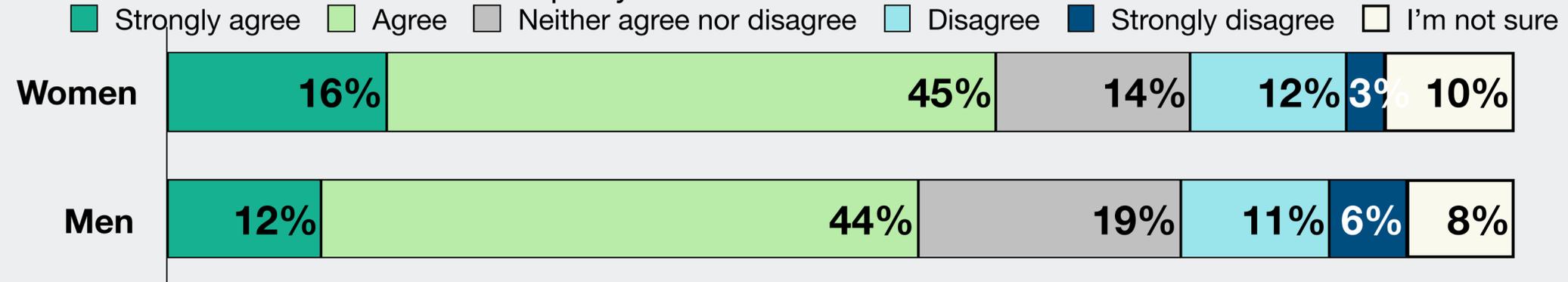
All skills are equally valued (outreach, technical, administration)



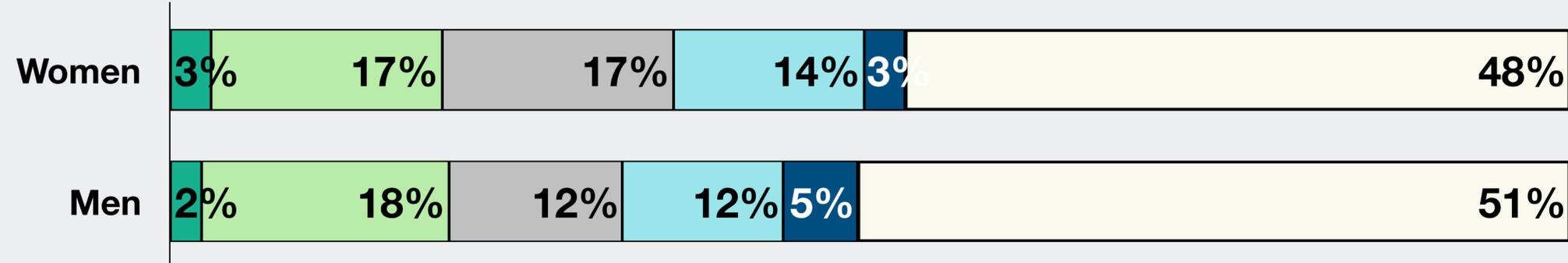
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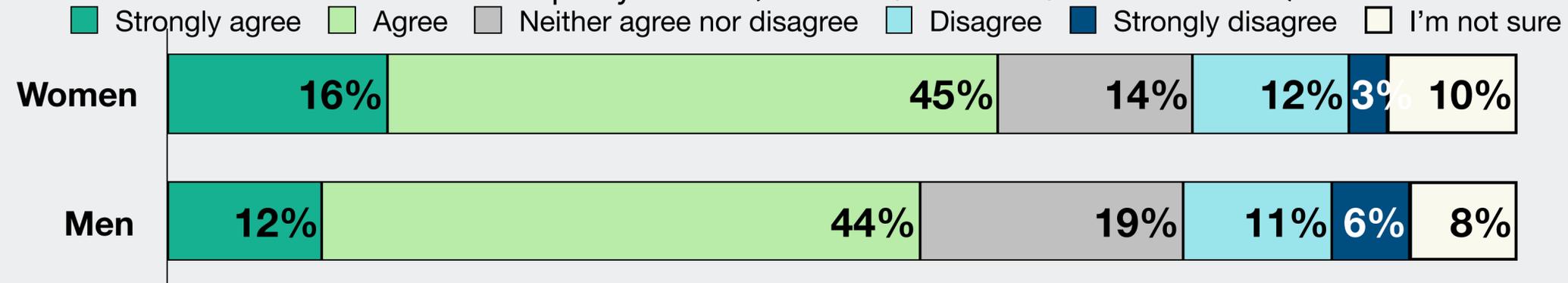
Those who work flexibly/part-time are offered the same career advancement opportunities



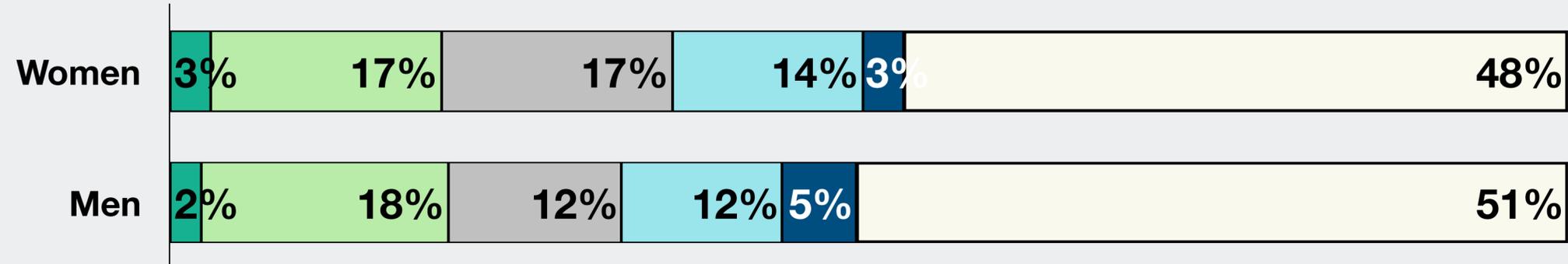
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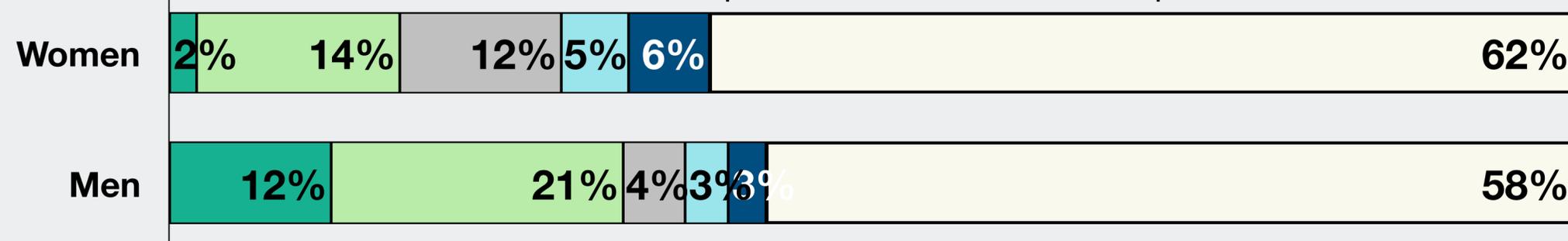
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Those who work flexibly/part-time are offered the same career advancement opportunities



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

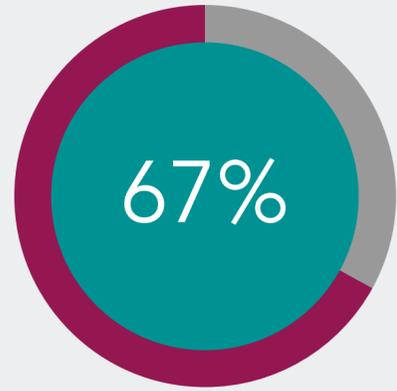


MENTORSHIP

Is mentorship a common practice at MKOs?

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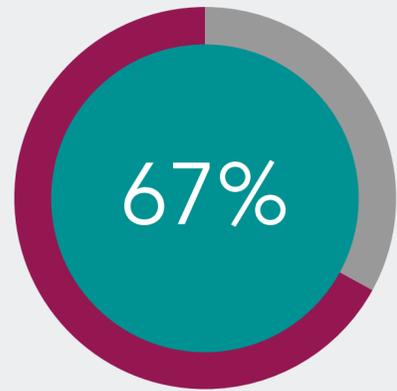


OF PARTICIPANTS HAVE HAD AT LEAST ONE MENTOR

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

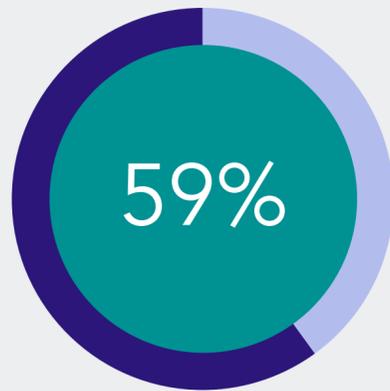
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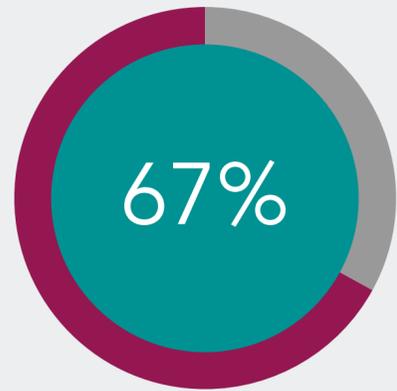


WOMEN HAVE HAD MOSTLY, OR ONLY, MALE MENTORS

74% of men report their mentors were predominantly men

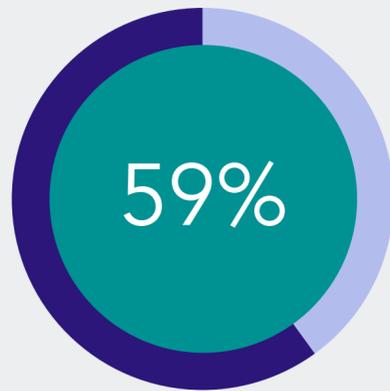
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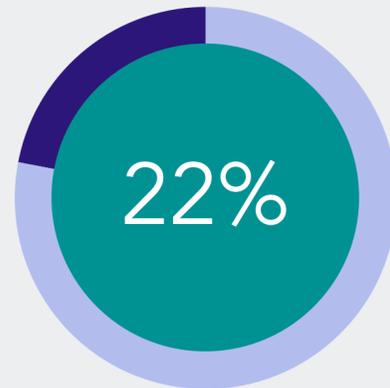
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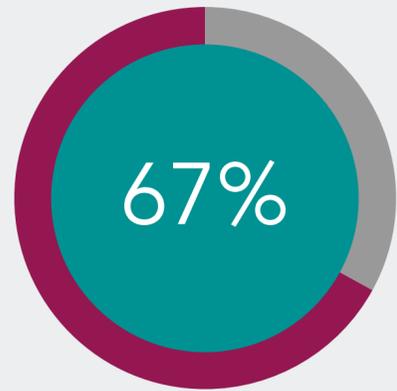


WOMEN UNDER 45 HAVE NO MENTORS

24% of men under 45 also report having no mentors

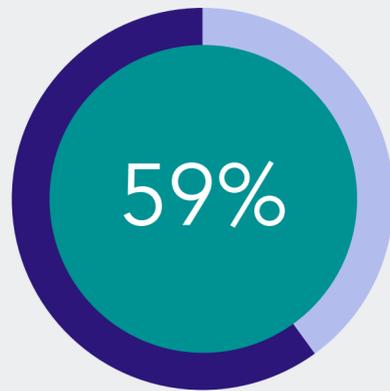
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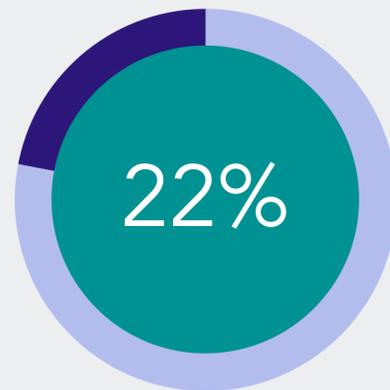
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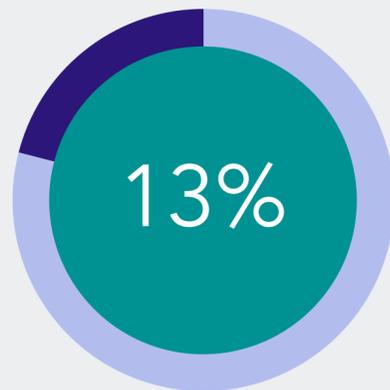
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74% of men report their mentors were predominantly men



WOMEN UNDER 45 HAVE NO MENTORS

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WOMEN UNDER 45 REPORT HAVING MOSTLY FEMALE MENTORS

4% of men have had female mentors

GENDER BIAS IN CAREER

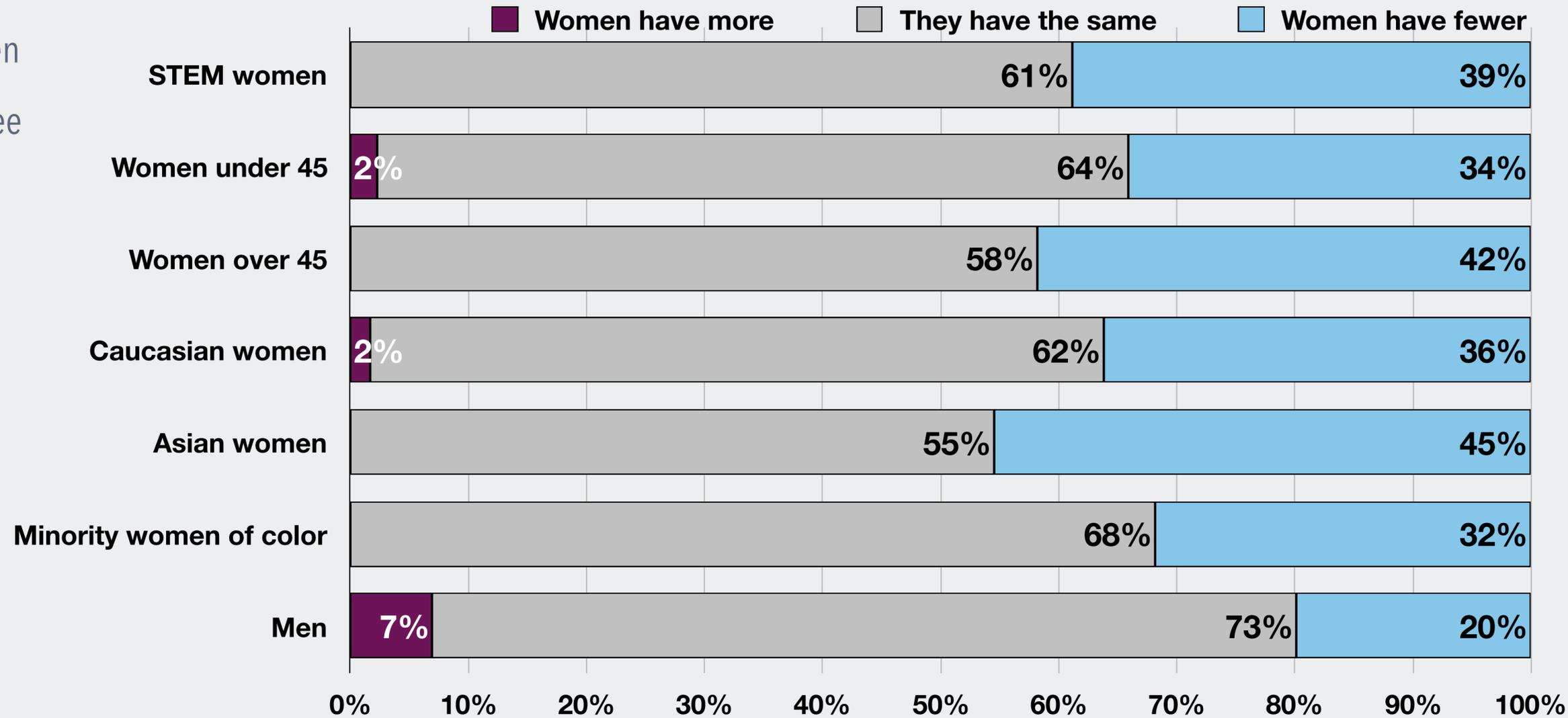
Has gender played a factor in the careers of MKO staff?

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.

Do women have more, fewer or the same opportunities as men?



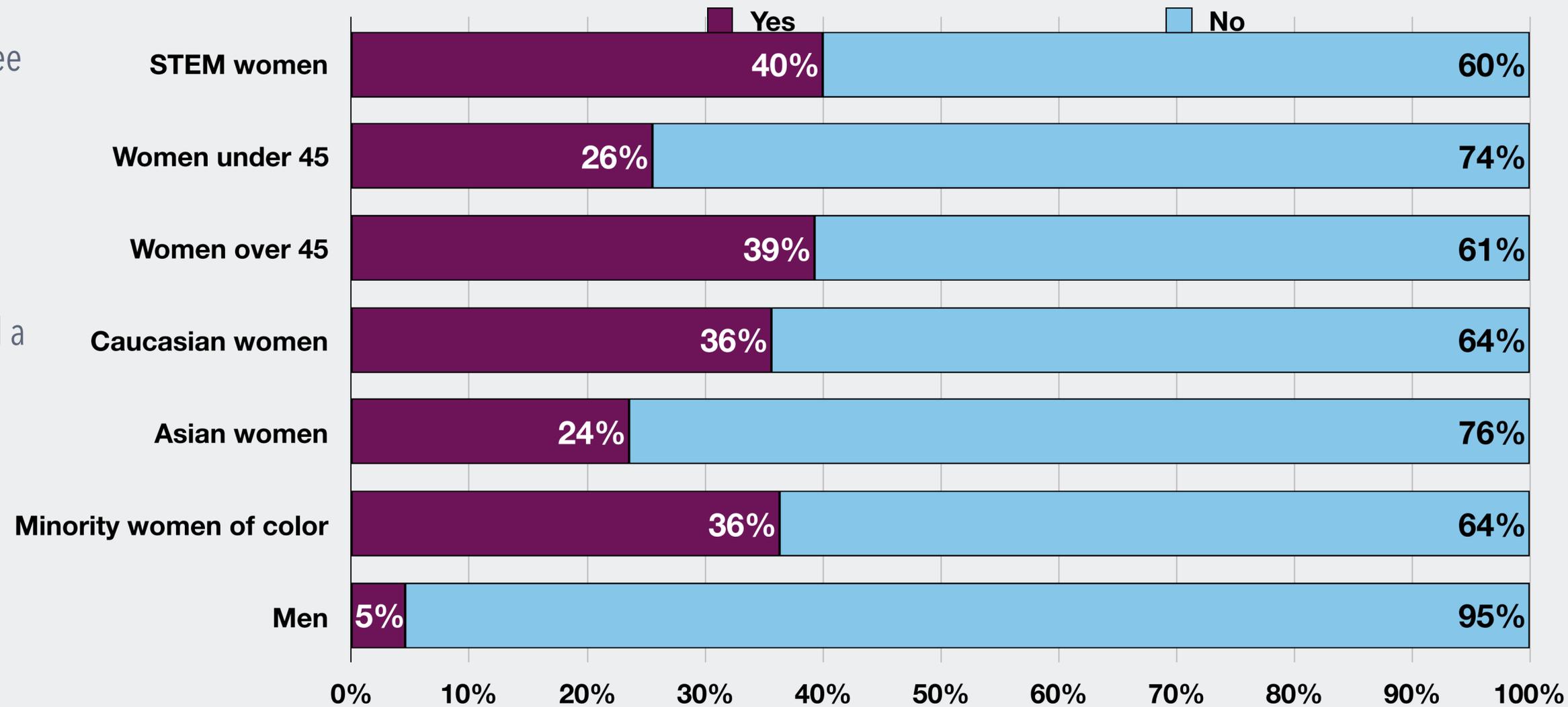
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40% of women in STEM roles have missed a career opportunity as a result of their gender.

Has your gender ever played a role in missing a career opportunity?



GENDER BIAS IN CAREER

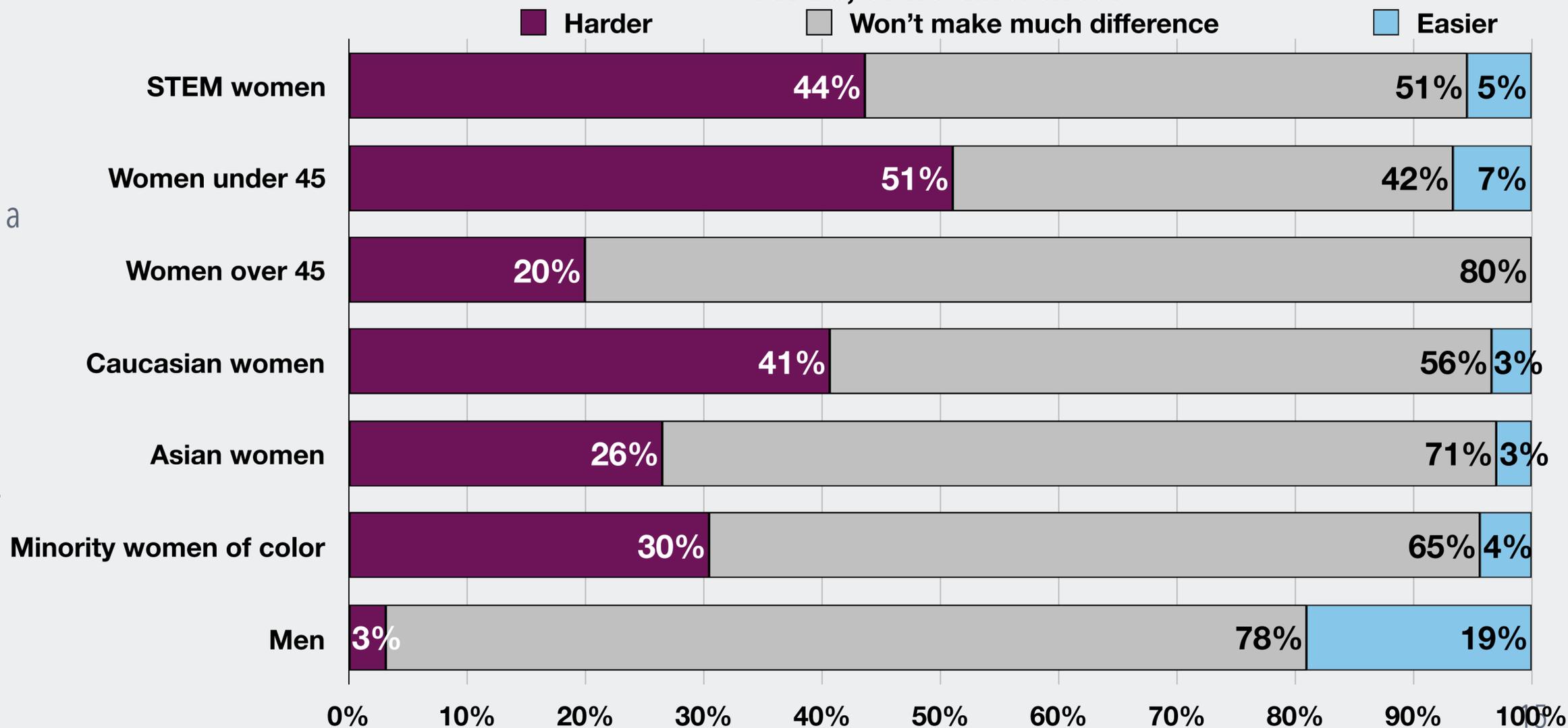
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51% of women under 45 believe their future career will be harder as a result of their gender

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



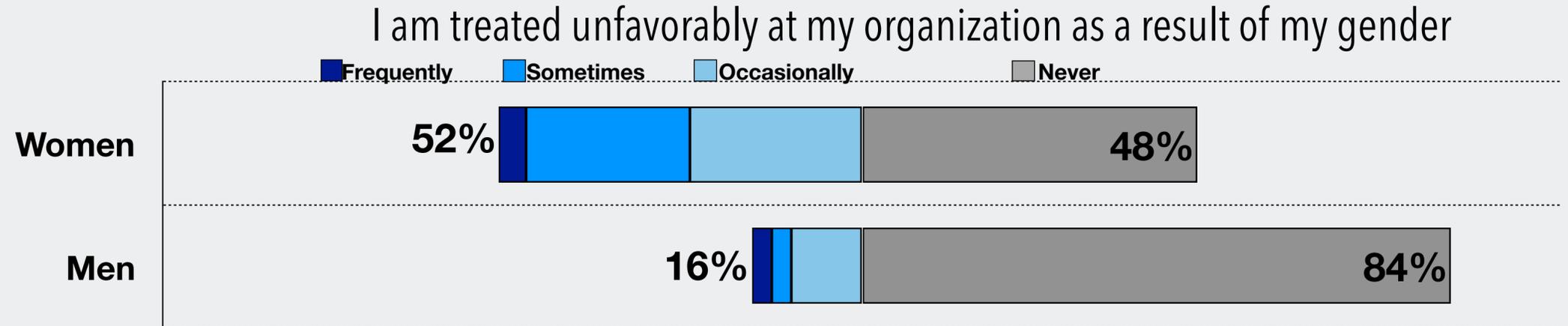
WORKPLACE TREATMENT

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

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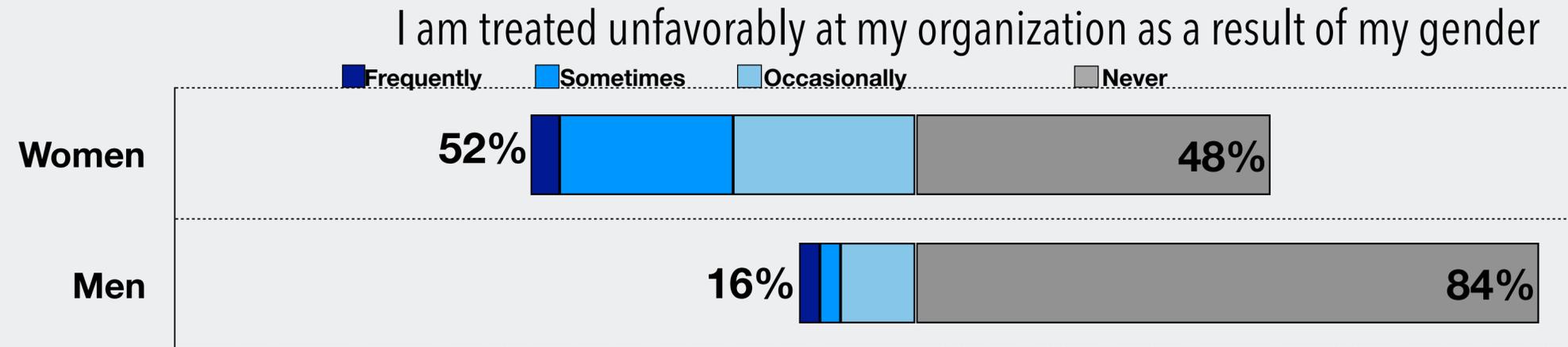
52% of women have at least occasionally experienced gender-based mistreatment at their current organization



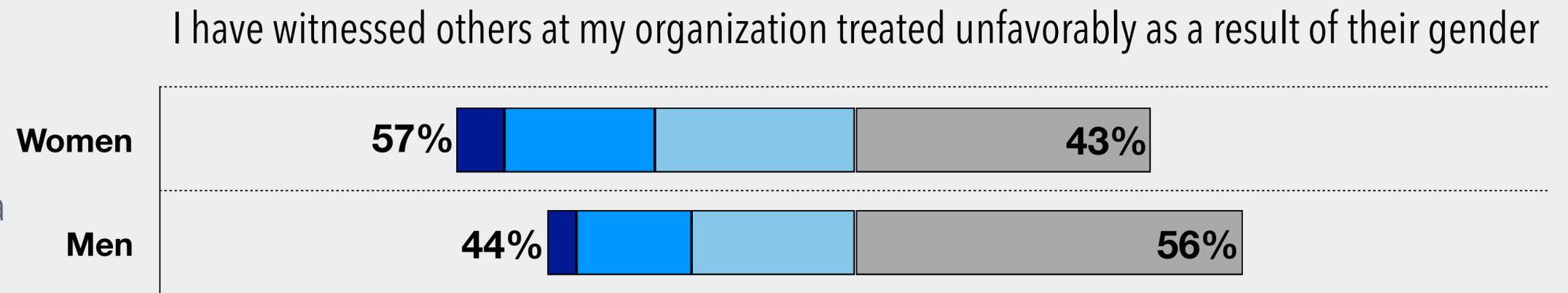
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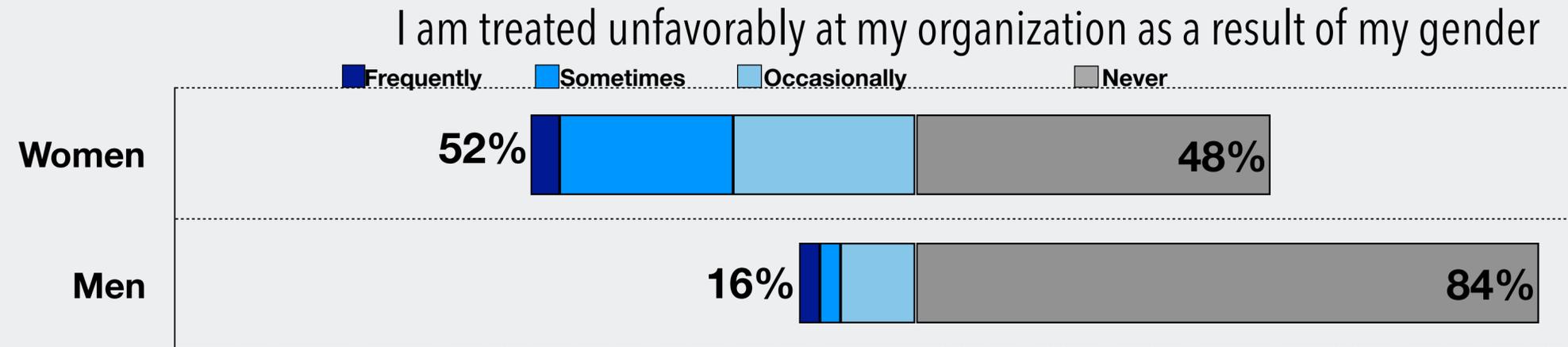
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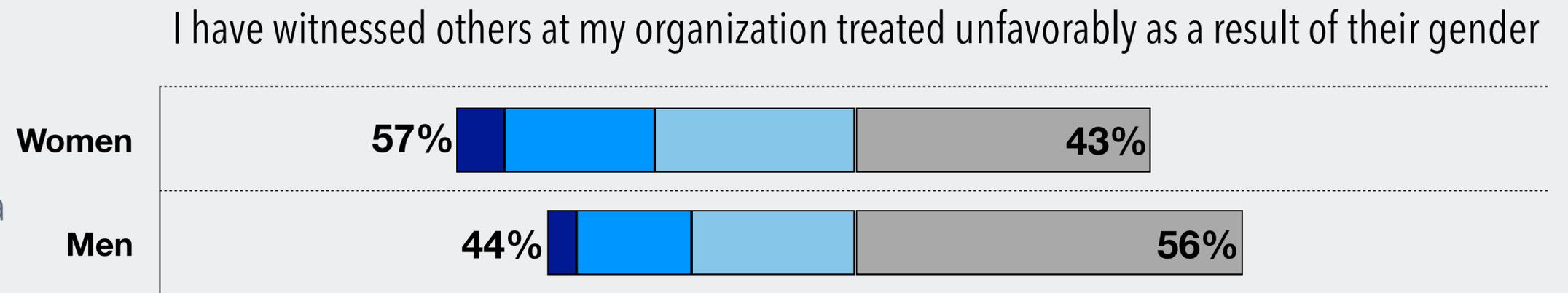
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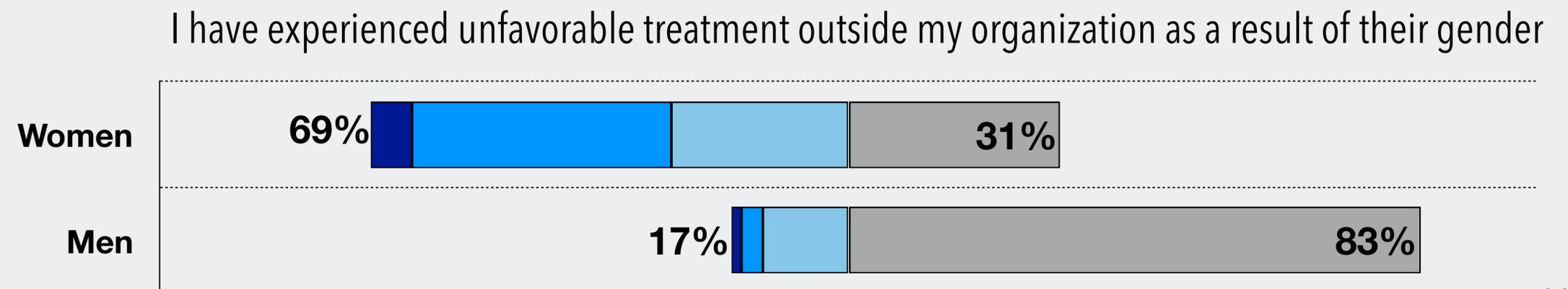
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69% of women experience gender-based mistreatment in their external work interactions



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)

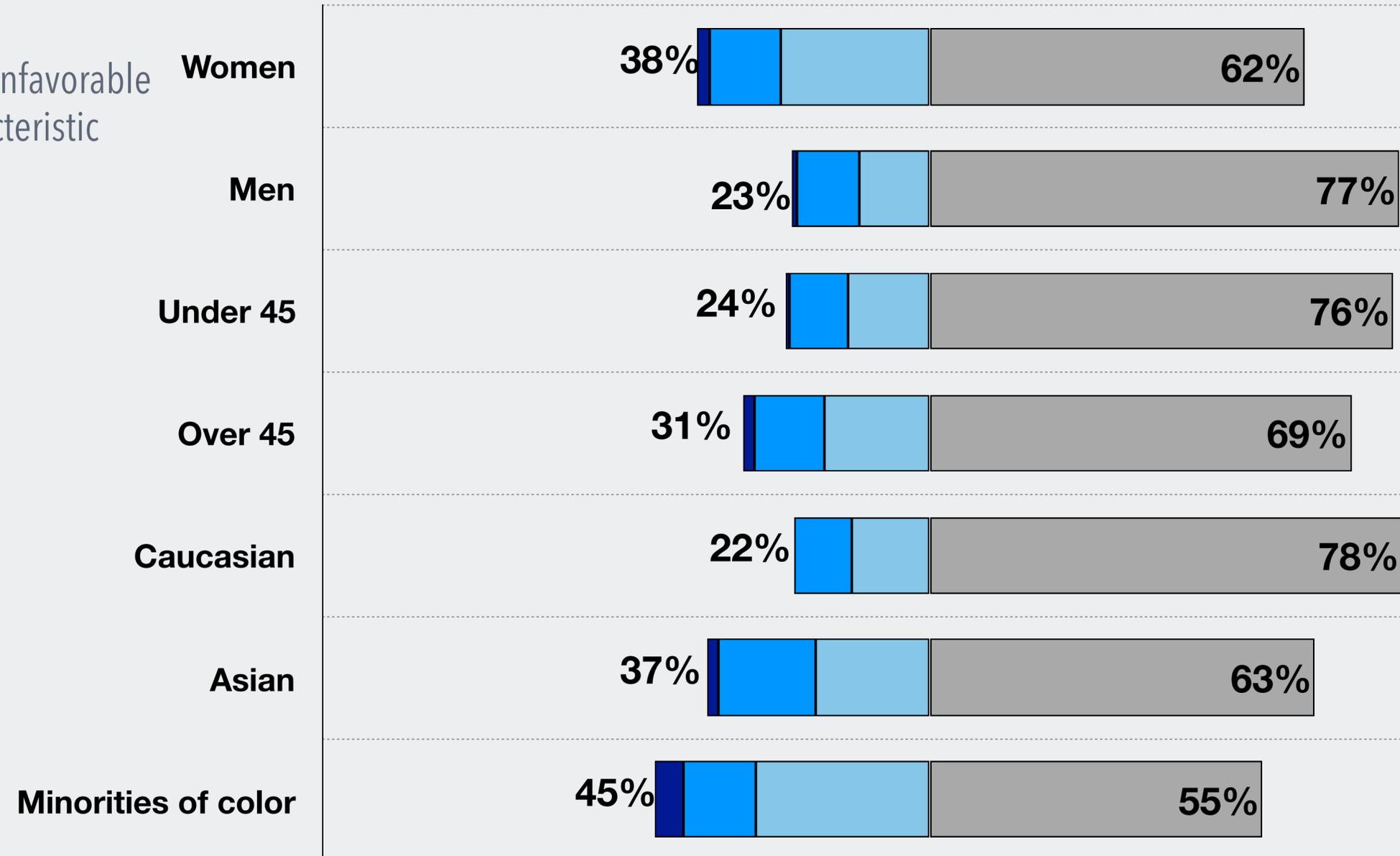
WORKPLACE TREATMENT

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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



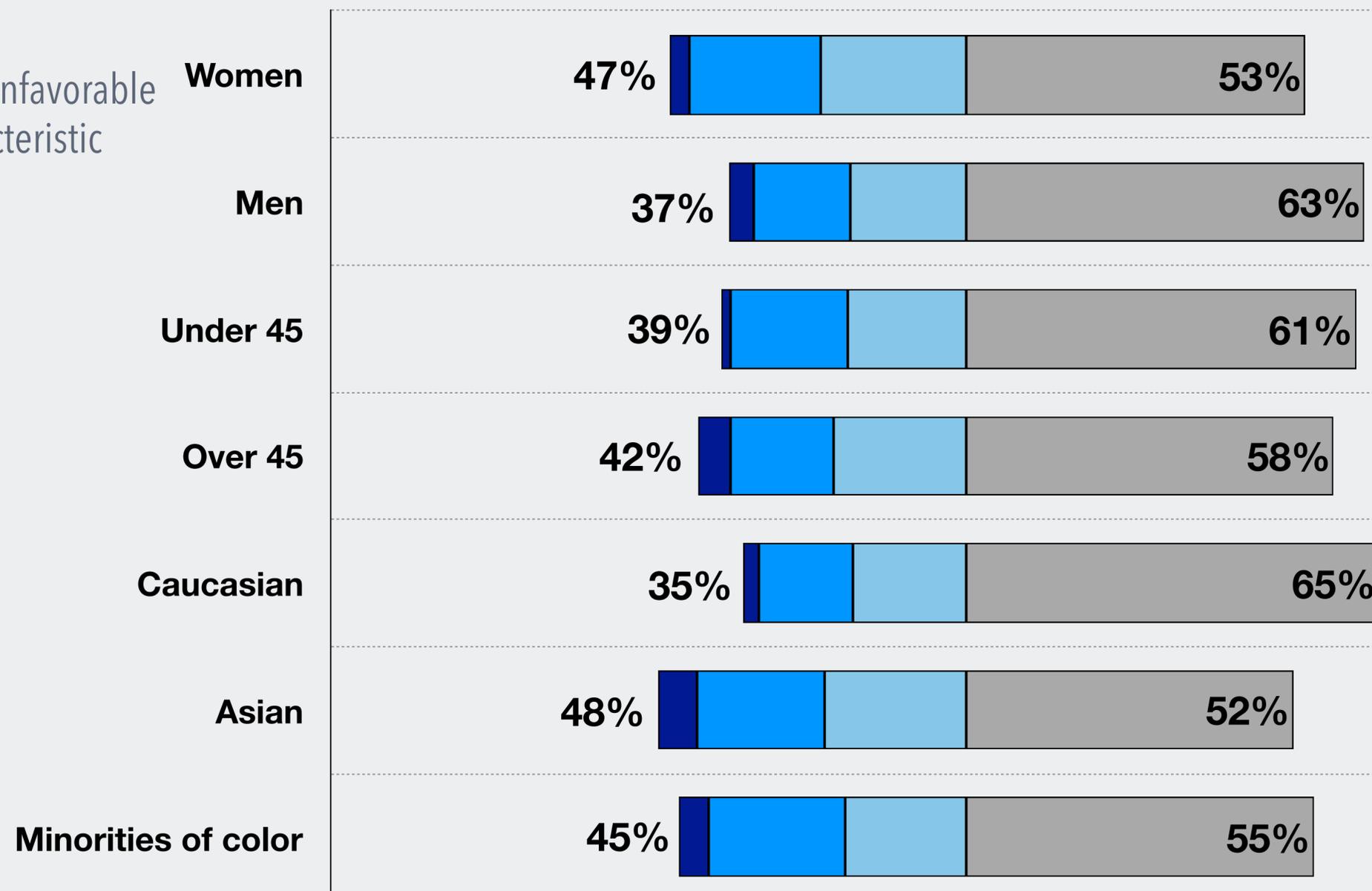
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I am witnessed others treated unfavorably at my organization as a result of a protected characteristic

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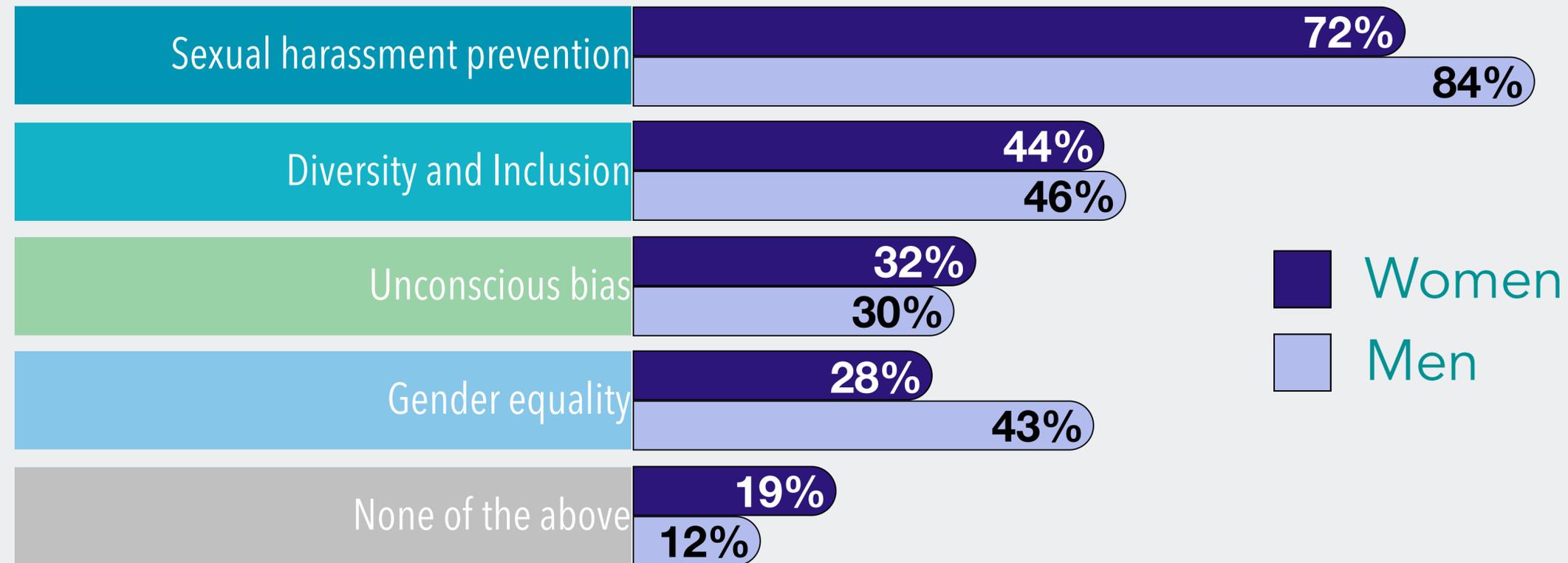
EQUITY AND DIVERSITY INITIATIVES

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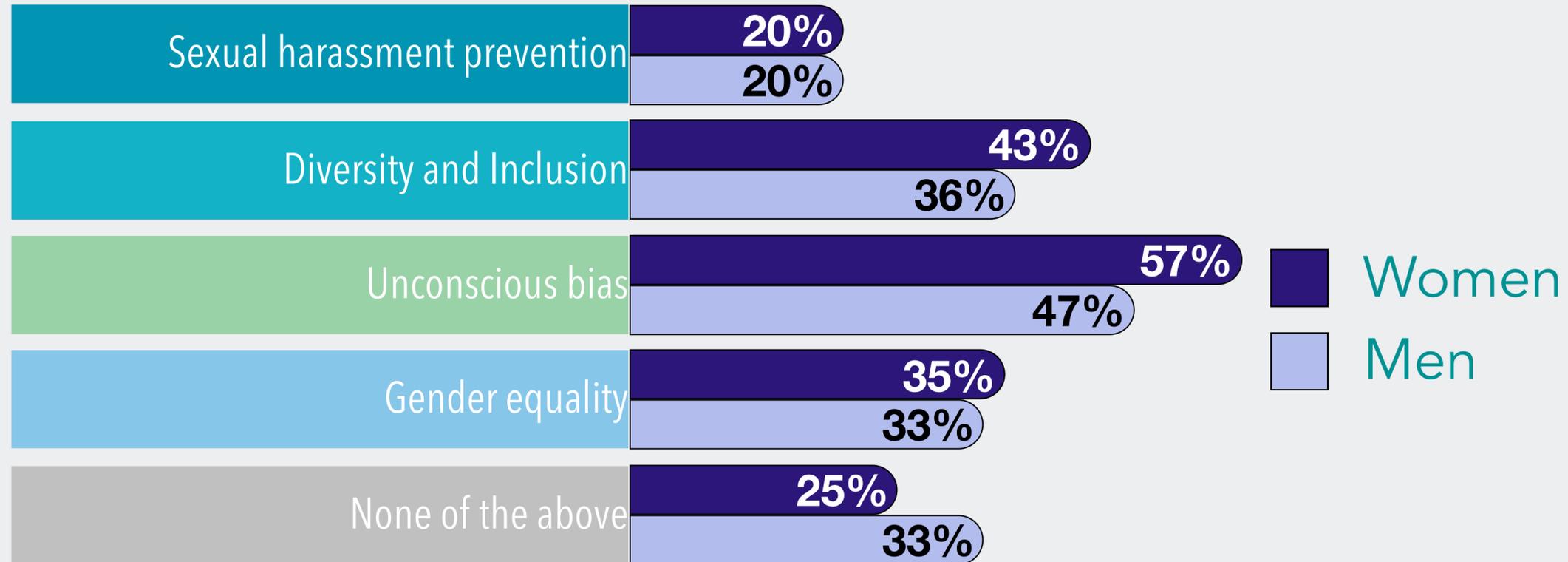
I have undertaken training in:



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I would like to have training in:

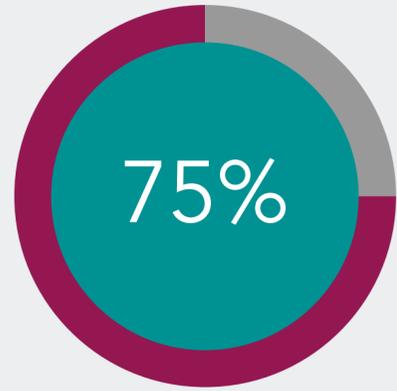


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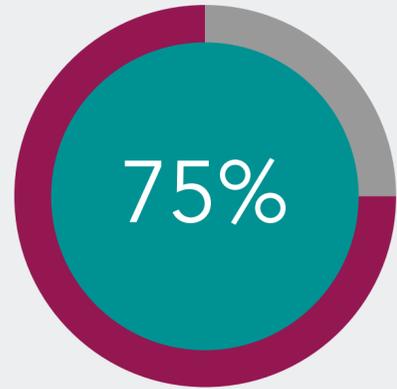


OF PARTICIPANTS BELIEVE THAT DIVERSITY PROGRAMS ARE A GOOD THING

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

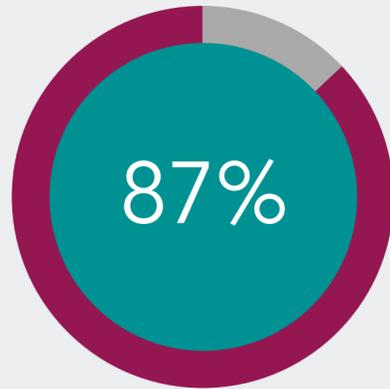
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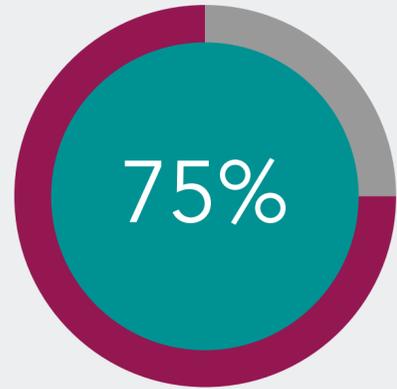


REPORT GENDER DIVERSITY AS A TOP PRIORITY FOR THEM

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

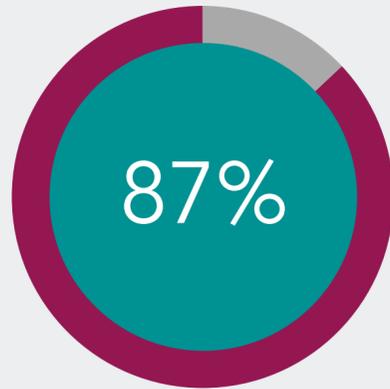
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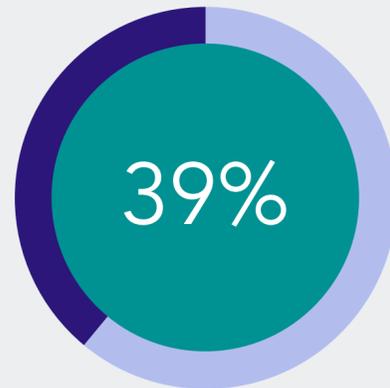
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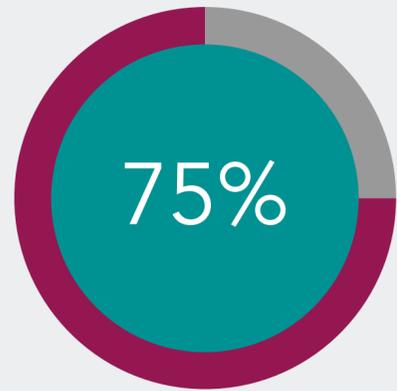


39% OF WOMEN AND 31% OF MEN WANT THEIR ORGANIZATION TO DO MORE

to foster gender equity and diversity

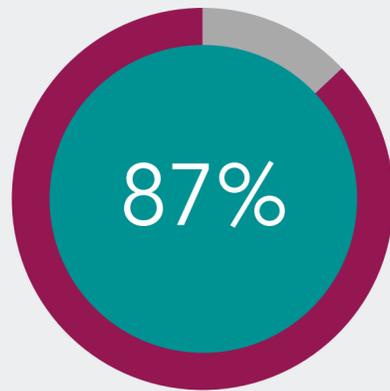
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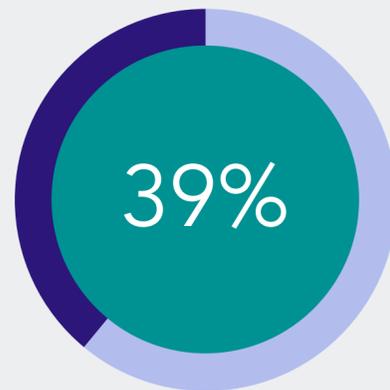
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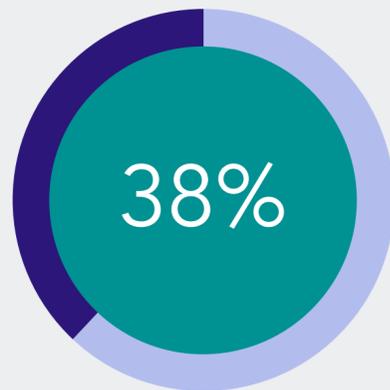
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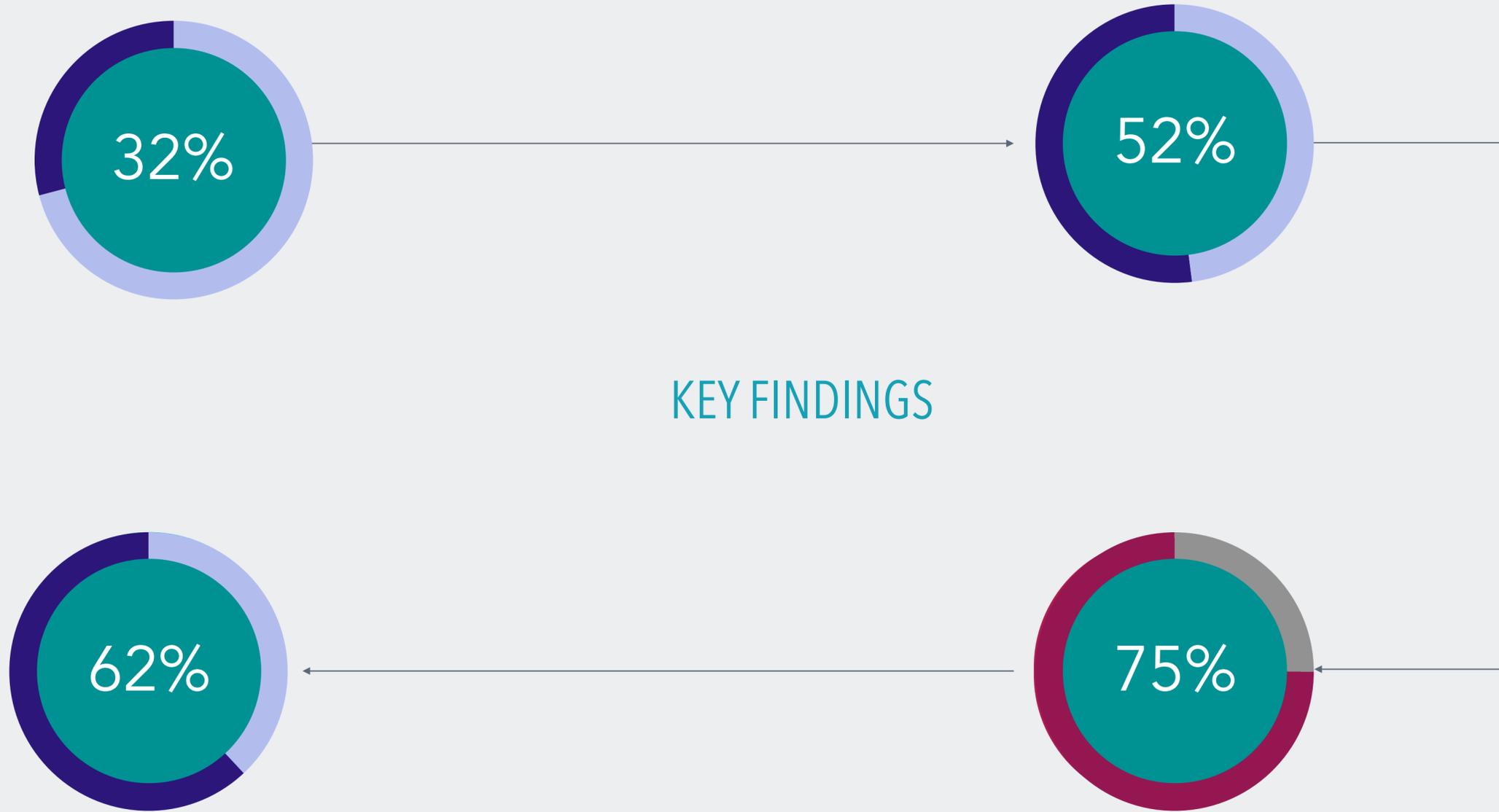
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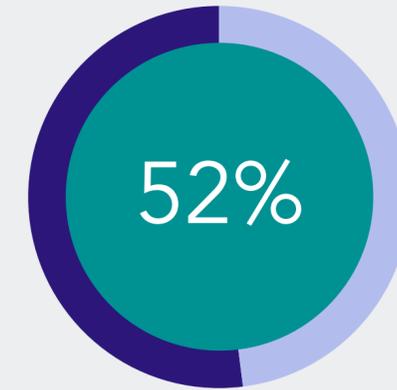
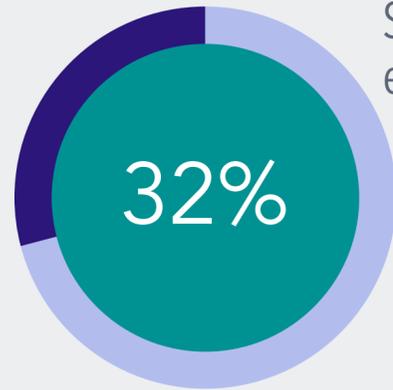
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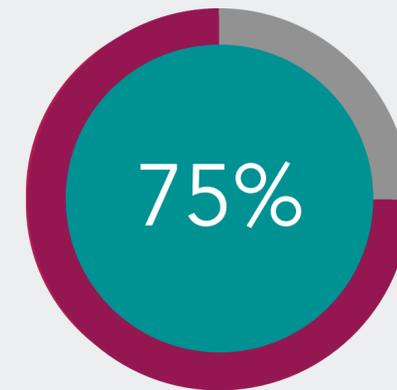
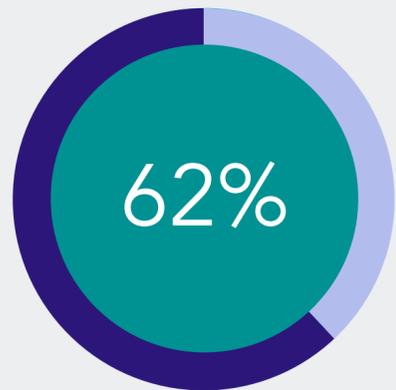


DO WE HAVE GENDER EQUITY?

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

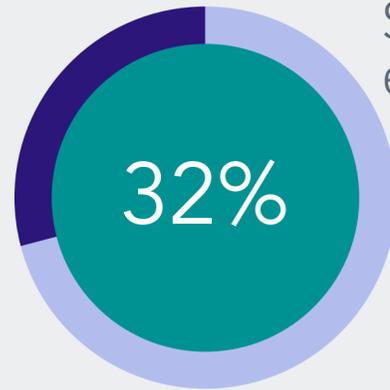


KEY FINDINGS



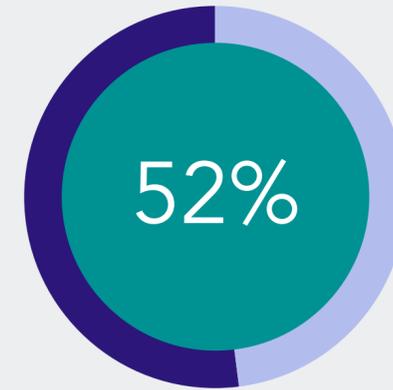
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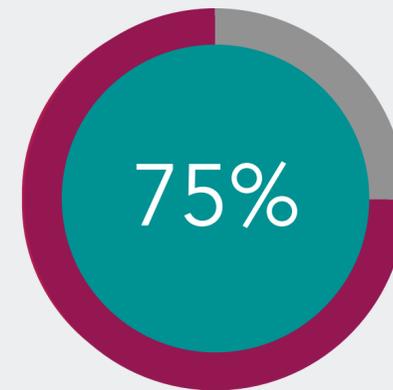
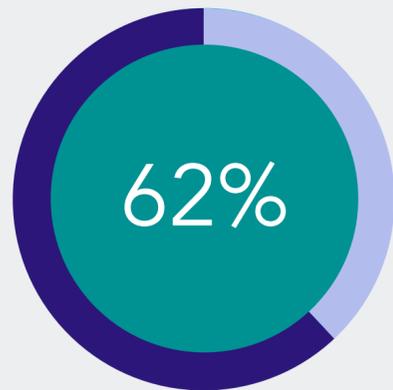


IS THERE BIAS IN OUR WORKPLACES?

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.

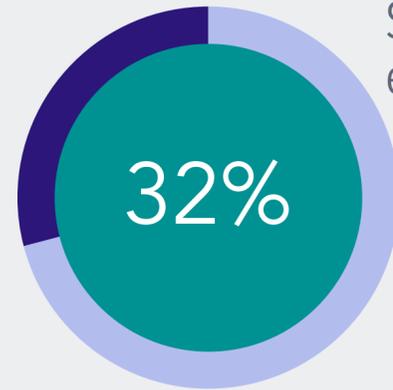


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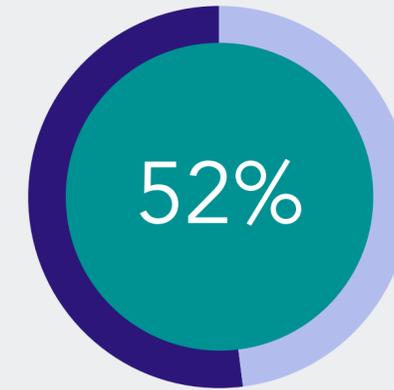
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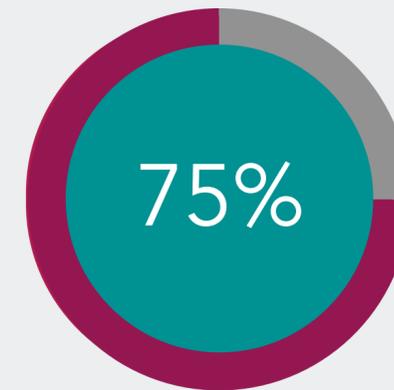
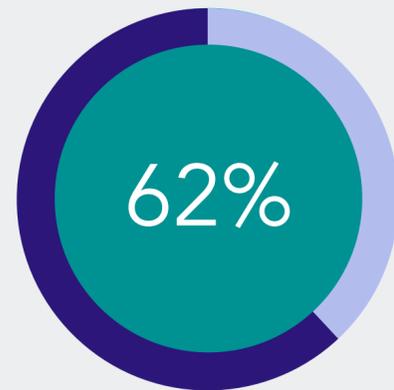
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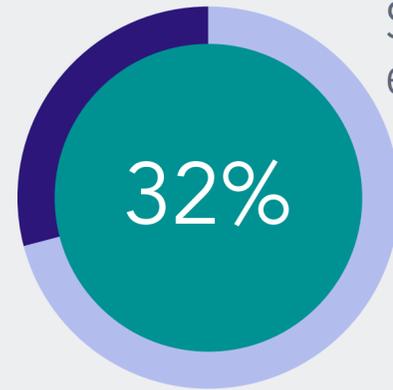
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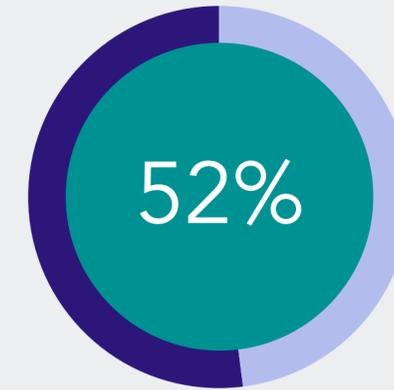
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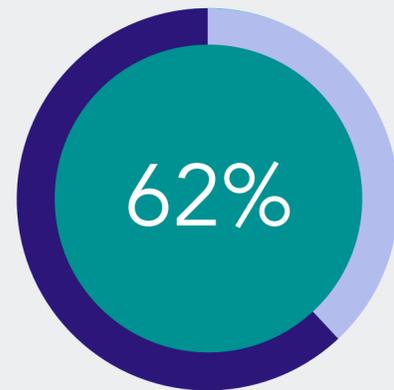
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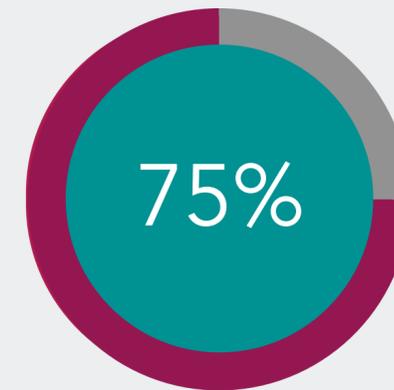
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DO PEOPLE WANT MORE DONE?

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.

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04) **ENHANCE TRAINING**
A majority of MKO participants would like training in unconscious bias, and other diversity training options.

SURVEY REPORT

THANK YOU

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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.