

# 2019 XSEDE Staff Climate Study: Equity and Gender Over Time (2014-2019)

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**XSEDE**

Extreme Science and Engineering  
Discovery Environment



Supported by OAC 15-48562.

# Purpose

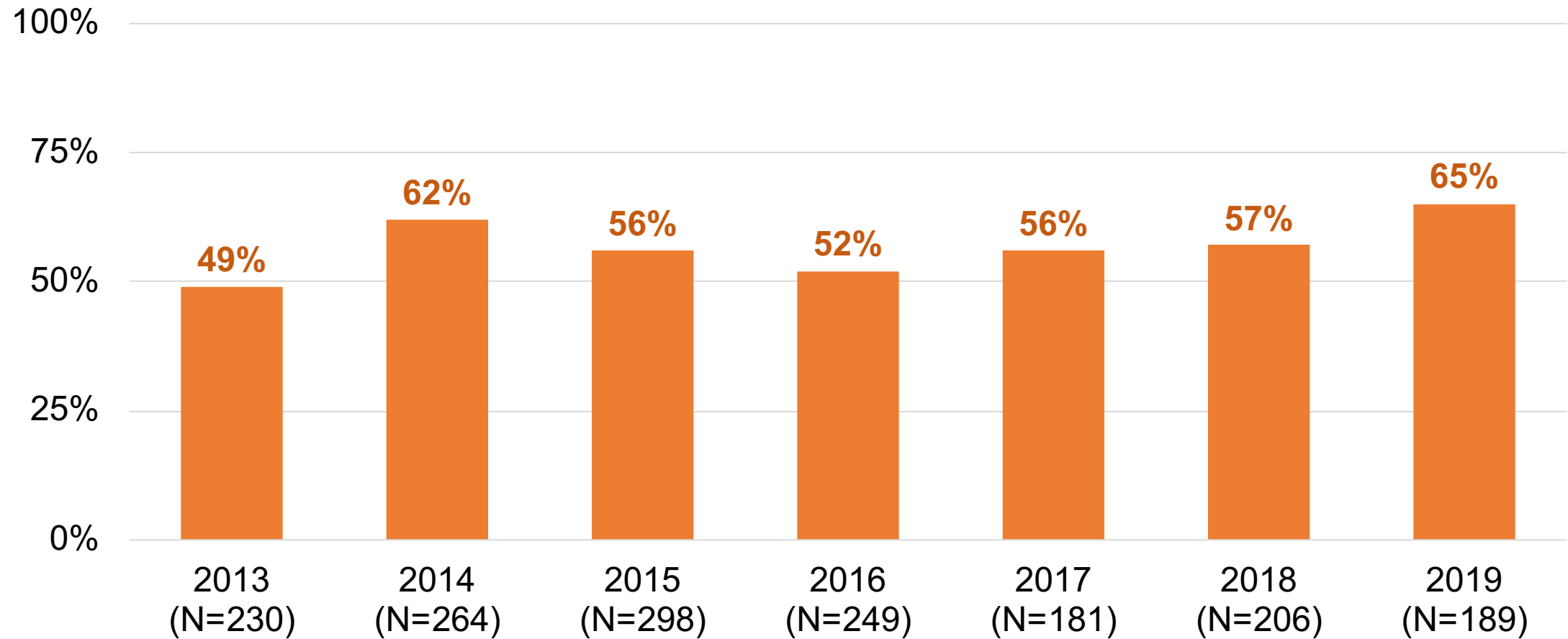
Support XSEDE's organizational health by providing data over time to:

- Better understand current working conditions
- Recognize successes and areas of concern
- Develop responses to improve working conditions
- Improve workplace efficiency and satisfaction

# Method

- Annual on-line Survey to all XSEDE staff and leadership
  - Core items
  - XSEDE specific items
  - May-June administration
- Disaggregation by Level 2, 3, site, FTE, length of employment
  - Special requests by L2 and L3 managers
- **EXTENSIVE** dissemination and interaction around results
- Documentation of XSEDE response to results
  - Quarterly Meetings

# Study Response Rates

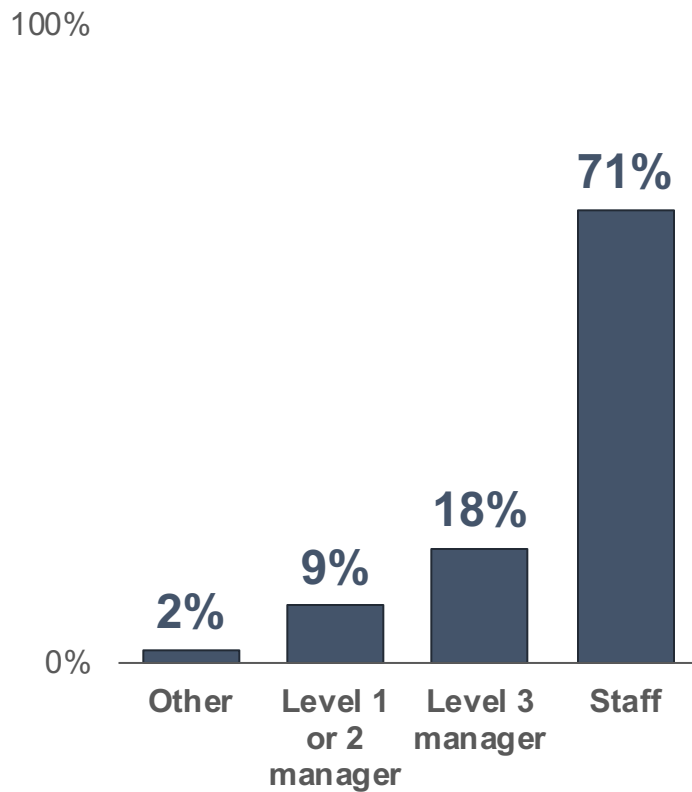


# 2019 Study Response Rate Explained

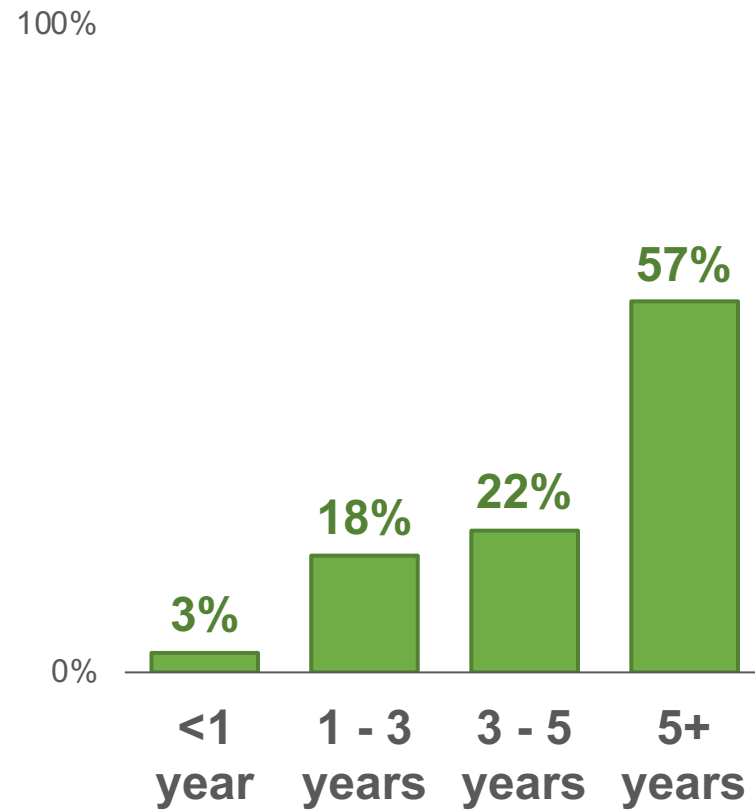
- Total response to 2019 survey was 123/189 (65%)
- In 2019, staff totals were generated by staff in the XSEDE budget office based on PY8 billing history.
  - 195 emails were provided
    - 3 opted out
    - 3 email addresses undeliverable
    - 66 no response
  - *123 responses*
    - 8 insufficient responses
  - **115 staff responses analyzed**

# Respondent Demographics, N=115

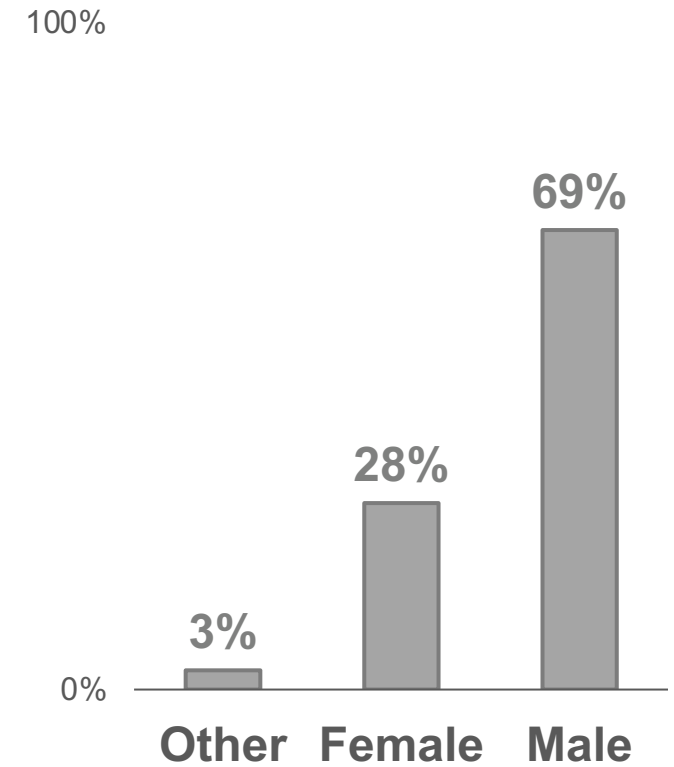
## Staff Level (Self Report)



## Length of Employment (Self Report)



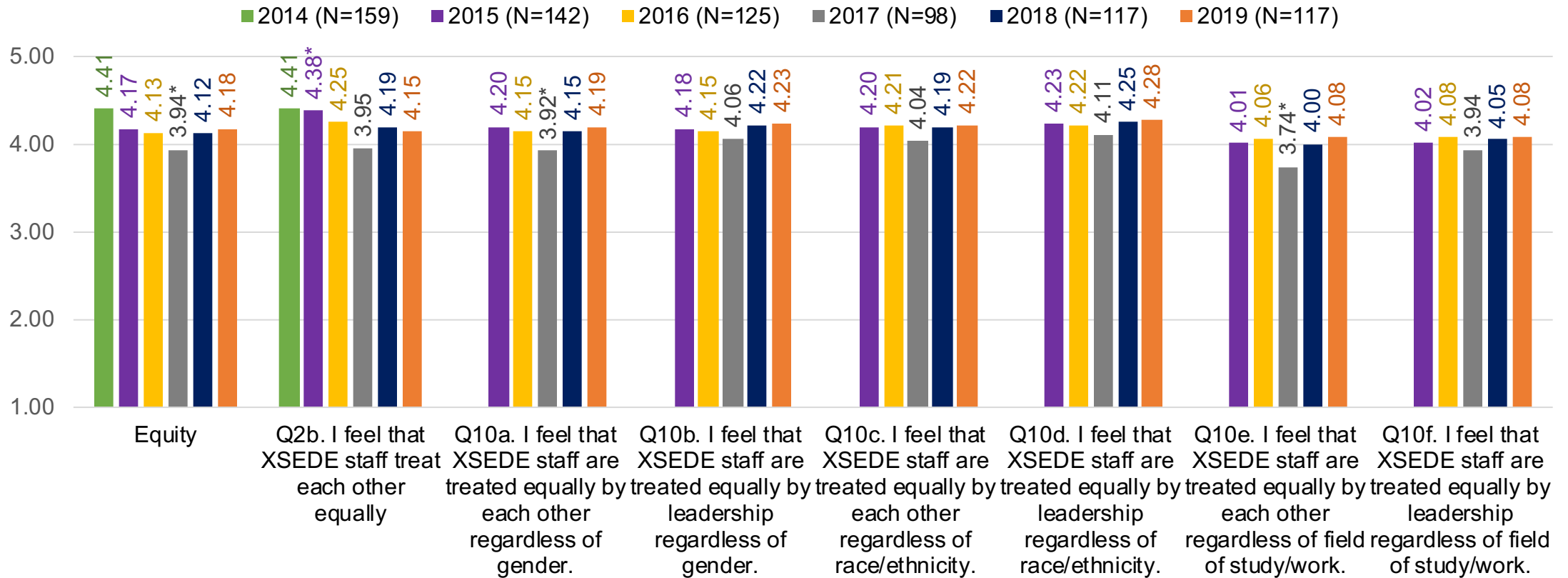
## Gender (Self Report)





**Equity:** Unlike previous years where equity items trended down, in 2019 most equity item ratings increased and two items (Q10a & Q10e) were rated significantly higher than 2017. While all groups rated the index positively, differences were found between women (M=3.99) and men (M=4.29,  $p=0.04$ ). Notably, URMs rated the index similar to majority groups (URM M=4.13, SD=0.77, N=11,  $p=0.72$ ).

Equity Index Response Over Time, (Scale 1, Strongly Disagree – 5, Strongly Agree)



\*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

## Comments regarding Equity typically cite the lack of diversity in XSEDE. Some also note instances of marginalization.

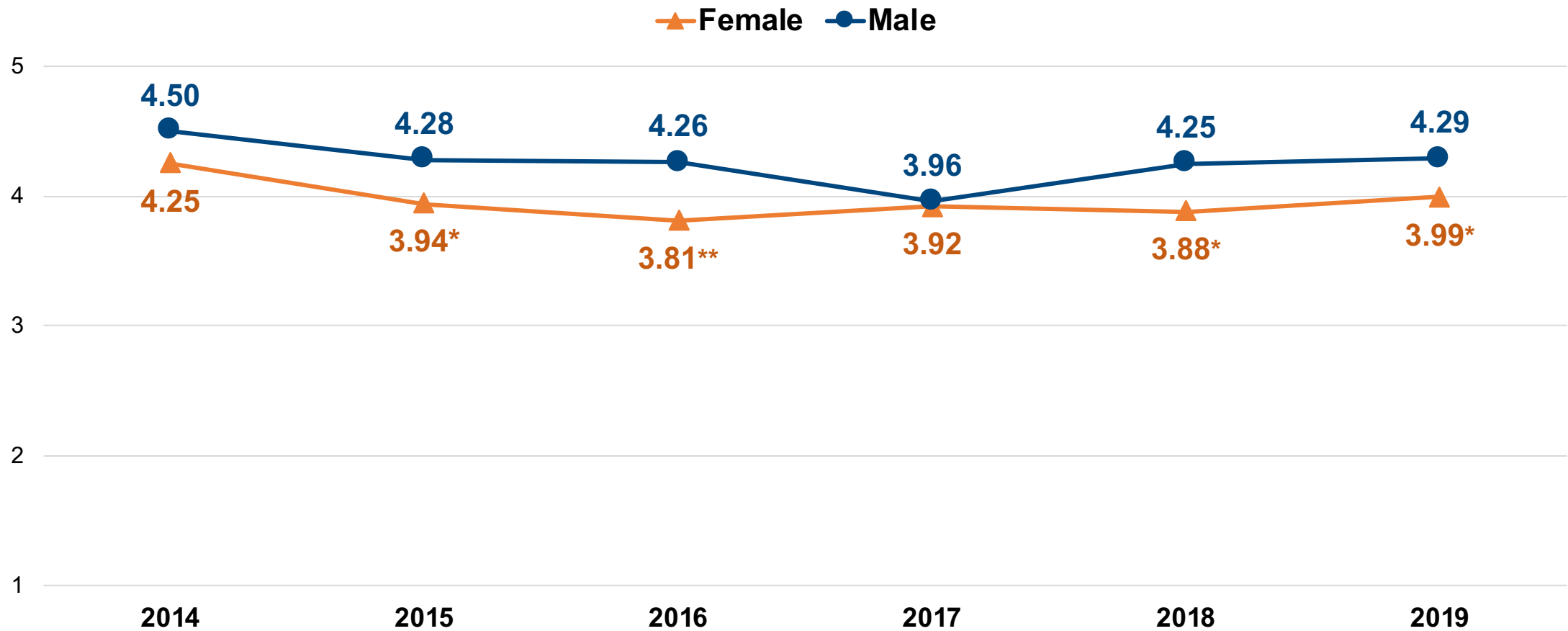
- “There is so little diversity in the XSEDE staff that equity simply isn't possible. I don't see--and haven't experienced--active discrimination, but the lack of diversity itself is discriminatory because it draws attention to anyone different. I've observed that people whose primary language isn't English have a much harder time being understood on teleconferences, even when they're making good points.”
- “There are still too many occasions when thoughtless comments are made and when called out no apologies or reaction from management. We still need to continue to work on the cultural competencies of the XSEDE management and staff. It was very uncomfortable to hear [offensive] words used in a professional setting... However, the reaction by some staff that those terms are not racist was the most disturbing. In calls and emails, some of us are continuously marginalized”



# Equity and Gender Over Time

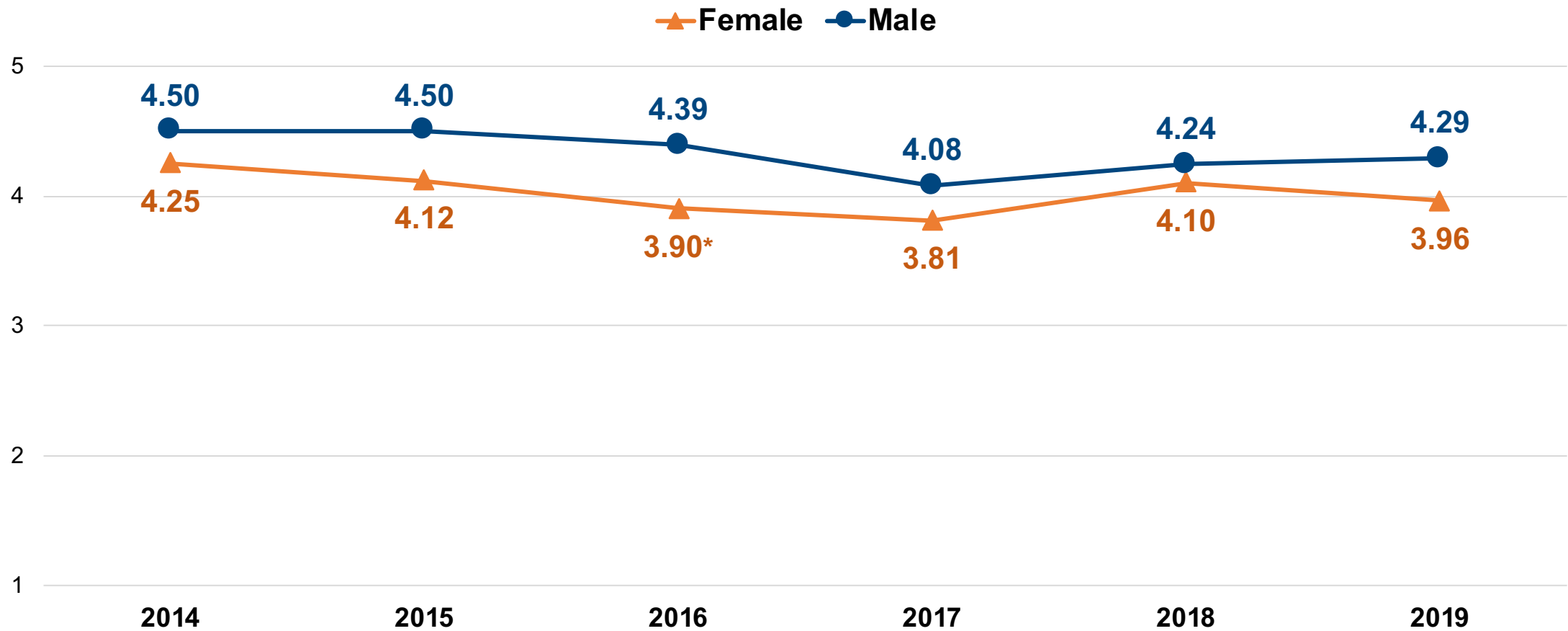
The following analysis and slides were done in response to a September 2019 Quarterly Meeting request.

# Equity Index Ratings by Gender Over Time (2014 – 2019)



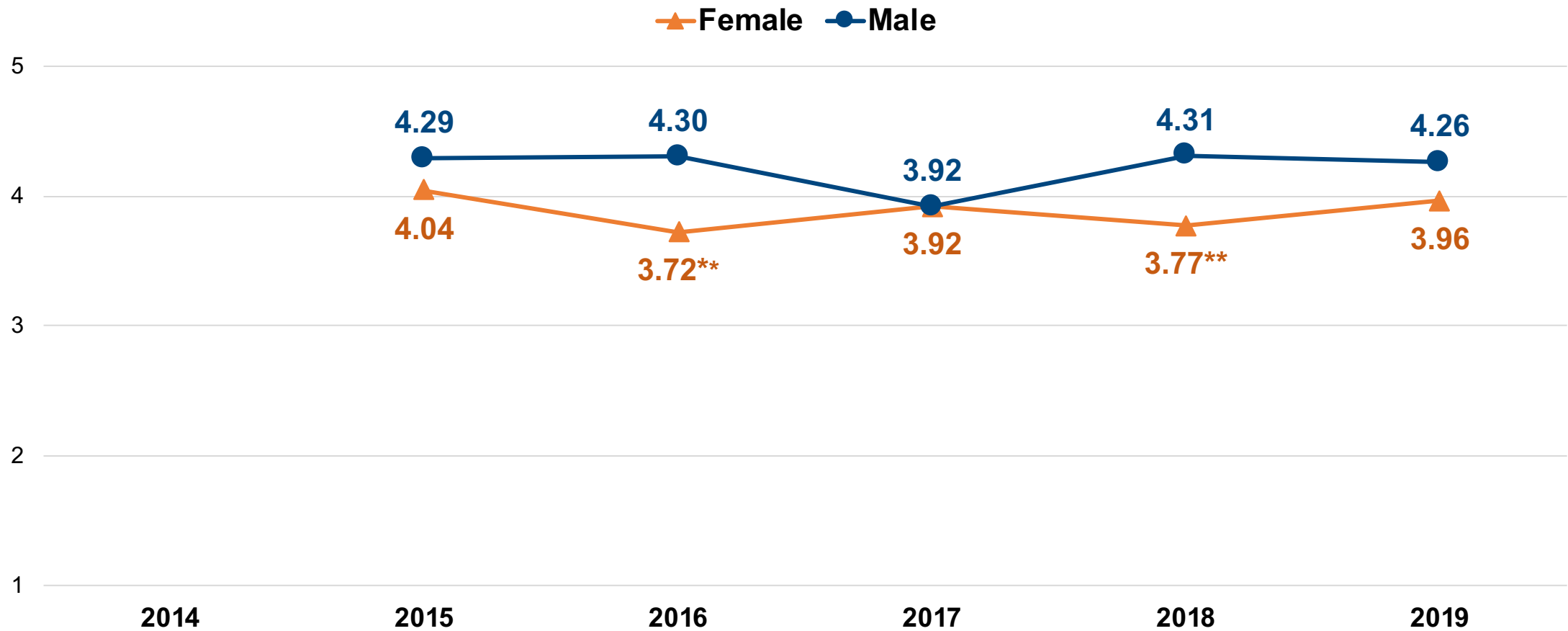
\*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

# “Q2b. I feel that XSEDE staff treat each other equally” Ratings by Gender Over Time (2014 – 2019)



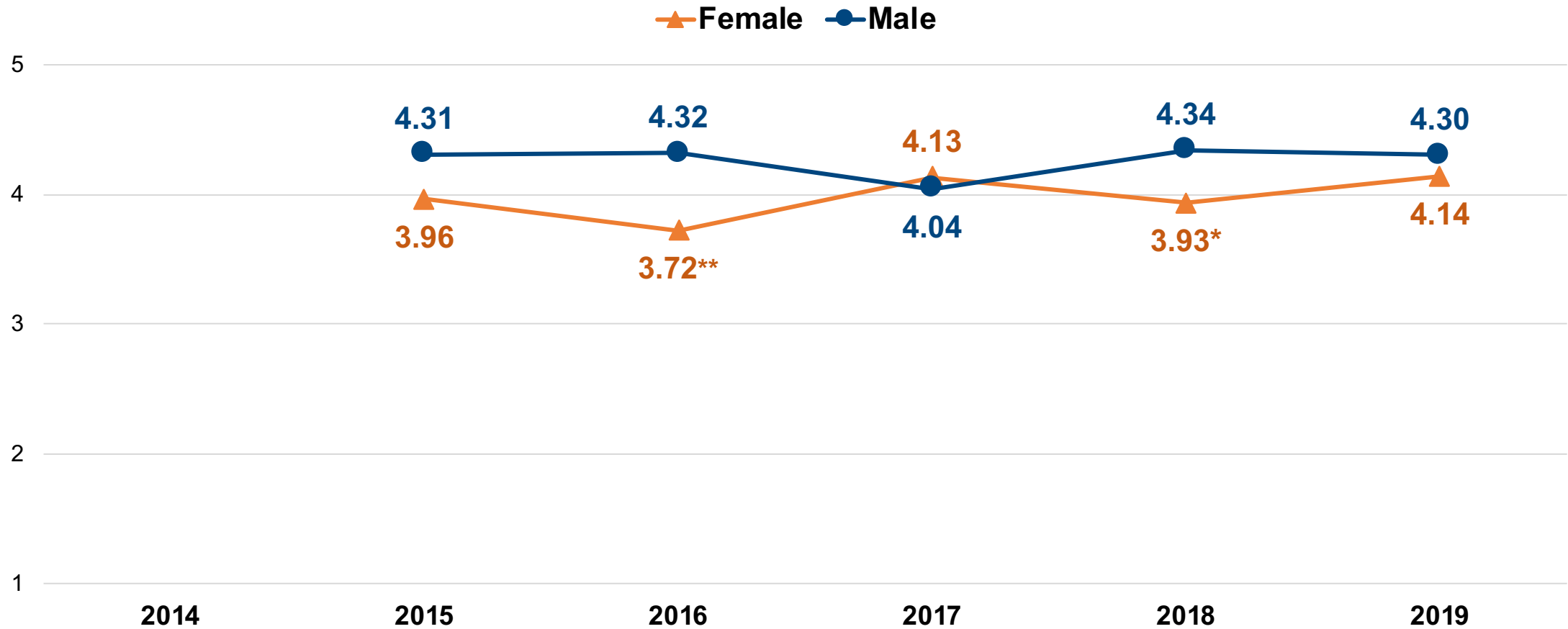
\*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

# “Q10a. I feel that XSEDE staff are treated equally by each other regardless of gender.” Ratings by Gender Over Time (2015 – 2019)



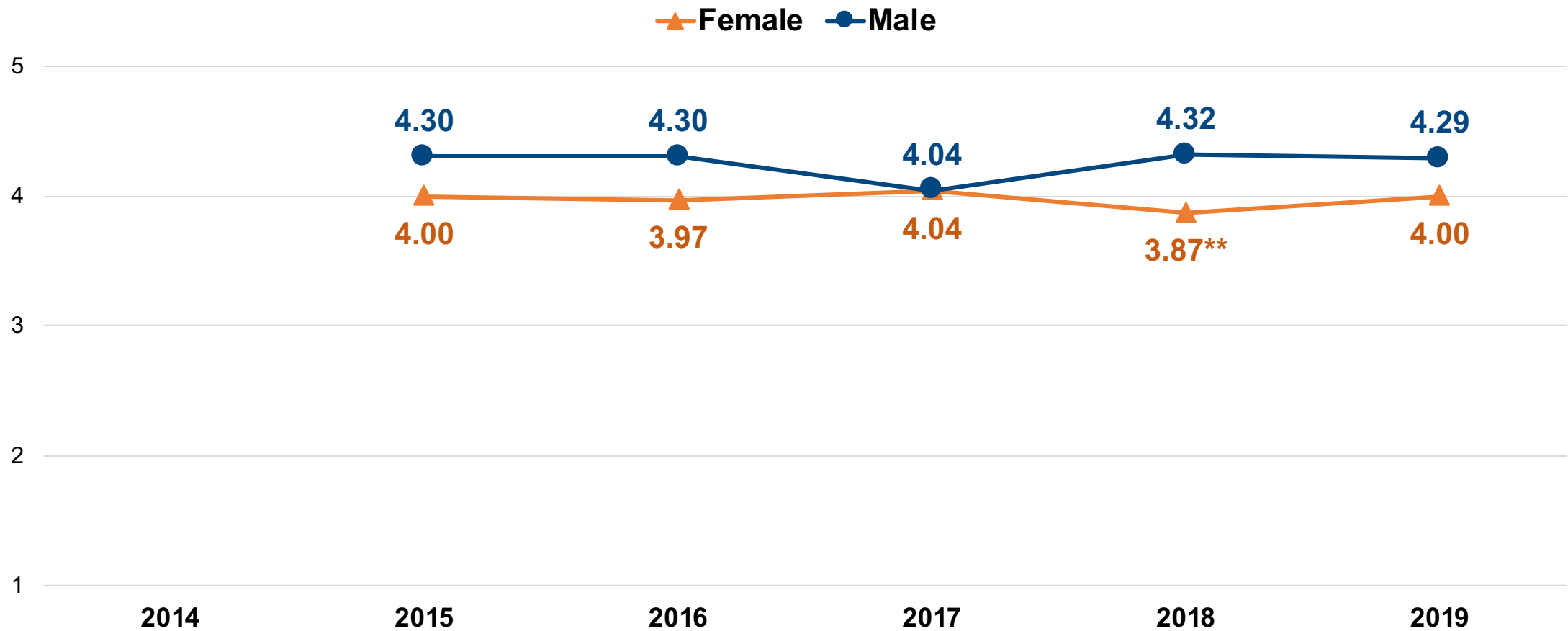
\*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

# “Q10b. I feel that XSEDE staff are treated equally by leadership regardless of gender.” Ratings by Gender Over Time (2015 – 2019)



\*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

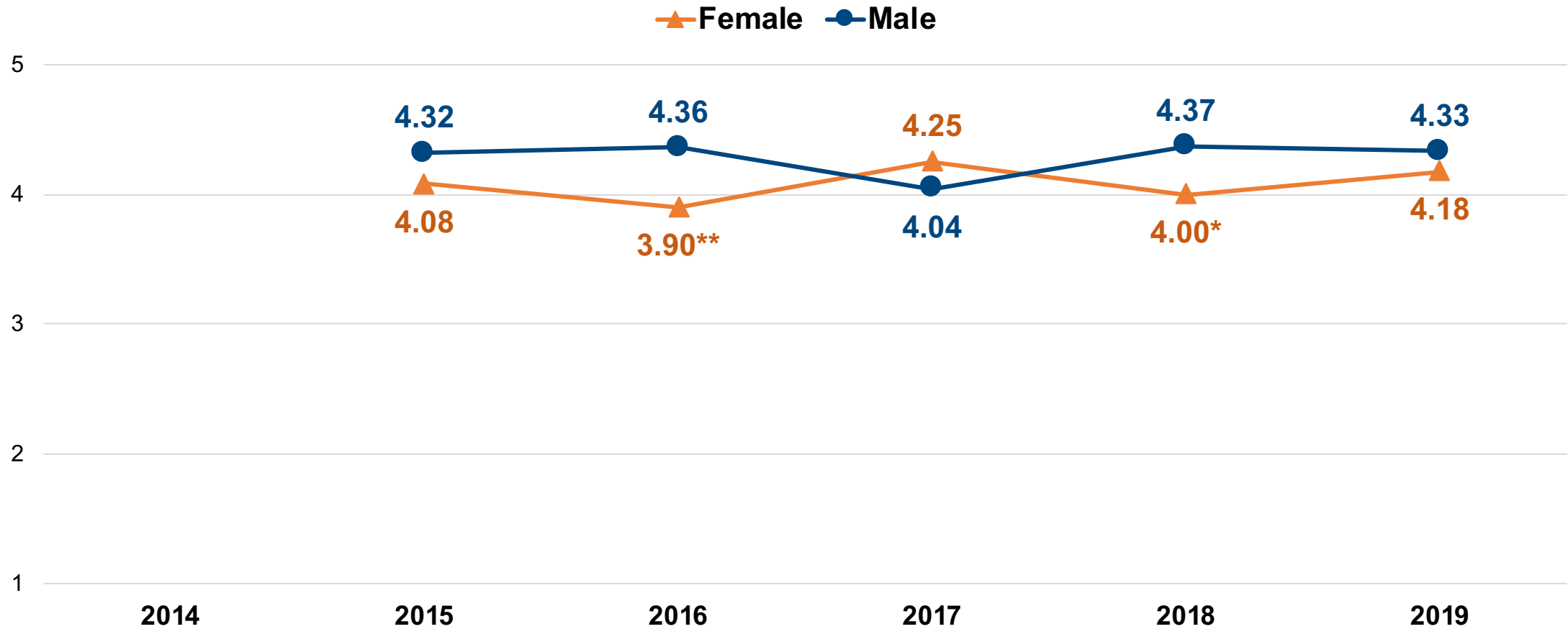
# “Q10c. I feel that XSEDE staff are treated equally by each other regardless of race/ethnicity.” Ratings by Gender Over Time (2015 – 2019)



\*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

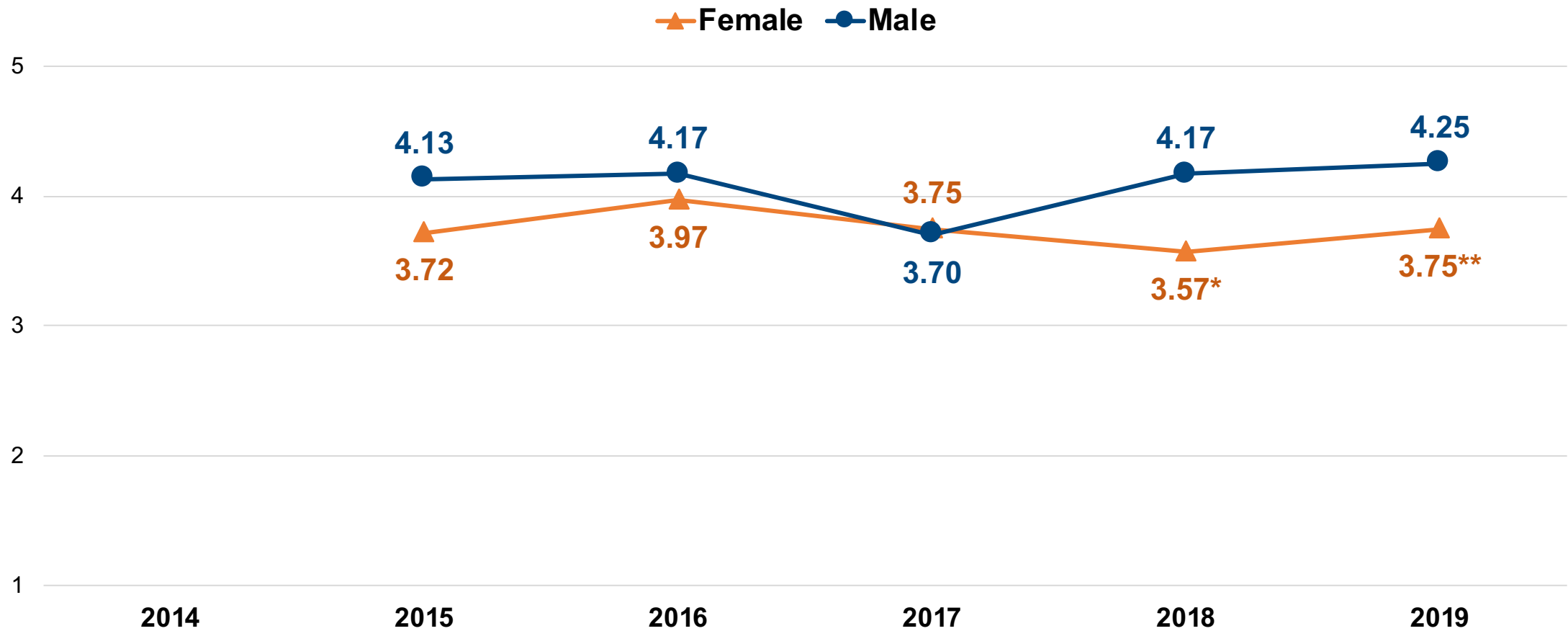


# “Q10d. I feel that XSEDE staff are treated equally by leadership regardless of race/ethnicity.” Ratings by Gender Over Time (2015 – 2019)



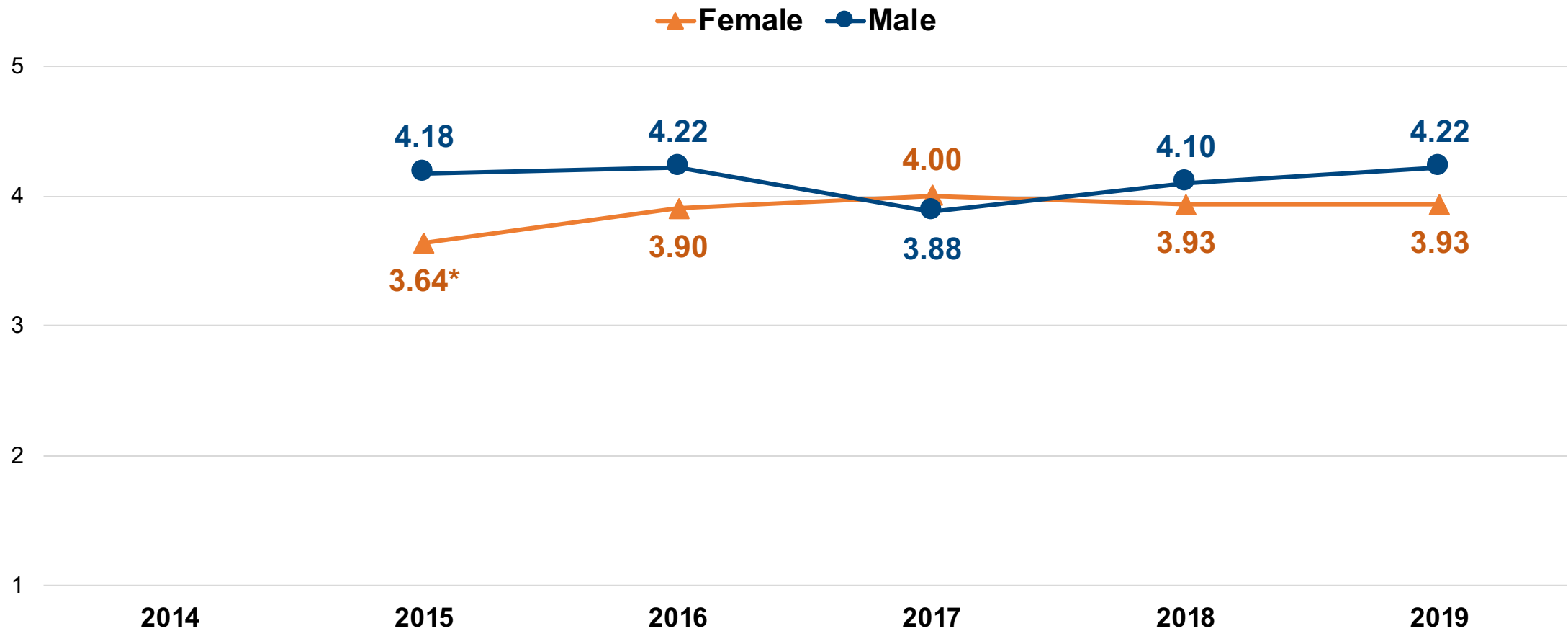
\*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

# “Q10e. I feel that XSEDE staff are treated equally by each other regardless of field of study/work.” Ratings by Gender Over Time (2015 – 2019)



\*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

# “Q10f. I feel that XSEDE staff are treated equally by leadership regardless of field of study/work.” Ratings by Gender Over Time (2015 – 2019)



\*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$