

Diversity Committee Report

Winter Policy Council Meeting 2010

Submitted by Peter Hovmand

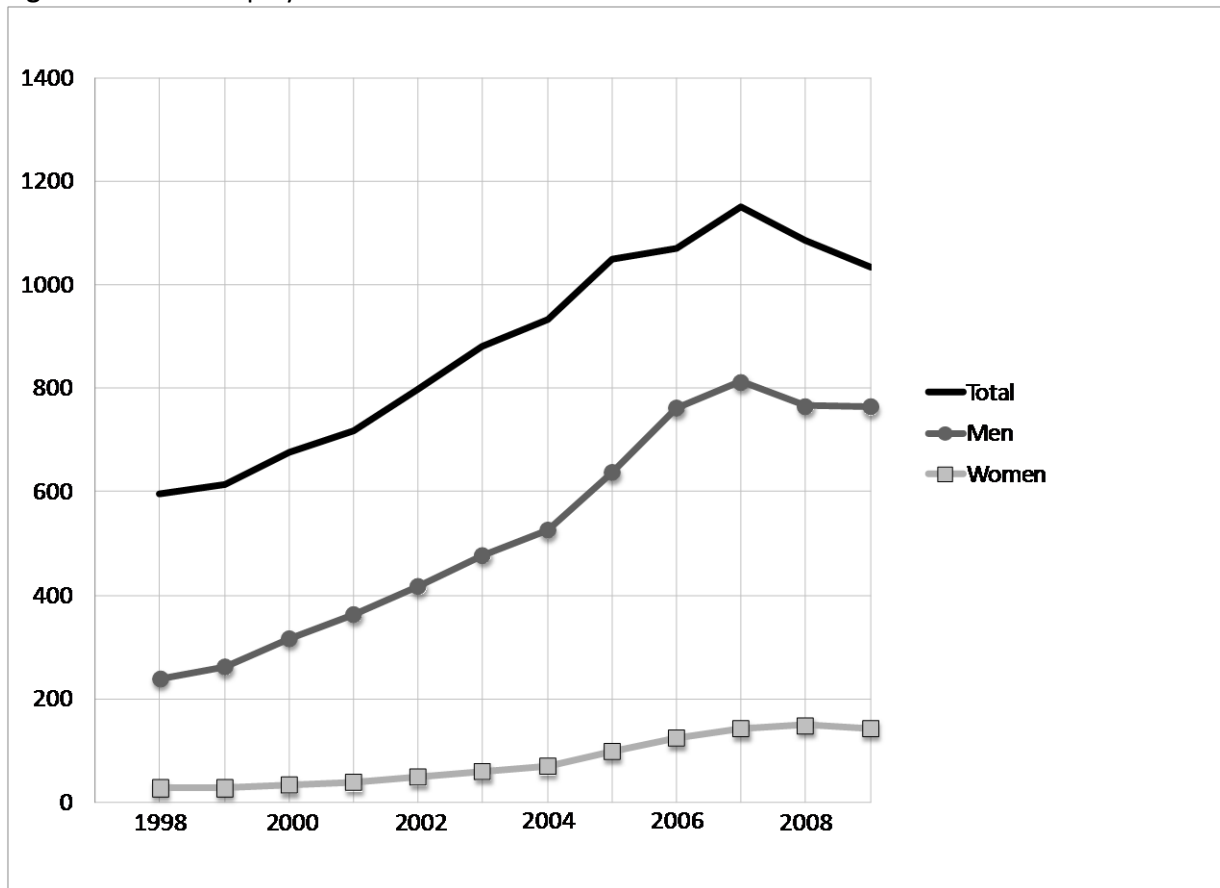
Executive Summary

This report provides an overview of the System Dynamics Society demographics for 2009 and activities of the Diversity Committee. Total membership continued to decline from the peak in 2007 of 1,152 to 1033 members. However, the number of women in the society remained stable at 16% in 2009. The Diversity Committee held its diversity roundtable at the Albuquerque conference, Inge Bleijenbergh was nominated and elected co-chair of the Diversity Committee, and a new Linked-in group was formed to support between meeting collaborations.

Overall Membership Demographics and Trends

Total membership continued to decline from the peak in 2007 of 1,152 members, although the total number of known women and men remained steady (see Figure 1). The decline of total membership is therefore among members whose gender is unknown, which tends to be higher among newer members.

Figure 1 Membership by Year and Gender



Membership by Gender and Year

Figure 2 shows the composition of membership by gender and year using several estimates, including the 2004 report to the Policy Council, 2005 membership survey, and data from membership forms. Membership by gender as a percentage of overall membership remains steady with women representing 16% of membership and men 84% of membership (see Figure 2 and Table 1).

Figure 2 Composition of Membership by Gender and Year as Percentage

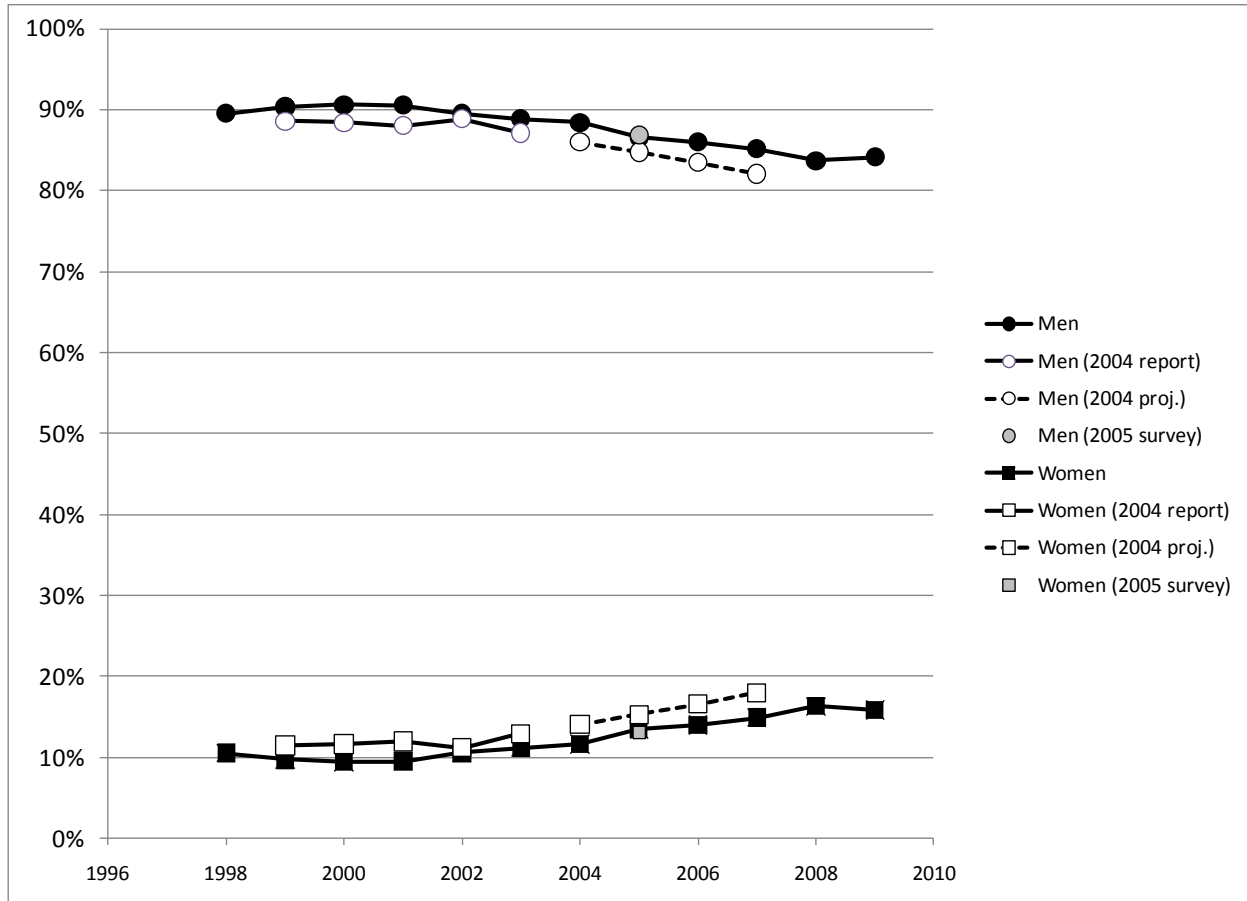


Table 1 Membership by Gender and Year

Gender	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Women ¹	28 9.7%	33 9.4%	38 9.5%	49 10.5%	60 11.2%	69 11.6%	99 13.4%	124 14.0%	142 14.9%	149 16.3%	143 15.8%
Men ¹	261 90.3%	317 90.6%	363 90.5%	417 89.5%	478 88.8%	526 88.4%	638 86.6%	763 86.0%	813 85.1%	766 83.7%	764 84.2%
Unknown ²	326 53.0%	327 48.3%	318 44.2%	332 41.6%	342 38.9%	339 36.3%	313 29.8%	183 17.1%	197 17.1%	172 15.8%	126 12.2%
Total	615	677	719	798	880	934	1050	1070	1152	1087	1033

¹ Reported by frequency and as a percent of known gender.

² Reported by frequency and as a percent of total membership.

Membership by Age

Membership tends to be evenly distributed between groups aged 30 and above. There was a slight increase in membership under 29 and under from 5.7% to 7.0%.

Conference Attendance by Gender

Overall conference attendance increased from last year with the proportion of women attending the conference dropping from the 2008 Athens conference high of 25.1% to 21.7%. However, this is consistent with previous years where the conference has been held in the North America. These figures should be interpreted with some caution for recent conferences since the proportion of conference attendees not reporting their gender is relatively high (46/6%), but tends to become more accurate as some attendees eventually report their gender through continued membership in the System Dynamics Society.

Diversity Committee Activities at the Athens Conference

In response to discussion and feedback from the Athens Conference Diversity Roundtable, Peter Hovmand and Inge Bleijenbergh chaired a temporary track on Gender Issues. The intent was to consolidate a number of related papers in an audience specifically focused gender issues for presentation, discussion and feedback. Unfortunately, the number of submissions to the gender track was too low. Future efforts might encourage gender or diversity related submissions to specific tracks such as Psychology or Health Policy.

The Diversity Committee continued with the annual meeting and roundtable at the conference and discussed a variety of issues. Eric Steins shared some early insights from working on a simulation model of gender demographics in the society, and the Committee is interested in collaborating with others in the Society to develop a simulation model that helps us understand and address topics of diversity as they appear in the System Dynamics Society. Inge Bleijenbergh was nominated and voted in to serve as co-chair of the Diversity Committee with Peter Hovmand.

To support modeling efforts, collaboration, and planning, the Diversity Committee has recently set up a Linked-in professional group called the "System Dynamics Society Diversity Committee". Any member of the Society interested in the Diversity Committee is welcome to join. Future plans include developing an Access report for generating the membership and demographic statistics used in reports to Policy Council, developing more between-conference collaboration, and developing a system dynamics model to better understand diversity issues within the System Dynamics Society.

Table 2 Membership by Age Group and Year

Age	2006	2007	2008	2009
Under 25 ¹	1.4%	1.7%	1.6%	1.7%
25 to 29 ¹	4.9%	6.2%	5.7%	7.0%
30 to 39 ¹	24.7%	23.9%	23.6%	20.7%
40 to 49 ¹	25.5%	25.9%	26.6%	24.5%
50 to 59 ¹	26.1%	25.5%	25.2%	26.1%
60 or older ¹	17.4%	16.8%	17.2%	20.0%
Unknown ²	18.5%	18.6%	17.0%	13.5%

¹ As percent of known ages

² As percent of total membership

Table 3 Conference Attendance by Gender and Year

	2005	2006	2007	2008	2009
Women	53	57	76	57	56
% ¹	17.7%	21.3%	20.3%	25.1%	21.7%
Men	247	210	298	170	202
% ¹	82.3%	78.7%	79.7%	74.9%	78.3%
Unknown	185	170	183	158	225
% ²	38.1%	38.9%	32.9%	41.0%	46.6%
Total	485	437	557	385	483

¹ As percent of known gender.

² As percent of total membership