

Project Title: From Evidence to Action: Improving SOGI Data Collection and Use Across STEM Industries

Awardee: RAND Corporation

Contract Number: 49100421C0029

Award Type: R&D

Award Amount: \$443,336

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NSF Funding Program: National Center for Science and Engineering Statistics

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Abstract:

Collection and application of SOGI data varies substantially across STEM industries, clouding the transparency of workforce diversity and limiting the potential to study these data at an aggregate level. We plan to study of the existence and breadth of employee-based SOGI data collected by different types of employers with a focus on STEM fields. We propose a scoping review of existing literature and qualitative interviews to gauge STEM employer's perspectives on employee SOGI data collection and potential opportunities for improvement (n=100). Our sample will include U.S employers in the following domains: 1) publicly traded companies; 2) privately held companies; 3) academic institutions; 4) non-academic, non-profit organizations; and 5) federal agencies. We aim to understand current SOGI data collection trends and identify existing gaps and opportunities for improvement.