BASELINE ASSESSMENT OF DEMOGRAPHIC REPRESENTATION IN AAAS/Science FUNCTIONS

October 2020
Introduction to Baseline Assessment of Diversity, Equity and Inclusion in AAAS/Science Functions

AAAS is committed to taking concrete actions to address systemic racism. To this end, we have embarked on a three-pronged draft plan:

- Hold up a mirror to ensure accountability
- AAAS programs and initiatives to increase diversity, equity, and inclusion (DEI) in science and engineering
- AAAS actions to ensure DEI within AAAS

Science, engineering and medicine are not immune to the discrimination, subjugation, and silencing of minority colleagues and voices. The reasons for this are deeply ingrained in the systems that govern the conduct of these fields. When we hold up a mirror to the scientific enterprise, it is clear we must be reminded that Black and other underrepresented minority lives – and scientific contributions – matter. We must ensure this moment does not slip away. We can and must be a powerful force for change (Parkih, 2020; draft plan).

We have completed the first step of holding up a mirror to ensure accountability with the Baseline Assessment of DEI in AAAS/Science Functions. This is AAAS’ first annual effort to make public aggregate demographic data on:

- Authors, reviewers, award winners, and fellows
- Select functions of AAAS.

This report is a baseline assessment. It examines the availability and quality of our demographic data and presents the current demographic representation for AAAS/Science Functions and Science Family Authors and Reviewers. We will work to improve the quality of our data and methodology over time.

This report does not lay out a plan for next steps in addressing DEI in AAAS/Science Functions. At this point, we are merely reporting on and acknowledging the current status and content of our data.

We invite you to email us your suggestions for addressing DEI in AAAS/Science and improving our data and methodology by emailing us at suggestionsforaaas@aaas.org. While we will not be able to respond to each email individually, know that the AAAS Leadership Team will consider each one.
PURPOSE
Draft Plan for Identifying and Addressing Systemic Racism in the Scientific Enterprise

Notes: Based on Dr. Sudip Parikh’s email and draft plan, 7/21/2020. *Science* Family of Journals is referred to as *Science* Family throughout this report. DEI: Diversity, Equity, and Inclusion; STEM: Science, Technology, Engineering, and Math.
Objective: Baseline Assessment

Examine the availability and quality of demographic data and present the current demographic representation for AAAS/Science Functions and Science Family Authors and Reviewers.
Notes: Based on Dr. Sudip Parikh’s email and draft plan, 7/21/2020; refer to Appendix A for additional details.
Additional Stand-alone AAAS Subgroups Presented

Notes: S&T: Science and Technology. Refer to Appendix A for additional detail.
Science Family Authors and Reviewers

Note: Report and Research Article Authors are referred to as Report Authors throughout this report.
METHODOLOGY
## Methodology: Overview

### Data Collection and Analysis Process Overview

|   |  
|---|---
| 1 | Assemble data for all AAAS/Science Functions and Science Family Authors and Reviewers.  
| 2 | Assess for consistency of demographic data.  
| 3 | Estimate gender*.  
| 4 | Decide categories for gender and race/ethnicity.  
| 5 | Decide how to count individuals within and across functions.  
| 6 | Present results.  

*Lincoln Mullen (2018). Gender: Predict Gender from Names Using Historical Data. R package version 0.5.2.*
Step 1. Assemble Data for All AAAS/Science Functions and Science Family Authors and Reviewers

- Focus on AAAS and Science Family Functions that enable success and advancement in science and engineering.
- Obtained data for the “most recent” or “present” class of each AAAS and Science Family Function. For example:
  - 2020 Board of Directors.
  - 2020/21 class of S&T Policy Fellows.
  - 2019 class of Honorary Fellows.
  - Science Family Authors and Reviewers September 2019 through August 2020.
Step 2. Assess Assembled Demographic Data for Consistency Across Sources

A. Obtain Data
   - All self-report
   - Function or subgroup-provided
   - Survey and membership data

B. Assess for Consistency
   - Set to missing if not consistent

C. Maximize Coverage
   - If not available from one source, is it available from another?
Step 3. Estimate Gender

A: GENDER DATA STILL MISSING?

B: APPLY STATISTICAL PACKAGE*

C: ACCEPT ESTIMATES WITH >95% CONFIDENCE

# Strengths and Weaknesses of “Gender R Package Version 0.5.2”

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has at least 98% accuracy rate for our population.</td>
<td>Can only infer gender likely to have been assigned at birth based on the name.</td>
</tr>
<tr>
<td>The name dictionary on which the packages relies is diverse and multiethnic.</td>
<td>Less accurate without birth-year data because some names change gender association over time, although this is minimized by selecting only those estimates with &gt;95% confidence.</td>
</tr>
</tbody>
</table>

For additional information: [https://docs.ropensci.org/gender/](https://docs.ropensci.org/gender/)
**Step 4. Decide Categories for Gender and Race/Ethnicity**

<table>
<thead>
<tr>
<th>Issue</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inconsistent use of “decline to answer” for ethnicity and/or gender across functions and subgroups.</td>
<td>Included “no data” category.</td>
</tr>
<tr>
<td>Some groups have race and ethnicity broken out into two questions where ethnicity identifies “Hispanic or Latinx” and race does not include this as an option; most have one race/ethnicity question where Hispanic/Latinx and “Two or more races/ethnicities” are options.</td>
<td>In cases where race and ethnicity are asked separately, If Hispanic or Latinx is selected, this designation supersedes the response to the second race question.</td>
</tr>
</tbody>
</table>
**Step 5. Decide How to Count Individuals Within and Across Functions**

<table>
<thead>
<tr>
<th>Issue</th>
<th>Example</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals show up multiple times within a function.</td>
<td>In Staff Leadership, all Advisory Council members are also on the Leadership Team.</td>
<td>Counted once within the function</td>
</tr>
<tr>
<td>Individuals show up multiple times across functions.</td>
<td>An Elected Leader also is part of an award selection committee.</td>
<td>Counted in each function</td>
</tr>
<tr>
<td>Overall presentation of results.</td>
<td>Individuals show up in multiple functions and multiple subgroups.</td>
<td>Counted once for overall results</td>
</tr>
</tbody>
</table>
### Step 6. Present Results

#### Race/Ethnicity

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.0%</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>4.2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>2.0%</td>
</tr>
<tr>
<td>Hispanic or Latinx</td>
<td>1.2%</td>
</tr>
<tr>
<td>Multi-Racial or Other</td>
<td>1.2%</td>
</tr>
<tr>
<td>White (Non-Hispanic)</td>
<td>44.5%</td>
</tr>
<tr>
<td>No Data</td>
<td>46.9%</td>
</tr>
</tbody>
</table>

#### Gender

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>30.3%</td>
</tr>
<tr>
<td>Male</td>
<td>60.0%</td>
</tr>
<tr>
<td>Nonbinary/-Self-Identify</td>
<td>0.1%</td>
</tr>
<tr>
<td>No Data</td>
<td>9.7%</td>
</tr>
</tbody>
</table>
LIMITATIONS AND CONCERNS
Limitations and Concerns

- DATA COVERAGE
- DATA CONSISTENCY
- ESTIMATED GENDER DATA
- CONFIDENTIALITY
- ETHICAL CONCERNS
Assessment of Limitations and Concerns

EXPOSING DATA ISSUES NOW WILL LIKELY LEAD TO IMPROVED DATA OVER TIME.

THIS WILL BE AN IMPERFECT PROCESS.

TRANSPARENCY IS KEY.
The Benefits Outweigh the Risks

RISKS
- Imperfect data
- Imperfect process

BENEFITS
- Improved DEI
- Advance science better
- Serve society better

Serve society better
Advance science better
Improved DEI
Imperfect data
Imperfect process
RESULTS
Order of Results

- Reminder on Functions
- Executive Summary
- Data Coverage
- Results Overview
- Summary and Next Steps
RESULTS: REMINDER ON FUNCTIONS AND SUBGROUPS
Reminder on AAAS/Science Functions

Functions are not limited to AAAS staff members but include elected leadership, award winners, program participants, award and program selection committees, etc.; Science Family Authors and Reviewers are examined separately.

Note: Refer to slides 5-7 and Appendix A for details.
RESULTS: EXECUTIVE SUMMARY
Executive Summary: Coverage of Demographic Variables

Data coverage (usable data available, including estimated data) for gender is high for AAAS/Science Functions and moderate for Science Family Authors and Reviewers.

Race/ethnicity coverage is moderate for AAAS/Science Functions and low for Science Family Authors and Reviewers.

Note: High coverage: > 80%; moderate coverage: 50-79%; low coverage: <50%
Executive Summary: Gender Representation

AAAS has some functions in which the ratio of males to females is balanced or favors females, but overall, males outnumber females 2:1.

Science Family Authors and Reviewers’ ratio of males to females is 2:1 in favor of males.

Note: These ratios exclude missing data.
Executive Summary: Race/Ethnicity Representation

12:1 People who are White (non-Hispanic) outnumber people of all other ethnicities 12:1 for Honors and Awards Recipients, a nomination-based AAAS/Science Function.

5:1 People who are White (non-Hispanic) outnumber people of all other ethnicities 5:1 for Career Development/Fellowship Participants, an application-based AAAS/Science Function.

2:1 It is difficult to assess ethnicity representation for Science Family Authors and Reviewers due to missing data, but what we have indicates that White (non-Hispanic) people outnumber people of all other ethnicities by at least 2:1.

Note: These ratios exclude missing data.
Executive Summary: Next Steps, Improve Data & Processes

- Improve/develop systems for collecting demographic data for all AAAS/Science Functions and Science Family Authors and Reviewers
  - Improve coverage with self-report data

- Develop system for linking data AAAS/Science Functions and Science Family Authors and Reviewers
  - Improve consistency and facilitate analyses

- Identify reliable and ethical methods for estimating race/ethnicity
  - Improve coverage
RESULTS: DATA COVERAGE
Data Coverage: Overall Gender

**AAAS/Science Functions (N=13,480)**
- No Data: 9.7%
- Covered: 90.3%

**Science Family Authors and Reviewers (N=49,316)**
- No Data: 33.2%
- Covered: 66.8%

Note: “Covered” means usable gender data (including estimated data) are available; “no data” means gender data are missing.
Data Coverage: Overall Race/Ethnicity

**AAAS/Science Functions (N=13,480)**
- No Data: 46.9%
- Covered: 53.1%

**Science Family Authors and Reviewers (N=49,316)**
- No Data: 87.8%
- Covered: 12.2%

Note: “Covered” means usable race/ethnicity data are available; “no data” means race/ethnicity data are missing.
RESULTS: OVERVIEW
Overview: Gender Representation

**AAAS/Science Functions (N=13,480)**
- No Data: 9.7%
- Female: 30.3%
- Male: 60.0%
- Non-binary/Self-identify: 0.1%

**Science Family Authors and Reviewers (N=49,316)**
- No Data: 33.2%
- Female: 20.3%
- Male: 46.4%
- Non-binary/Self-identify: < 0.1%
Overview: Gender Ratios

Career Development/Fellowship Participants: Females outnumber males by nearly 3:1.
Career Development/Fellowship Selection Committees: Females outnumber males by nearly 2.5:1.
Elected Leadership: Females outnumber males by nearly 2:1.
Staff Leadership: Females are less represented by nearly 1:3.
Advisory Committees: Females are less represented by nearly 1:3.
Speakers: Females are less represented by nearly 1:1.
Volunteers: Females are less represented by nearly 1:1.
Honors and Awards Selection Committees: Females are less represented by nearly 1:1.
Science Family Editors and Advisors: Females are less represented by nearly 1:1.
Science Family Authors and Reviewers: Females are less represented by nearly 1:2.
Honors and Awards Recipients: Males outnumber females by nearly 3:1.

Note: Each bar presents the ratio of males to females, excluding missing data. For example, the top bar shows that females outnumber males by nearly 3:1 among Career Development/Fellowship Participants. The bottom bar shows that males outnumber females nearly 4:1 among Honors and Awards Recipients.
Overview: Race/Ethnicity Representation

**AAAS/Science Functions (N=13,480)**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Data</td>
<td>46.9%</td>
</tr>
<tr>
<td>White (non-Hispanic)</td>
<td>44.5%</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>4.2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>2.0%</td>
</tr>
<tr>
<td>Multi-racial or other</td>
<td>1.2%</td>
</tr>
<tr>
<td>Hispanic or Latinx</td>
<td>1.2%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

**Science Family Authors and Reviewers (N=49,316)**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Data</td>
<td>87.8%</td>
</tr>
<tr>
<td>White (non-Hispanic)</td>
<td>7.7%</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>3.5%</td>
</tr>
<tr>
<td>Multi-racial or other</td>
<td>0.5%</td>
</tr>
<tr>
<td>Hispanic or Latinx</td>
<td>0.5%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>0.1%</td>
</tr>
<tr>
<td>American Indian or Alaska Native*</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

*Indicates <0.1%
Overview: Race/Ethnicity Ratios

- Honors and Awards Recipients: 12:1
- Elected Leadership: 8:1
- Volunteers*: 8:1
- Staff Leadership: 7:1
- Advisory Committees*: 7:1
- Honors and Awards Selection Committees: 7:1
- Science Family Editors and Advisors*: 7:1
- Career Development/Fellowship Selection Committees: 5:1
- Career Development/Fellowship Participants: 5:1
- Speakers: 3:1
- Science Family Authors and Reviewers*: 2:1

Notes: Each bar presents the ratio of White (non-Hispanic) function members to the next most prominent race/ethnicity, excluding missing data. For example, the top bar shows that White (non-Hispanic) members outnumber any other race/ethnicity by at least 12:1 among Honors and Awards Recipients. *Interpret with caution; coverage for ethnicity was <50 percent.
SUMMARY AND NEXT STEPS
Summary

Data coverage for both gender and ethnicity has room for improvement.

Males outnumber females 2:1 across all AAAS/Science Functions (total) and Science Family Authors and Reviewers.

All AAAS/Science Functions and Science Family Authors and Reviewers are predominately White (non-Hispanic).

Nomination-based functions and subgroups are more lopsided toward males and White (non-Hispanic) people than application-based functions and subgroups.
Next Steps: AAAS will improve...

- Data for future reports of AAAS’ demographics
- Data collection processes and storage systems
- Coverage of demographic variables
APPENDIX A: SUBGROUPS INCLUDED IN EACH FUNCTION
Staff Leadership:

- AAAS Senior Management: Leadership Advisory Council
- AAAS Senior Management: Leadership Team
Elected Leadership:

- Board of Directors
- AAAS Council
- Section Leadership: Steering Groups
- Section Leadership: Committee on Nominations
- Electorate Nominating Committee
Advisory Committees:

- National Conference on Lawyers and Scientists (NCLS)
- Committee on Scientific Freedom and Responsibility (CSFR)
- Committee on Science & Technology Engagement with the Public (CoSTEP)
- Committee on Science, Engineering, and Public Policy (COSEPP)
- Committee on Opportunities in Science (COOS)
- Annual Meeting Scientific Program Committee
Science Family Editors and Advisors:

- Professional Editors
- Academic Editors
- Advisors
Honors and Awards Recipients:

- Honorary Fellows, All Active Members
- Honorary Fellows, Class of 2019
- 2020 Award Winners (Award for Science Diplomacy; Award for Scientific Freedom and Responsibility; Early Career Award for Public Engagement with Science; Kavli Science Journalism Award; Mani L. Bhaumik Award for Engagement with Science; Mentor Awards; Newcomb Cleveland Prize; Philip Hauge Abelson Prize; AAAS/Subaru SB&F Prize for Excellence in Science Books)
Honors and Awards Selection Committees:

- Honorary Fellows Selection Committee
- Award for Science Diplomacy Selection Committee
- Award for Scientific Freedom and Responsibility Selection Committee
- Early Career Award for Public Engagement with Science Selection Committee
- Kavli Science Journalism Awards Selection Committee
- Mani L. Bhaumik Award for Public Engagement with Science Selection Committee
- Mentor Awards Selection Committee
- Newcomb Cleveland Prize Selection Committee
- Philip Hauge Abelson Prize Selection Committee
- AAAS/Subaru SB&F Prize for Excellence in Science Books Selection Committee
Career Development/Fellowship Program Participants:

- S&T Policy Fellows
- Mass Media Fellows
- Leshner Leadership Fellows
- News from Science Internships
- Diverse Voices
- If/THEN Ambassadors
- Catalyzing Advocacy in Science and Engineering (CASE) Workshop Participants
- Lemelson Invention Ambassadors
- L’Oreal USA for Women in Science Fellowships
Career Development/Fellowship Program Selection Committees:

- S&T Policy Fellows Selection Committee
- Mass Media Fellows Selection Committee
- Leshner Leadership Fellows Selection Committee
- If/THEN Ambassadors Selection Committee
- Lemelson Invention Ambassadors Selection Committee
- L'Oreal USA for Women in Science Fellowships Selection Committee
Speakers and Presenters at Major AAAS Events:

- Annual Meeting Speakers
- S&T Policy Forum Speakers
- ERN Speakers
- Noyce Summit Keynote Speakers
Volunteers:

- Scientists engaged by SciLine
- On-Call Scientists
- STEM Volunteers
Science Family Authors and Reviewers:

- Report Authors
- Review Authors
- Commentary Authors
- Reviewers
APPENDIX B: ADDITIONAL DATA

COVERAGE INFORMATION
Data Coverage: Gender AAAS/Science Functions and Science Family Authors and Reviewers

- Staff Leadership
- Honors and Awards Selection Committees
- Speakers
- Career Development/Fellowship Selection Committees
- Elected Leadership
- Advisory Committees
- Honors and Awards Recipients
- Volunteers
- Science Family Editors and Advisors
- Career Development/Fellowship Participants
- Science Family Authors and Reviewers

Covered
No Data
Data Coverage: Race/Ethnicity AAAS/Science Functions and Science Family Authors and Reviewers

- Staff Leadership
- Speakers
- Honors and Awards Recipients
- Career Development/Fellowship Selection Committees
- Elected Leadership
- Career Development/Fellowship Participants
- Honors and Awards Selection Committees
- Science Family Editors and Advisors
- Advisory Committees
- Science Family Authors and Reviewers
- Volunteers

Covered
No Data

0.0% 20.0% 40.0% 60.0% 80.0% 100.0%
APPENDIX C: DEMOGRAPHIC REPRESENTATION IN EACH FUNCTION
AAAS/Science Functions (N=13,480)

**RACE/ETHNICITY**
- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 4.2%
- Black or African American: 2.0%
- Hispanic or Latinx: 1.2%
- Multi-racial or Other: 1.2%
- White (Non-Hispanic): 44.5%
- No Data: 46.9%

**GENDER**
- Female: 30.3%
- Male: 60.0%
- Nonbinary/Self-Identify: 0.1%
- No Data: 9.7%
AAAS Staff Leadership (N=21)

**RACE/ETHNICITY**
- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 9.5%
- Black or African American: 9.5%
- Hispanic or Latinx: 0.0%
- Multi-racial or Other: 0.0%
- White (Non-Hispanic): 76.2%
- No Data: 4.8%

**GENDER**
- Female: 57.1%
- Male: 42.9%
- Nonbinary/Nonself-Identify: 0.0%
- No Data: 0.0%
AAAS Elected Leadership (N=404)

**RACE/ETHNICITY**
- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 5.4%
- Black or African American: 1.5%
- Hispanic or Latinx: 2.0%
- Multi-racial or Other: 0.5%
- White (Non-Hispanic): 54.7%
- No Data: 35.9%

**GENDER**
- Female: 63.9%
- Male: 30.9%
- Nonbinary/-Self-Identify: 0.0%
- No Data: 5.2%
Elected Leadership Subgroup: Board of Directors (N=15)

**Race/Ethnicity**
- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 6.7%
- Black or African American: 20.0%
- Hispanic or Latinx: 0.0%
- Multi-racial or Other: 0.0%
- White (Non-Hispanic): 73.3%
- No Data: 0.0%

**Gender**
- Female: 66.7%
- Male: 33.3%
- Nonbinary/Don't Self-Identify: 0.0%
- No Data: 0.0%
Advisory Committees (N=74)

RACE/ETHNICITY

- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 14%
- Black or African American: 4.1%
- Hispanic or Latinx: 0.0%
- Multi-racial or Other: 0.0%
- White (Non-Hispanic): 27.0%
- No Data: 67.6%

GENDER

- Female: 54.1%
- Male: 40.5%
- Nonbinary/SELF-IDENTIFY: 0.0%
- No Data: 5.4%
Science Family Editors and Advisors (N=720)

RACE/ETHNICITY

0.0% AMERICAN INDIAN OR ALASKA NATIVE
3.9% ASIAN OR PACIFIC ISLANDER
0.7% BLACK OR AFRICAN AMERICAN
0.8% HISPANIC OR LATINX
1.3% MULTI-RACIAL OR OTHER
26.0% WHITE (NON-HISPANIC)
67.4% NO DATA

GENDER

FEMALE 28.1%
MALE 56.1%
NONBINARY/-SELF-IDENTIFY 0.0%
NO DATA 15.8%
Honors and Awards Recipients (N=8,785)

RACE/ETHNICITY

- AMERICAN INDIAN OR ALASKA NATIVE: 0.0%
- ASIAN OR PACIFIC ISLANDER: 5.3%
- BLACK OR AFRICAN AMERICAN: 0.8%
- HISPANIC OR LATINX: 0.8%
- MULTI-RACIAL OR OTHER: 1.4%
- WHITE (NON-HISPANIC): 61.1%
- NO DATA: 30.6%

GENDER

- FEMALE: 19.7%
- MALE: 73.3%
- NONBINARY/-SELF-IDENTIFY: < 0.1%
- NO DATA: 7.0%
Honors and Awards Recipients Subgroup: Honorary Fellows, All Active Members (N=8,734)
Honors and Awards Recipients Subgroup: Honorary Fellows, Class of 2019 (N=435)

**RACE/ETHNICITY**
- **AMERICAN INDIAN OR ALASKA NATIVE**: 0.0%
- **ASIAN OR PACIFIC ISLANDER**: 5.5%
- **BLACK OR AFRICAN AMERICAN**: 1.1%
- **HISPANIC OR LATINO**: 1.1%
- **MULTI-RACIAL OR OTHER**: 0.7%
- **WHITE (NON-HISPANIC)**: 42.5%
- **NO DATA**: 49.0%

**GENDER**
- **FEMALE**: 32.0%
- **MALE**: 58.9%
- **NONBINARY/SELF-IDENTIFY**: 0.0%
- **NO DATA**: 9.2%
Honors and Awards Selection Committees (N=102)

RACE/ETHNICITY
- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 5.9%
- Black or African American: 2.0%
- Hispanic or Latinx: 2.0%
- Multi-racial or Other: 0.0%
- White (Non-Hispanic): 40.2%
- No Data: 50.0%

GENDER
- Female: 40.2%
- Male: 58.8%
- Nonbinary/Self-Identify: 0.0%
- No Data: 1.0%
Career Development/Fellowship Participants (N=667)

**RACE/ETHNICITY**
- **American Indian or Alaska Native**: 0.0%
- **Asian or Pacific Islander**: 6.6%
- **Black or African American**: 8.7%
- **Hispanic or Latinx**: 4.6%
- **Multi-Racial or Other**: 3.1%
- **White (Non-Hispanic)**: 36.4%
- **No Data**: 40.5%

**GENDER**
- **Female**: 54.7%
- **Male**: 22.0%
- **Nonbinary/–Self-Identify**: 0.0%
- **No Data**: 23.2%
Career Development/Fellowship Participants Subgroup: S&T Policy Fellows (N=281)

**RACE/ETHNICITY**
- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 11.7%
- Black or African American: 10.3%
- Hispanic or Latinx: 7.8%
- Multi-racial or Other: 2.8%
- White (Non-Hispanic): 63.7%
- No Data: 3.6%

**GENDER**
- Female: 64.4%
- Male: 35.2%
- Nonbinary/Self-Identify: 0.0%
- No Data: 0.4%
Career Development/Fellowship Selection Committees (N=259)
Speakers and Presenters at Major AAAS Events (N=844)

**RACE/ETHNICITY**

- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 7.6%
- Black or African American: 14.1%
- Hispanic or Latinx: 4.6%
- Multi-Racial or Other: 1.4%
- White (Non-Hispanic): 52.1%
- No Data: 20.1%

**GENDER**

- Female: 53.3%
- Male: 44.1%
- Nonbinary/Non-self-Identify: 0.7%
- No Data: 1.9%
AAAS Program Volunteers (N=3,676)

**Race/Ethnicity**
- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 1.0%
- Black or African American: 0.2%
- Hispanic or Latino: 0.3%
- Multi-Racial or Other: 0.4%
- White (non-Hispanic): 8.8%
- No Data: 89.3%

**Gender**
- Female: 39.8%
- Male: 45.7%
- Nonbinary/Self-Identify: 0.0%
- No Data: 14.5%
Science Family Authors and Reviewers (N=49,316)
Science Family Authors and Reviewers Subgroup: Report Authors (N=33,453)

RACE/ETHNICITY

- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 3.2%
- Black or African American: 0.1%
- Hispanic or Latinx: 0.4%
- Multi-Racial or Other: 0.3%
- White (Non-Hispanic): 5.2%
- No Data: 90.8%

GENDER

- Female: 20.0%
- Male: 41.5%
- Nonbinary/Self-Identify: < 0.1%
- No Data: 38.5%
Science Family Authors and Reviewers Subgroup: Review Authors (N=518)

**Gender**
- Female: 27.4%
- Male: 54.2%
- Nonbinary/ Self-identify: 0.0%
- No data: 18.3%

**Race/Ethnicity**
- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 2.5%
- Black or African American: 0.2%
- Hispanic or Latinx: 0.4%
- Multiracial or Other: 0.6%
- White (Non-Hispanic): 12.0%
- No data: 84.4%
Science Family Authors and Reviewers Subgroup: Commentary Authors (N=1,133)

RACE/ETHNICITY

- American Indian or Alaska Native: 0.0%
- Asian or Pacific Islander: 1.9%
- Black or African American: 0.4%
- Hispanic or Latinx: 1.3%
- Multi-Racial or Other: 1.0%
- White (Non-Hispanic): 14.0%
- No Data: 81.4%

GENDER

- Female: 28.2%
- Male: 55.1%
- Nonbinary/Nonself-Identify: 0.0%
- No Data: 16.7%
Science Family Authors and Reviewers Subgroup: Reviewers (N=16,734)
APPENDIX D: GENDER ESTIMATES
AAAS/Science Functions (N=13,480)

Gender Coverage and Estimates:

No Data: 9.7%
Estimated: 33.2%
Self-report: 57.1%
Staff Leadership (N=21)

Gender Coverage and Estimates:

No Data: 0.0%
Estimated: 0.0%
Self-report: 100%
Elected Leadership (N=404)

Gender Coverage and Estimates:

- No Data: 5.2%
- Estimated: 28.2%
- Self-report: 66.6%
Elected Leaders Subgroup: Board of Directors (N=15)

Gender Coverage and Estimates:

- No Data: 0.0%
- Estimated: 0.0%
- Self-report: 100%
Advisory Committees (N=74)

Gender Coverage and Estimates:

- No Data: 5.4%
- Estimated: 56.8%
- Self-report: 37.8%
Science Editors and Advisors (N=720)

Gender Coverage and Estimates:

- No Data: 15.8%
- Estimated: 51.2%
- Self-report: 32.9%
Honors and Awards Recipients (N=8,875)

Gender Coverage and Estimates:

- No Data: 7.0%
- Estimated: 21.7%
- Self-report: 71.3%
Honors and Awards Recipients Subgroup: Honorary Fellows, All Active Members (N=8,734)

Gender Coverage and Estimates:

- No Data: 7.0%
- Estimated: 21.4%
- Self-report: 71.6%
Honors and Awards Recipients Subgroup: Honorary Fellows, Class of 2019 (N=435)

Gender Coverage and Estimates:

No Data: 9.2%
Estimated: 37.9%
Self-report: 52.9%
Honors and Award Selection Committees (N=102)

Gender Coverage and Estimates:

- No Data: 1.0%
- Estimated: 24.5%
- Self-report: 74.5%
Career/Development Fellowship Participants (N=667)

Gender Coverage and Estimates:

No Data: 23.1%
Estimated: 2.5%
Self-report: 74.4%
Career Development/Fellowship Participants Subgroup: S&T Policy Fellows (N=281)

Gender Coverage and Estimates:

No Data: 0.4%
Estimated: 0.0%
Self-report: 99.6%
Career/Development Fellowship Selection Committees (N=259)

Gender Coverage and Estimates:

- No Data: 3.1%
- Estimated: 26.3%
- Self-report: 70.7%
Speakers and Presenters at Major AAAS Events (N=844)

Gender Coverage and Estimates:

- No Data: 1.9%
- Estimated: 13.3%
- Self-report: 84.8%
Volunteers (N=3,676)

Gender Coverage and Estimates:

No Data: 14.5%
Estimated: 69.1%
Self-report: 16.4%
Gender Coverage and Estimates:

- No Data: 33.2%
- Estimated: 53.6%
- Self-report: 13.2%
Gender Coverage and Estimates:

No Data: 38.5%
Estimated: 51.2%
Self-report: 10.3%
Science Family Authors and Reviewers Subgroup: Review Authors (N=518)

Gender Coverage and Estimates:

No Data: 18.3%
Estimated: 65.3%
Self-report: 16.4%
Gender Coverage and Estimates:

- No Data: 16.7%
- Estimated: 64.2%
- Self-report: 19.2%
Science Family Authors and Reviewers Subgroup: Reviewers (N=16,734)

Gender Coverage and Estimates:
No Data: 22.8%
Estimated: 57.0%
Self-report: 20.2%