

Assessing Inclusivity of Women at NIST: *A Comprehensive Examination of HR Data, In-depth Interviews and Survey Data*

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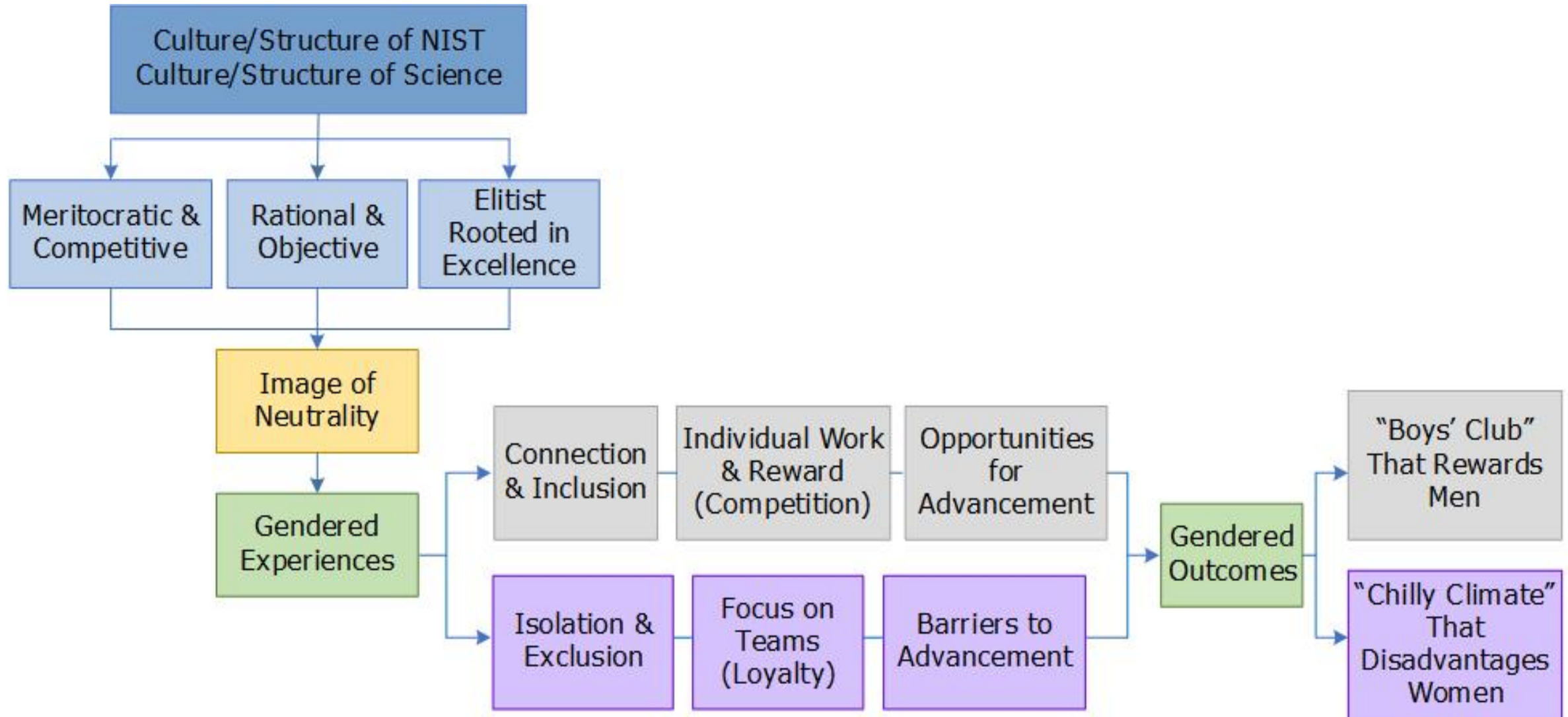
Qualitative Questions

1. How do women and men describe their work experiences, work environment, and work opportunities at NIST?
Are these similar and/or different for women and men?
2. What practices/systems contribute to limiting or facilitating opportunities for women and men at NIST?

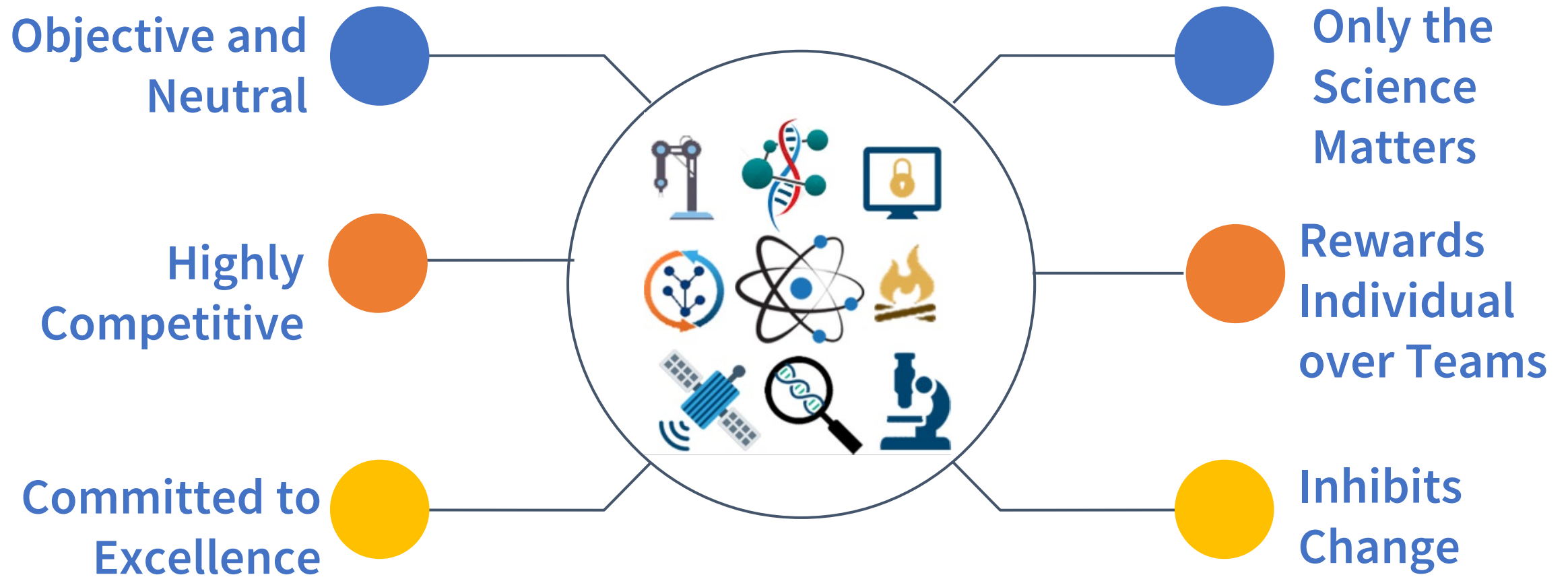
Quantitative Questions

1. What are the differences, if any, in the ways in which men and women experience work at NIST?
2. What, if any, gender inequities exist at NIST?
To what extent do employees at NIST perceive that gender inequities exist?
3. In what ways, if at all, does NIST culture contribute to a lack of inclusivity?

Women and Men Experience a Different NIST

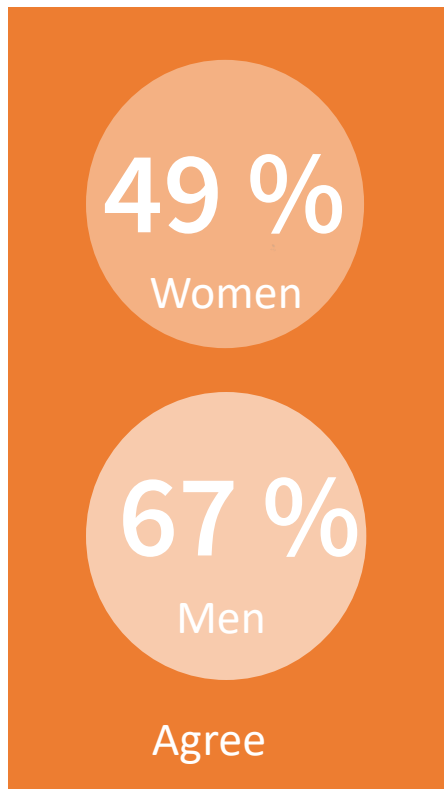


The Culture of Science



Objectivity and Meritocracy

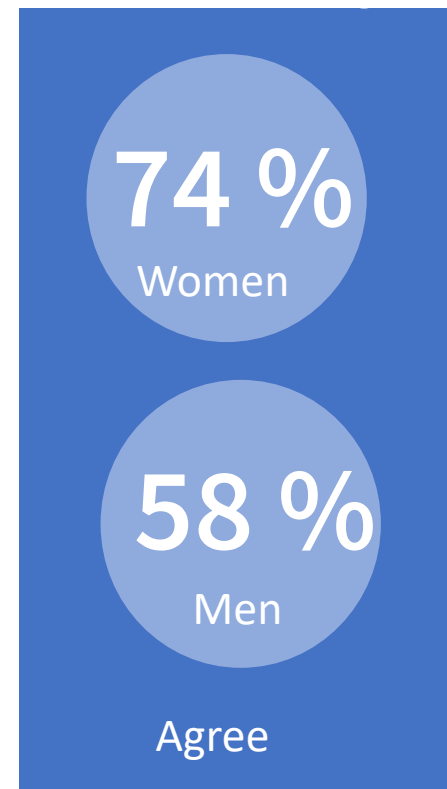
Opportunities go to the most Deserving



The idea that people are promoted or rewarded for their good work, that is said verbally is fantastic but not rewarded in any other way, is very laughable. (S2Q1:P1469:F).

$(\chi^2(1) = 35.0, p_{corr} < 0.001)$
N=1073

Opportunities are given based on who you know

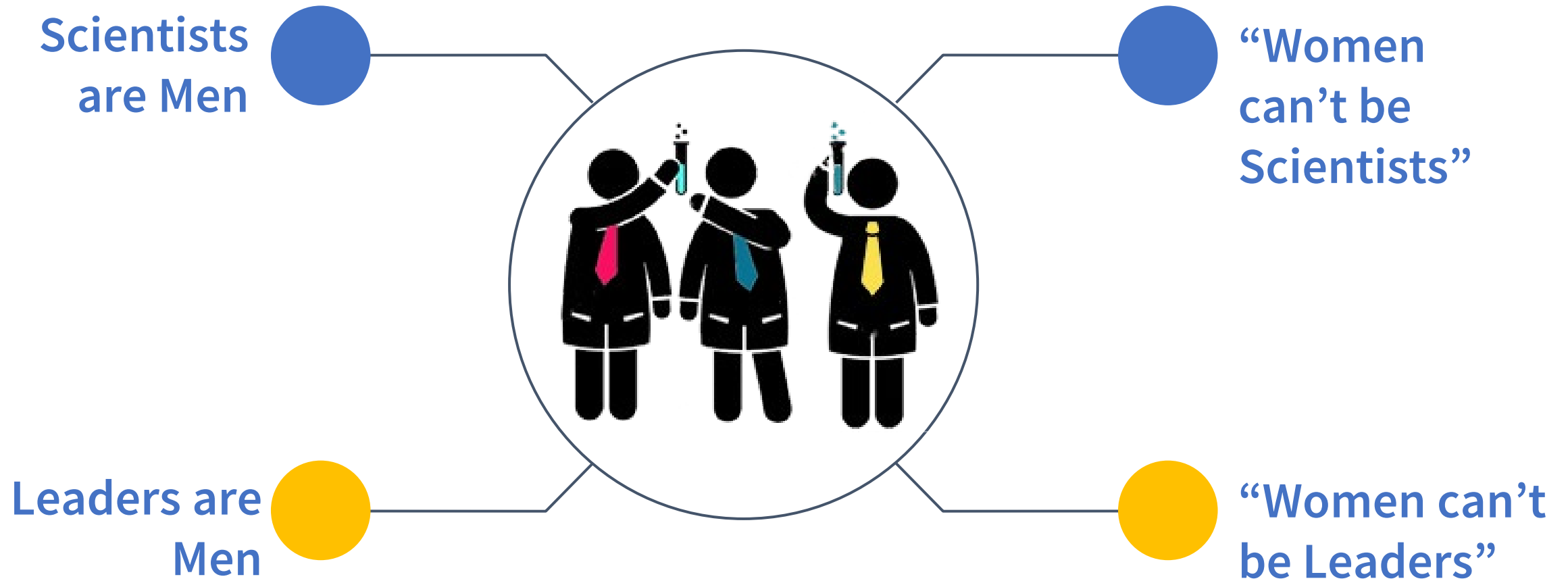


NIST culture is highly steeped in cronyism, and it's getting worse. There is no accountability when PPP are abused, so management can do whatever it wants to in personnel decisions. (S2Q9:P2046:M)

$(\chi^2(1) = 35.0, p_{corr} < 0.001)$
N=1078

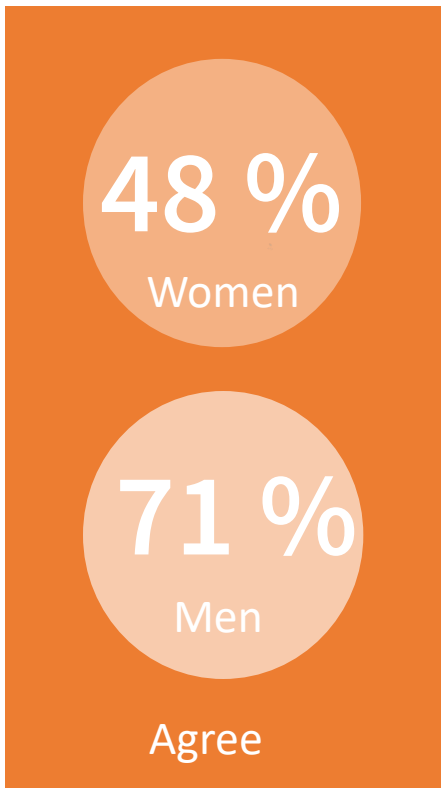
“If I had to pick one question that sums up all the others: #8 "NIST believes itself to be more objective than subjective" has hit the nail on the head. If we are an "objective" institution, it means that all people here succeed on merit. We can't be perpetuating systemic racism or sexism or homophobia if we are an *objective* agency; it merely indicates that those subgroups (women, LGBTQ+ folks, BIPOC) just objectively can't cut it, right? Otherwise they'd be succeeding too, right? Otherwise there'd be more of those people at NIST, right? Otherwise there'd be more of these subgroups in leadership, right? Of course this is garbage. It's been proven as such over and over again through biases in hiring, promotion, pay, work-life balance; even the heteronormativity embedded in our very badges and benefits and HR paperwork. But we cling to it. The notion that NIST is objective to the point where its policies and practices cannot be criticized or changed is outdated and needs to go.” (S2Q9:P1454:F)

Dominated by Patriarchy



Men are Leaders

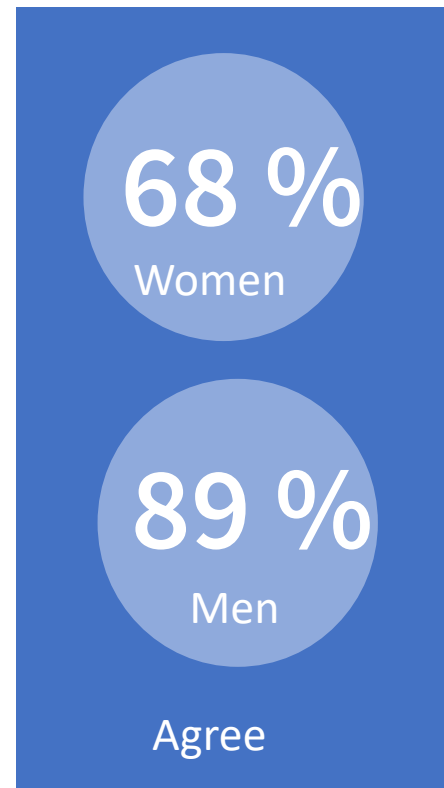
Equal Opportunity to go into Leadership



I would like to say that one of the core beliefs of NIST are to value men and women equally, but I do believe that this is not always reflected in promotions and leadership. (S7Q14:P2449:M)

N=1064
($\chi^2(1) = 58, p_{corr} < 0.001$)

Accepted and Respected as a Leader



Women get "leadership" roles in "outreach, service, and support" positions. No. Thank. You. (S6Q4:P2074:F)

N=1079
($\chi^2(1) = 68, p_{corr} < 0.001$)

It's not hard to see the disparities in leadership. Go to the 11th floor and try to find someone who isn't a white male in a leader position. I look around and out of the 2 division chiefs and 7 group leaders, there is one woman. The rest are white males. So telling me NIST believes in inclusivity and equity is out of step with reality. (S6Q4:P2130:F)

Positive and Negative Characterizations of Leaders **NIST**

I mean, I think this idea of-- a lot of people-- I don't know if it's problems. I would say it's characterizations, right? When you're a female leader, you get called bossy. You get called a bitch, right? Nobody ever calls a strong male leader bossy. They're authoritative, right? (P113:F—40:25)

And if you do try to stand up for yourself, you get labeled as troublesome. (P101:F—5:55)



Micro-aggressions and the Survey Said:



- 26% women vs 3% men experienced harassment

- 50% women vs 2% men interrupted
- 29% women vs 5% men excluded

- 37% women vs 3% men have had others take credit for their work

- 50% women vs 3% men have had their judgment questioned

- 40% women vs 16% men believe women with kids are less committed to careers

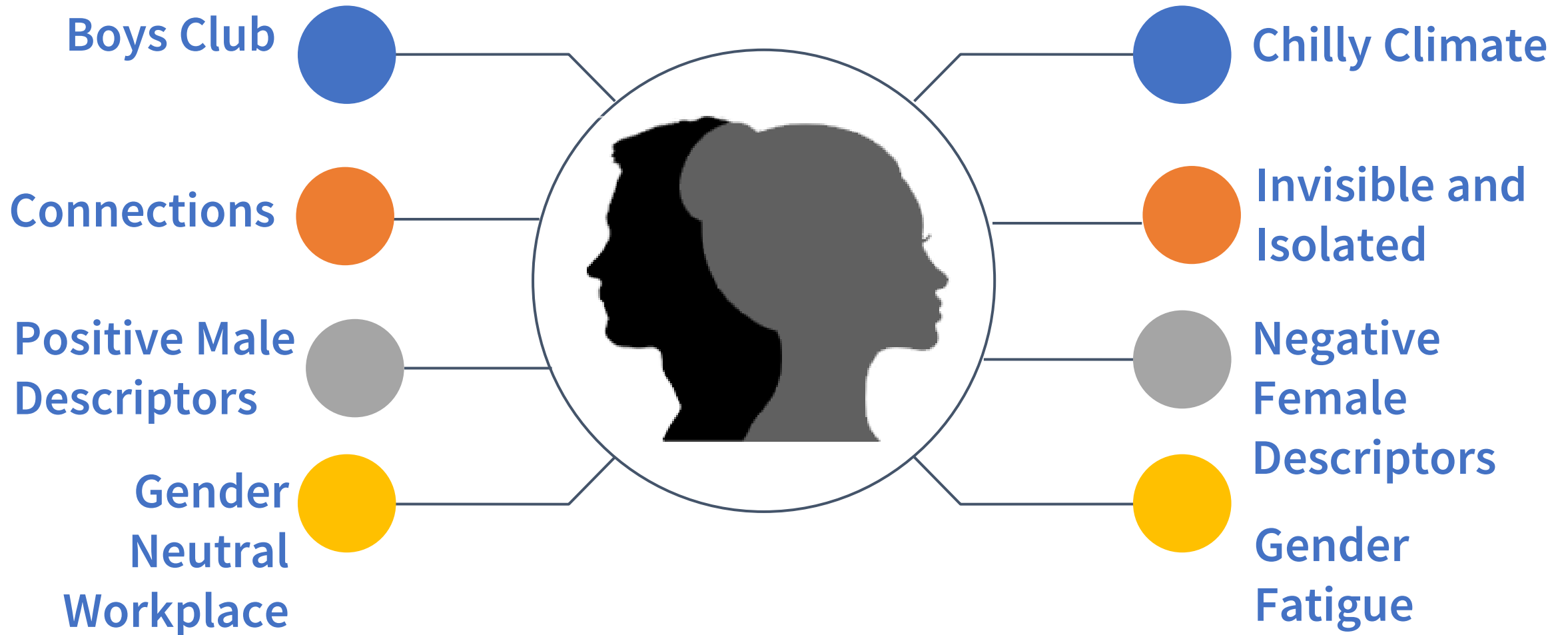
Constant Micro-Aggressions

I will say that by now most (male) scientists at NIST know better than to say outright sexist things in public or to do outright illegal things like sexual assault. But daily microaggressions against female scientists are pervasive. Condescending behavior towards women is common. Credit for work/ideas is often stolen from female scientists by male scientists, or automatically attributed to the male scientists on the project. I know that there are (male) scientists who do these things to other men as well, but my observations over the years has been that these people are selective in their targets, and if you are the lone woman it is almost certain that you will be a target. I know other women at NIST who experience these things all the time too. (S6Q4:P2271:F).



In the last few years, I have heard of a startling number of experiences from my female colleagues at levels ranging from the benchtop up to interactions lab management. These experiences range from minor everyday (but valid) grievances to undeniable sexual harassment. These are not my experiences but it is important that everyone know that they are happening ****regularly****. (S3Q12:P2346:M)

Gendered Outcomes



Boys Club versus Chilly Climate



I am a White male. As such, I have been afforded enormous privileges throughout my life, including education and employment. Therefore, I strongly believe I have been treated differently based on my gender, as well as my race. I have not been treated poorly. In fact, it is quite the opposite. I have been treated very, very well. It has generally been to my advantage, but this does not make it right. (S3Q12:P2182:M)

51 %

I have witnessed women and men being treated differently (N=1086)

$(\chi^2(1) = 18, p_{corr} < 0.001)$

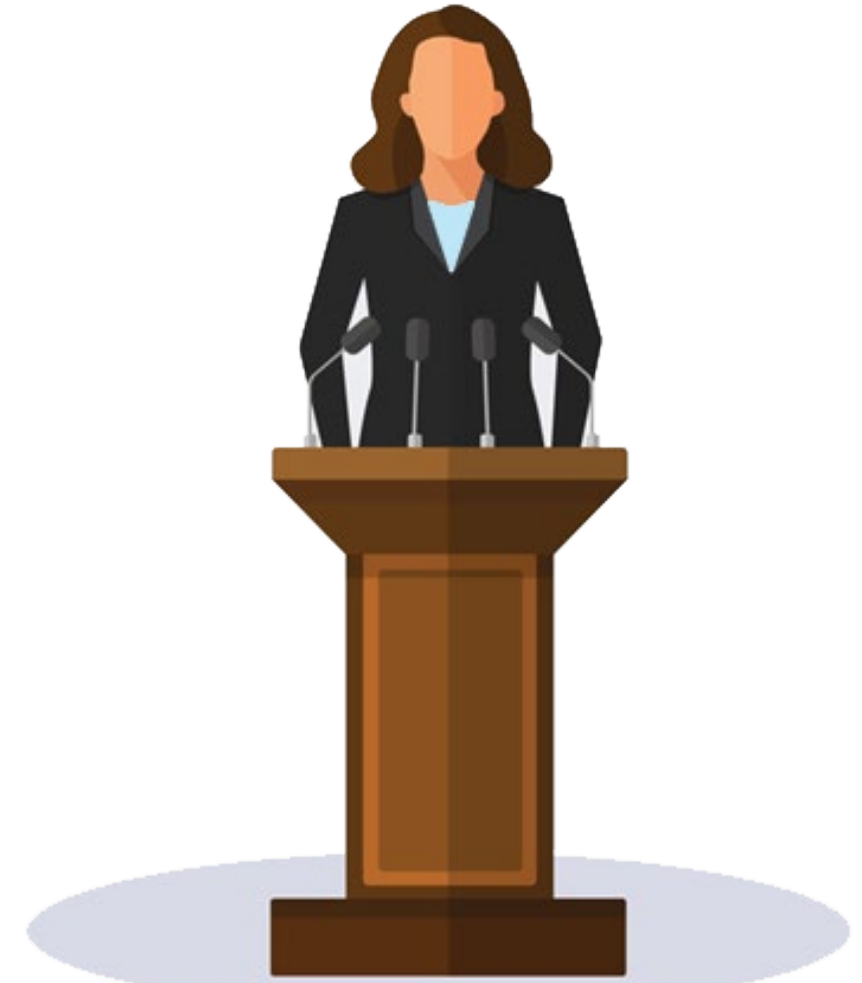
NIST focus is on fundamental research. If you have a Phd, and are a white male, you rule. If you are female, non-white, veteran, or disabled, then you are considered a second class staff member. This is not surprising since this system was created and run by white male Phds. It is not going to change until the old white male Phds retire.... As long as white male Phds are charged with defining and evaluating the research, their bias will continue to be incorporated into the judgement. (S1Q5:P2618:F)

64 %



Women do not want to be treated differently, just treated fairly.

That when people treat me in a certain way at work they treat me that way because of what I can do about my job, my expertise, they want my opinion, not because of what I look like, or how old I am, or how tall I am, or what clothes I wear, how much makeup I wear, my hair. It's what can I do? Why am I here? (P013:F—40:23)



1. Theofanos, M., Prettyman, S., Evans, J., Furman, S., *Voices of NIST: A Study of Gender and Inclusivity, Findings from In-depth Interviews*. March 2021: National Institute of Standards and Technology. TN:2143.
2. Evans, J., Koepke, A., Lund, S.P., Theofanos, M.F., *Examining Recent HR Data for Gender Bias Among Federal Employees at NIST*. March 2021, National Institute of Standards and Technology: NIST IR 8363.
3. Theofanos, M.F., Evans, J., Zwolak, J.P., Prettyman, S., *Survey on Gender, Equity and Inclusion*. March 2021: National Institute of Standards and Technology : NIST IR 8362.
4. Theofanos, M.F., Prettyman, S., *Assessing Inclusivity of Women at NIST: A Comprehensive Examination of HR Data, In-Depth Interviews and Survey Data* Survey on Gender, Equity and Inclusion. National Institute of Standards and Technology (in ERB).