Diversity at Energy Sciences Network (ESnet)/Scientific Network Division

Inder Monga
Division Director
Statistics tell a story

ESnet Gender Demographics

- Male: 71.2%
- Female: 28.8%

ESnet Gender Demographics: Scientists/Engineers

- Male: 82.2%
- Female: 17.8%

Workforce Diversity—Overall

- 23% Female
- 77% Male

Workforce Diversity—Technical

- 14% Female
- 85% Male

http://opendiversitydata.org/
Diversify

Nurture

Include
Diversify

- Educate to manage bias
- Start with recruitment
Nurture

- Internal and external mindfulness

- Attend, Volunteer, Sponsor, Mentor
Include

- Build awareness and set organization priority

- Diversity in decision making; from recruitments to regular meetings
Ingrained habits of thought that, when left unchecked, lead to errors in how we perceive, remember, reason and make decisions. (Project Implicit, harvard.edu)