

# **Diversity Committee Report Summer Policy Council Meeting 2011**

Submitted by

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## **Executive Summary**

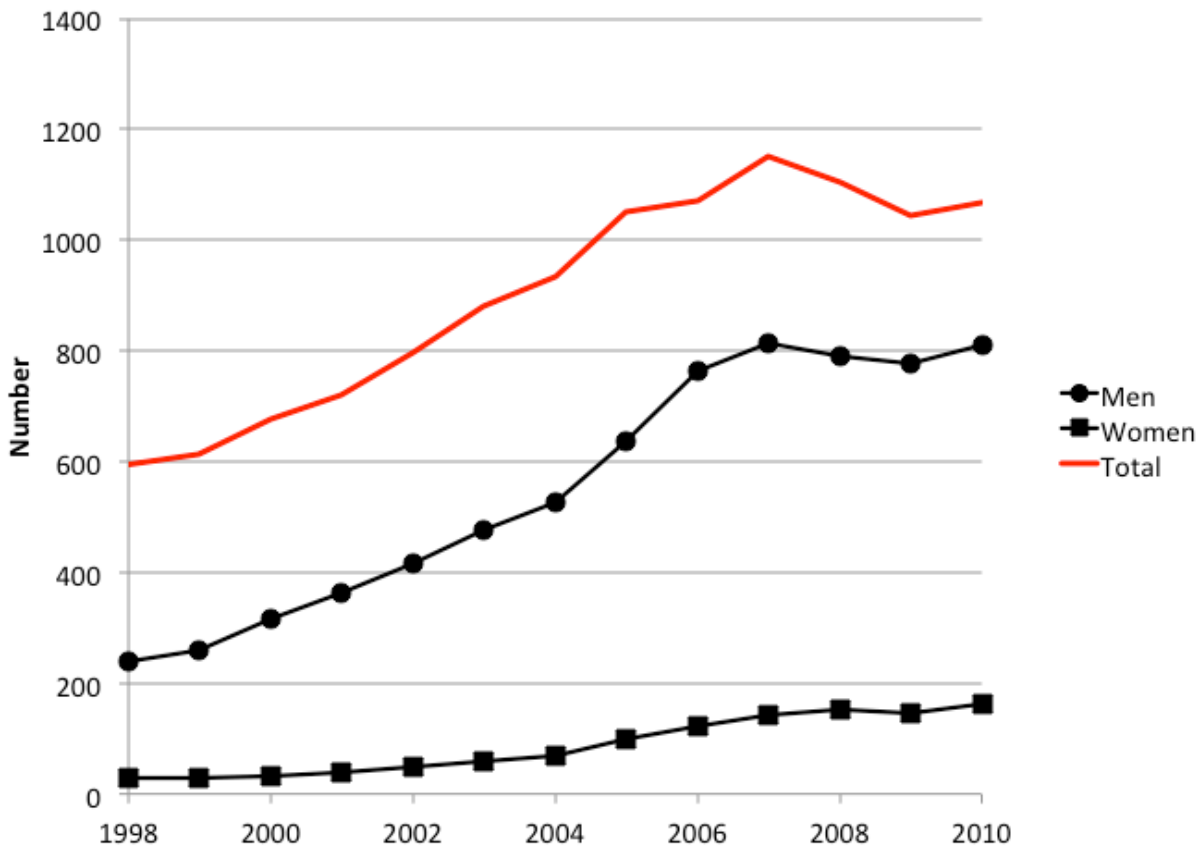
This report provides an overview of the System Dynamics Society demographics for 2010 and Diversity Committee activities. Total membership increased slightly from 1043 in 2009 to 1067 in 2010. Overall, the reporting of demographic information for members has continued to increase with 89% now providing information on gender. Although both the number of men and women increased, the percentage of women has plateaued at approximately 16.8%. Students represented an estimated 18.3% of membership in 2010, down from a peak of 21.3% in 2007.

In previous years, data for the analysis of the System Dynamics Society’s demographics were based on the most recent data. This meant that reports for the Winter Policy Council meetings were based on the most recent membership renewals up through the end of December, and reports for the Summer Policy Council meetings were based on membership data through July, which included the current year. However, since membership data for the current year in July was often incomplete. This resulted membership for the current year being estimated and often having to be subsequently revised. To simplify the reporting and provide more consistent year-on-year comparisons, this report now reports only on the previous membership year. The hope is that this will provide a more consistent basis for making comparisons across years and seeing trends.

**Overall Membership Demographics and Trends**

Total membership increased slightly from 1043 in 2009 to 1067 in 2010 (see Figure 1 and Table 1), with an increase in both men and women from 2009 to 2010.

**Figure 1** Membership by Year and Gender

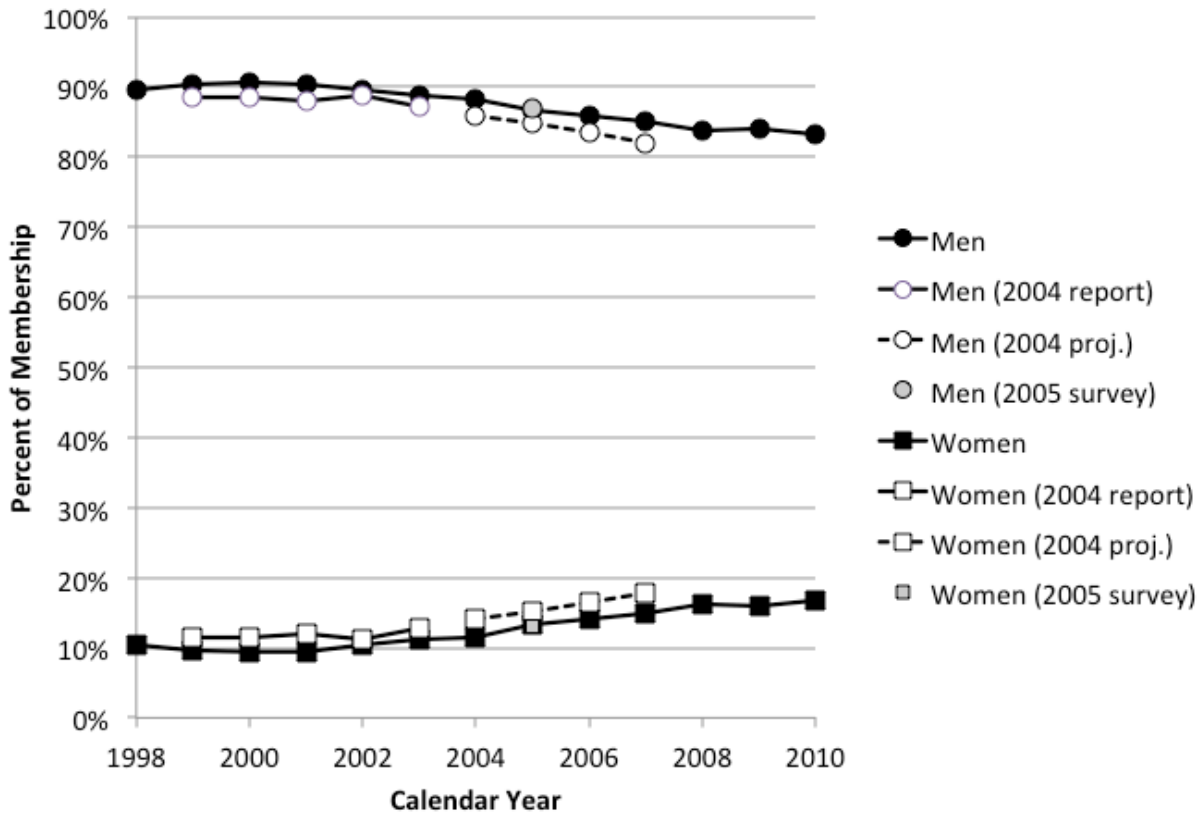


**Membership by Gender and Year**

Figure 2 shows the composition of membership by gender and year using several estimates, including the 2004 report to the Policy Council based on gender imputation from names, 2005 membership survey, and data from the revised membership forms asking for demographic information. The number and percentage of women members has plateaued at approximately 16.8% (see Figure 2 and Table 1).

Reporting of gender on membership forms has continued to increase with 88.9% of members reporting gender (see Table 1).

**Figure 2** Composition of Membership by Gender and Year as Percentage



**Table 1** Membership by Gender and Year

Gender	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010 <sup>3</sup>
Women <sup>1</sup>	33 9.4%	38 9.5%	49 10.5%	60 11.2%	69 11.6%	99 13.4%	124 14.0%	142 14.9%	151 16.0%	147 15.9%	163 16.8%
Men <sup>1</sup>	317 90.6%	363 90.5%	417 89.5%	478 88.8%	526 88.4%	638 86.6%	763 86.0%	813 85.1%	790 84.0%	777 84.1%	810 83.2%
Unknown <sup>2</sup>	327 48.3%	318 44.2%	332 41.6%	342 38.9%	339 36.3%	313 29.8%	183 17.1%	197 17.1%	163 14.8%	119 11.4%	94 11.1%
Total	677	719	798	880	934	1050	1070	1152	1104	1043	1067

<sup>1</sup> Reported by frequency and as a percent of known gender. <sup>2</sup> Reported by frequency and as a percent of total membership. <sup>3</sup> Based on 2010 membership data as of July 13, 2011.

### Membership by Age

There appears to have been little shift in membership distribution. (See Table 2)

### Conference Attendance by Gender

Conference attendance by gender showed a continued decrease in women attending the conference, down from a peak of 25.2% in 2008 to 19.2% in 2010 (see Table 3). However, it is important to note that the percentage of conference participants where gender is unknown is much higher than membership (49.0% unknown for conference participants vs. 11.1% for membership) and is sufficiently large that one should view small changes in the gender of conference participants with caution. The difference in reporting between conference

participants and members can be explained by the greater tendency of new members to not report gender, and that people renewing their membership tend to eventually report their gender.

### Students

Students represented an estimated 18.3% of the membership in 2010 continuing a decline from a peak of 21.3% in 2007. The vast majority of students were enrolled in doctoral programs (11.7% of membership) followed by students in masters programs (4.8% of membership).

### Income

The 2005 renewal form introduced an income variable. The original intent of this change was to increase the economic diversity of the membership. However, the change was met with some controversy. Due to the sensitive nature of the income data, no results from the income data are included in this report.

**Table 2** Membership by Age Group and Year

Age	2006	2007	2008	2009	2010
Under 25 <sup>1</sup>	1.4%	1.7%	1.6%	1.6%	1.2%
25 to 29 <sup>1</sup>	4.9%	6.2%	5.5%	6.6%	6.8%
30 to 39 <sup>1</sup>	24.7%	23.9%	24.7%	20.5%	22.6%
40 to 49 <sup>1</sup>	25.5%	25.9%	26.5%	24.5%	24.7%
50 to 59 <sup>1</sup>	26.1%	25.5%	24.8%	26.4%	24.4%
60 or older <sup>1</sup>	17.4%	16.8%	16.7%	20.2%	20.3%
Unknown <sup>2</sup>	18.5%	18.6%	17.0%	12.4%	9.8%

<sup>1</sup>As percent of known ages

<sup>2</sup>As percent of total membership

**Table 3** Conference Attendance by Gender and Year

	2005	2006	2007	2008	2009	2010
Women	55	62	80	61	65	30
% <sup>1</sup>	17.7%	22.1%	20.6%	25.2%	22.5%	19.2%
Men	256	219	309	181	224	126
% <sup>1</sup>	82.3%	77.9%	79.4%	74.8%	77.5%	80.8%
Unknown	174	156	168	143	194	150
% <sup>2</sup>	35.9%	35.7%	30.2%	37.1%	40.2%	49.0%
Total	485	437	557	385	483	306

<sup>1</sup>As percent of known gender.

<sup>2</sup>As percent of total membership

However, income is often described as a factor in people joining the System Dynamics Society and attending the annual conference. The System Dynamics Society continues to provide numerous

opportunities to address the costs of membership and attending the conference through scholarships and discounted membership dues.

**Table 4** Student Membership by Year

	2005	2006	2007	2008	2009	2010
Doctoral % <sup>1</sup>	66 10.1%	100 12.7%	121 14.5%	111 13.9%	121 13.5%	100 11.7%
Masters % <sup>1</sup>	20 3.0%	25 3.2%	38 4.5%	31 3.9%	42 4.7%	41 4.8%
Undergraduate % <sup>1</sup>	2 0.3%	7 0.9%	9 1.1%	13 1.6%	8 0.9%	6 0.7%
Other % <sup>1</sup>	6 0.9%	11 1.4%	10 1.2%	5 0.6%	4 0.4%	9 1.1%
Total students % <sup>1</sup>	94 14.3%	143 18.2%	178 21.3%	160 20.1%	175 19.6%	156 18.3%
Unknown % <sup>2</sup>	394 37.5%	284 26.5%	316 27.4%	306 27.7%	149 14.3%	215 20.1%

<sup>1</sup> As percent of members with known student status.

<sup>2</sup> As percent of all members.

#### **Diversity Committee Activities for 2011-2012**

The Diversity Committee continues to host a discussion at the annual conference to solicit feedback from members. Moreover, the Diversity Committee is intending to extend its reporting to nationality of members and conference attendants, in order to assess developments in the international character of the conferences and the society. A proposal to evaluate the diversity of plenary speakers at the conferences is in preparation. The Diversity Committee also plans to conduct a membership survey to assess a number of areas related to increasing the diversity of membership, and is seeking input from Policy Council members.