Diversity Analysis 2019

Introduction

Global Shapers are tasked with improving the state of the world through their local work together, as young leaders in their communities. While Global Shapers isn't meant to function as a proportionally represented body, it is of great import that Hubs capture the various experiences faced in the communities they represent. In 2015, we demonstrated concern due to a overwhelming men and white composition of the Hub. Through increased transparency and improved outreach, we've made progress, reported here.

Methodology

As Global Shapers we know that diversity comes in many forms, including sexuality, immigration status, disability, and mental health. However for this follow-up analysis, we're purely focusing on race and gender. Furthermore, while we believe that gender is a spectrum and fluid, we assumed cisgender normative identities for this analysis, which is a weakness that can be improved upon in future reviews. Furthermore, while race is in itself a social construct, it comes with a great diversity including multiple belongings, which is absent from this analysis. Simply put, we took the active members list (which has 61 members), and sorted them by perceived gender, and perceived status as a person of color, both in binary terms. I also lack the raw data from the original analysis, only the findings, which are use below as benchmarks.

Findings

Race: While in 2015, our Hub was nearly 2-1 white-to-people of color, by 2017 we moved to 52.6% comprised of people of color, and today our Hub is 70.5%. For context, persons of color makeup 64.9% of New York City's population (US Census).

RACIAL COMPOSITION

PERCENT POCS

2015 HUB	2017 HUB	2019 HUB	NYC
33.0%	52.6%	70.5%	64.9%
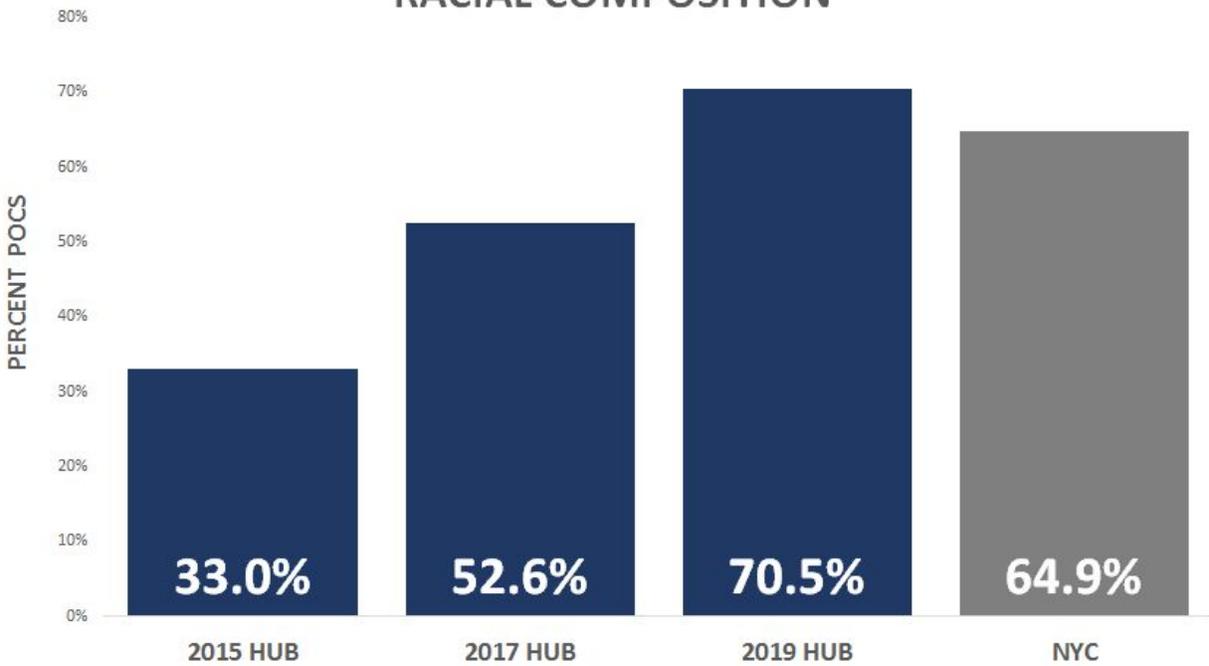
Gender: While in 2015 our Hub was over 2 -1 men to women, and 50% women in 2017, we are now 59% women, our first time as a women-majority Hub.
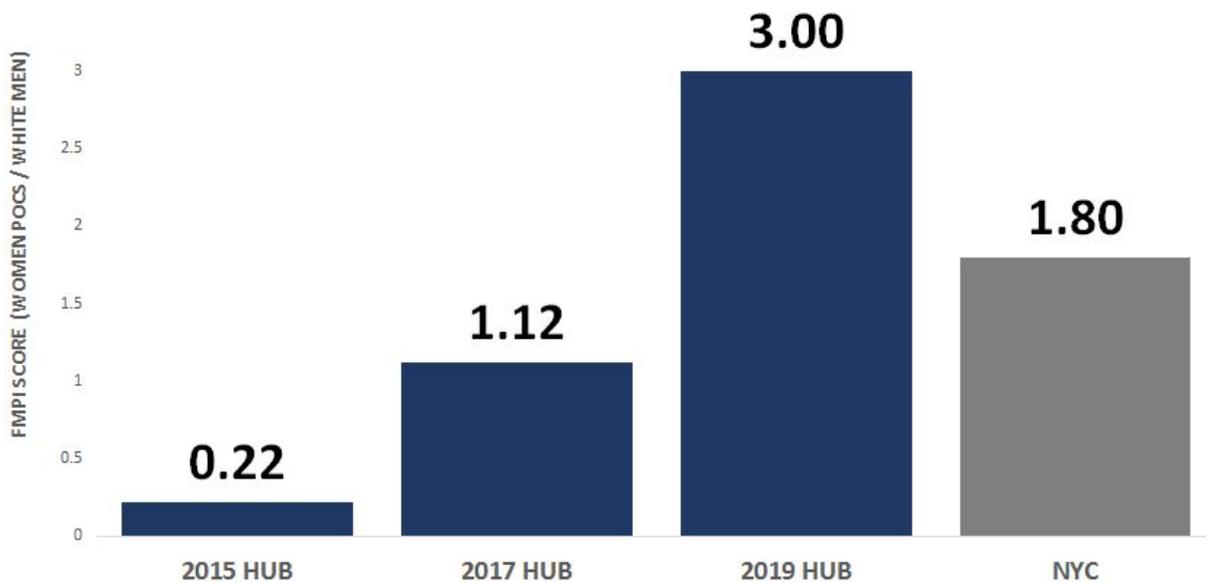
GENDER COMPOSITION

PERCENT POCS

2015 HUB	2017 HUB	2019 HUB	NYC
33.0%	50.0%	59.0%	52.6%
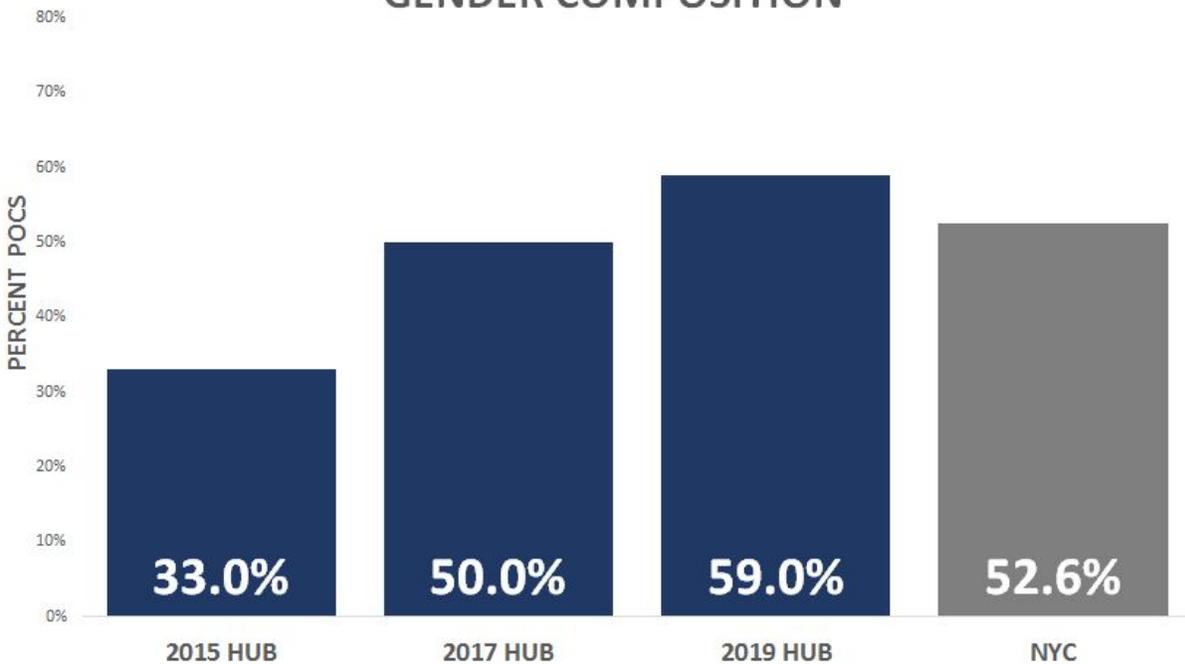
Frank's Made-up Privilege Index: When talking about race and gender, often times we reduce people's identities into tokenism, and so one way I've attempted to address the issue of intersectionality in team diversity is Frank's Made-up Privilege Index (FMPI), in which we calculate a score comprised of women of color, divided by white men. In 2015, 44% of our Hub

were white men, while women of color represented just 10% of our Hub. This would make our 2015 FMPI of 0.22. By 2017 we have shifted to an FMPI of 1.12. Today, we have our Hub includes 27 women of color and nine white men, for an FMPI of 3.0, the largest yet. For context, New York is 17.6% white male, and 32.5% women of color, with a FMPI of 1.8.

FRANK'S MADE UP PRIVILEGE INDEX

Future Considerations

We encourage the following steps to continue this work moving forward:
- This process should be continued before each recruitment period, to ensure group self-awareness of our composition. When we did this analysis the first time, most members were genuinely surprised at the findings.
- Future analyses should use self-reported, anonymous data instead of externally assumed identities to allow people to self identity as they see fit, even if beyond binary terms of gender and race.
- We should tracking other data, including sexuality, religion, disability status, immigration status, and veteran status. This would have to be done anonymously.
- We could use this information to identify opportunities for further diversity, and using it with more intentional outreach to specific, underrepresented communities of identify (with a particular focus on intersectionality).

This report includes contributions by Yukari Yamahiro and Frank Fredericks.