

Goals 1, 2, and 5

Goal 1: Collecting, Evaluating, and Acting on Demographic Data

Collect and analyze demographic data wherever astronomy research, education, or training is conducted and create internal agencies or society offices to review data and suggest policy change.



Dr. Rachel Ivie

Goal 1: Collecting, Evaluating, and Acting on Demographic Data

Finding: There is a lack of consistent demographic data collected by organizations that support astronomical research, education and training. This inhibits the community's ability to effectively identify promising practices, measure progress, and hold agencies and institutions accountable.

Suggestion 1: All relevant funding agencies and institutions where astronomy research, education, and training are conducted should collect, evaluate, and make available demographic data to provide a comprehensive demographic picture. Broader institutional efforts to promote diversity, equity, and inclusion - and their funding level and efficacy - should also be tracked, evaluated, and documented. Data collection on the state of the profession must reflect the people living in it and their experiences.

Goal 1: Collecting, Evaluating, and Acting on Demographic Data

Suggestion 2: The panel explicitly suggests that each federal agency consider convening a dedicated office to increase oversight, transparency, and accountability. The offices will use data to document progress toward the realization of equity-advancing values and thereby a Profession that evinces inclusion and workforce diversity.

- Assist in the management of funds, programs, and assets.
- This office would regularly update an external advisory board composed of members of the Profession and stakeholders, which could include the Astronomy and Astrophysics Advisory Committee (AAAC)

Data Collection:

- AGENCIES: Following NIH's lead, the agencies can arrange for an existing statistical federal agency to analyze and report their data for them.
 - Permission can be obtained from the Office of Management and Budget (OMB) to collect any new data. A shared interagency agreement on data collected will ensure that categories and formats are consistent across agencies, follow OMB standards, and allow for benchmarking progress.
- There are real challenges to understanding the State of the Profession:
 - Rasmussen, Maier+ *The Nonbinary Fraction: Looking Towards the Future of Gender Equity in Astronomy*
 - Aarnio+ *Accessible Astronomy: Policies, Practices, and Strategies to Increase Participation of Astronomers with Disabilities*
 - Fu+ *Supplemental Data Regarding Asian American Data Disaggregation*

Astro 2020 Recommendation from Steering Committee

Table S.1 foundations of the profession (p. S-6)

Recommendation Topic	Agency	<i>Per Year Budget Increases Relative to FY2019 Agency Budget Allocations (FY2020\$)</i>	<i>Cross- Reference in Chapter 3</i>
Collecting, evaluating, and reporting demographic data and indicators pertaining to equitable outcomes	NSF NASA	<u>(augmentation of) \$1M</u> Split NSF/NASA	p. 3-29