Department Invited Speakers Do Not Reflect Trainee Diversity

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Figures:

Tables:

Supplemental:

Abstract

250 words or less

Keywords

Background

Results

Model selection and pipeline construction

[Figure 5].

Discussion

In this study

Methods

Data collection and demographic determination. Historical information on invited speakers and their hosts were obtained from the departmental records of five academic years (Fall 2014 - Spring 2019). Each speaker was only counted once and any departmental faculty members or those listed as a "host" at any point were not considered "invited speakers". The list of current trainees (Spring 2019), was obtained from department listservs and included masters students, doctoral students, and post-doctoral fellows. Demographics for invited speakers, hosts, and trainees were hand-coded using personal knowledge, photos, and CVs. Presenting gender was assigned using a binary system (man/woman). Race/ethnicity was assigned using the current U.S. Census definition where "Caucasian" includes those of Middle Eastern, European, and Russian descent. Historically Underrepresented Minority (HURM) individuals are restricted to those with African-American, Indigenous and/or Hispanic heritage. International indviduals were either visiting the US at the time of their talk, or immigrated to the US as an adult. Individual assignments can be found in the anonymized dataset.

Code and data availability. The anonymized data, code for all analysis steps and an Rmarkdown version of this manuscript is available at https://github.com/akhagan/Hagan_Libertucci_SpeakerDiversity_XXXX_2019/.

References

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