

REDUCING THE IMPACT OF BIAS IN THE STEM WORKFORCE: STRENGTHENING EXCELLENCE AND INNOVATION

PRODUCT OF THE
Interagency Policy Group on Increasing Diversity in the
STEM Workforce by Reducing the Impact of Bias



June 2016

Appendix B

Summaries of Agency Final Reports

- I. **Agency STEM Workforce** (including National and Federal Laboratories)
 - a. **Implicit Individual** – unintended and unconscious assumptions, often based on stereotypes about gender or ethnicity, which influence individuals’ judgments about other people or their work
 - b. **Implicit Institutional** – institution or agency policy and practices that make it more difficult for members of certain groups to succeed
 - c. **Explicit** – intentional, consciously articulated beliefs that spur discriminatory attitudes and behaviors

- II. **Federally funded Institutions of Higher Education STEM Workforce**
(e.g., Graduate/Postdoctoral Students; Faculty; Staff; Administrators; Institutional Climate)
 - a. **Implicit Individual** – unintended and unconscious assumptions, often based on stereotypes about gender or ethnicity, which influence individuals’ judgments about other people or their work
 - b. **Implicit Institutional** – institution or agency policy and practices that make it more difficult for members of certain groups to succeed
 - c. **Explicit** – intentional, consciously articulated beliefs that spur discriminatory attitudes and behaviors

Sequence of Review:

- Department of Agriculture (USDA)
- Department of Defense (DOD)
- Department of Education (ED)
- Department of Energy (DOE)
- Department of Health and Human Services (DHHS)
- Department of Homeland Security (DHS)
- Department of Interior (DOI)
- Department of Labor (DOL)
- Department of Transportation (DOT)
- Environmental Protection Agency (EPA)
- National Aeronautics and Space Administration (NASA)
- National Science Foundation (NSF)
- National Oceanic and Atmospheric Administration (NOAA), a Bureau of the Department of Commerce
- United States Patent and Trademark Office (USPTO), a Bureau of the Department of Commerce
- Smithsonian Institution

Environmental Protection Agency (EPA)

The EPA has demonstrated in its report that they have chosen to adopt **implicit individual bias** training. One such training in 2014 was a first-of-a-kind agency-wide training for the EPA's entire leadership team on unconscious bias and employee inclusion. This training was in-person, interactive session that promoted dialogue amongst all levels of staff and peers. The attendance rate reached almost 90 percent, and surveyed participants afterwards to gauge training effectiveness. They consistently praised it as "Excellent" or "Very Good."

In the realm of **implicit institutional bias**, the EPA highlights the Technical Qualification Board, a review panel to evaluate qualifications and contributions in research, development or expert positions. This panel ensures fair and equitable treatment of potential candidates for promotion, and ensures that treatment and fair opportunities are provided by following the Office of Research and Development (ORD) policies.

Within the EPA Region III, they have established a Hiring and Promotions Safeguard Program to ensure fair and open competitions in recruitment, hiring, and promotions at all GS levels. This **explicit** practice uses a review panel that includes a Diversity Manger responsible for providing advance notice of pending positions at colleges, universities and other diverse organizations. This helps to ensure a diverse applicant pool in all Region III positions, helps supervisors to better understand the hiring process, and ensure fair and open competition. The number of complaints alleging pre-selection decreased after implementation of the program.