

Economics at the Intersection of Ethnicity, Gender and Race

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Introduction

The lack of racial, ethnic, and gender diversity in economics is counter to many economic theories. Diversity is the basis for consumer choice, a prerequisite for competition, labor, and factor endowments diversity is fundamental to economic theory, and 'comparative advantage' is a consequence of the diversity in specialization. Yet, the economics profession treats students and faculty as homogenous groups, an oversimplification that has consequences for social and economic policy and diversifying the profession.

Data

Integrated Postsecondary Education System Completion Survey by Race, 1995-2015

Results

- More doctorates are awarded in math and statistics than economics; therefore, math is not why economics is not diverse.
- The growth in undergraduate economics degrees conferred to Black women increased by 1% between 1996-2005 and 2006-2015, which is the equivalent of 47 degrees.
- Spelman College, the only HBCU on the list that does not offer an undergraduate business degree, conferred more bachelor's degrees in economics than any other HBCU (See Table 2).
- 4 of the top 10 institutions have ever had a Black woman on the faculty: Spelman, Florida A&M, N.C. A&T, and Howard; therefore, the lack of Black women faculty does not explain the decrease in degrees awarded to Black women (See Table 2).
- Only 3 schools in common for the top 20 schools for women and Black women (See Table 2 & Table 3).
- Of the economics departments with the largest increase in degrees conferred to Black women, John Jay College is the only one with Black women on the faculty (Table 4).

Recommendations

- The profession needs to have an honest conversation about the definition of diversity. Does diversity mean the inclusion of more people from U.S. historically marginalized racial and ethnic groups or the inclusion of people who are non-white males of European descent?
- Departments should define diversity and use that definition as the core and conscience for the curriculum, and faculty and student composition.
- Provide information about the requirements for the doctorate in economics to ALL students as part of undergraduate advising.
- Expand the diversity conversation to include the representation of minorities and women employed at think tanks, Federal Reserve System, and government agencies.
- Create a penalty system for departments that fail to diversify or broaden participation.
- Create a partnership with AEASP and the Mentoring program to identify young scholars to mentor for upcoming faculty positions.
- Don't diversify your faculty by "poaching" from another department.
- Volunteer to serve as a mentor for CeMent, DITE, or the Mentoring Program.
- Show young scholars how to do what you do. Don't tell them and wait to see if they do it. Be a good mentor. Provide the advice you have provided for you.

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To produce more Black economists, the profession must provide support for programs that have a history of producing Black economists, especially Black women.



Take a picture to download the NEA Presidential Address paper



Take a picture to download the Disaggregate Data op-ed

Figure 1. 2005-2014 Doctorates: Economics vs. Mathematics

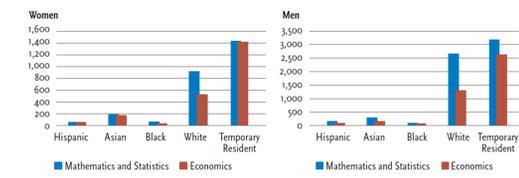


Table 1. Economics Undergraduate Degree Production: 1996-2015.

Race and ethnicity	Gender	1996-2005	2006-2015	Total	Year difference	Growth 1996-2015 (%)
Black	Female	5,091	5,138	10,229	47	1
	Male	6,247	9,004	15,251	2,757	44
	Subtotal	11,338	14,142	25,480	2,804	25
Gender difference		-1,156	-3,866	-5,022	-2,710	234
Hispanic	Female	3,623	6,160	9,783	2,537	70
	Male	6,698	13,069	19,767	6,371	95
	Subtotal	10,321	19,229	29,550	8,908	86
Gender difference		-3,075	-6,909	-9,984	-3,834	125
Native American	Female	269	299	568	30	11
	Male	520	711	1,231	191	37
	Subtotal	789	1,010	1,799	221	28
Gender difference		-251	-412	-663	-161	64
Asian	Female	12,760	16,772	29,532	4,012	31
	Male	17,159	25,219	42,378	8,060	47
	Subtotal	29,919	41,991	71,910	12,072	40
Gender difference		-4,399	-8,447	-12,846	-4,048	92
White	Female	35,753	39,453	75,206	3,700	10
	Male	92,412	119,005	211,417	26,593	29
	Subtotal	128,165	158,458	286,623	30,293	24
Gender difference		-56,659	-79,552	-136,211	-22,893	40
Other	Female	2,842	5,716	8,558	2,874	101
	Male	5,783	13,133	18,916	7,350	127
	Subtotal	8,625	18,849	27,474	10,224	119
Gender difference		-2,941	-7,417	-10,358	-4,476	152
Temporary Resident	Female	7,484	14,615	22,099	7,131	95
	Male	11,560	19,670	31,230	8,110	70
	Subtotal	19,044	34,285	53,329	15,241	80
Gender difference		-4,076	-5,055	-9,131	-979	24
Total	Women	67,822	88,153	155,975	20,331	30
	Men	140,379	199,811	340,190	59,432	42
	Total	208,201	287,964	496,165	79,763	38
Gender difference		-72,557	-111,658	-184,215	-39,101	54

Table 2. Top 10 Producers of Economics Degrees Conferred to Black Women: 1996-2015.

Institution	1996-2005	2006-2015	Total	Difference
Spelman College	501	407	908	-94
University of Maryland, College Park	118	166	284	48
CUNY, Lehman College	182	84	266	-98
Tougaloo College	144	79	223	-65
Rutgers, The State University of New Jersey, New Brunswick	109	62	171	-47
Ohio State University, The, Columbus	87	61	148	-26
Florida Agricultural and Mechanical University	71	69	140	-2
University of Florida	49	87	136	38
North Carolina Agricultural and Technical State University	54	68	122	14
Howard University	46	72	118	26
Total for 10 top producers	1,361	1,155	2,516	-206

Table 3. Top 20 Institutions by Economics BS Degrees Awarded to Women: 1996-2015.

Rank	Academic institution	1996-2005	2006-2015	Total	Year difference
1	University of California, Los Angeles	2,038	2,963	5,001	925
2	University of California, Berkeley	1,564	2,028	3,592	464
3	University of California, San Diego	804	1,763	2,567	959
4	Rutgers, The State University of New Jersey, New Brunswick	1,471	999	2,470	-472
5	University of California, Irvine	1,301	1,103	2,404	-198
6	New York University	754	1,609	2,363	855
7	University of Washington	883	1,293	2,176	410
8	University of Illinois at Urbana-Champaign	911	1,081	1,992	170
9	University of Michigan, Ann Arbor	955	1,019	1,974	64
10	University of California, Davis	657	1,266	1,923	609
11	The University of Texas at Austin	910	869	1,779	-41
12	University of Virginia, Charlottesville	942	831	1,773	-111
13	University of Maryland, College Park	629	1,101	1,730	472
14	Cornell University	550	1,136	1,686	586
15	University of Florida	519	1,043	1,562	524
16	Northwestern University, Evanston	672	791	1,463	119
17	The University of Chicago	604	830	1,434	226
18	Harvard University	653	774	1,427	121
19	Wellesley College	641	765	1,406	124
20	Columbia University in the City of New York	594	770	1,364	176

Table 4. Institutions With the Largest Increase in Degrees Awarded to Black Women.

Institution	1996-2005	2006-2015	Total	Difference
Georgia State University	19	97	116	78
University of Maryland, College Park	118	166	284	48
CUNY, John Jay College of Criminal Justice	0	43	43	43
University of Florida	49	87	136	38
University of Houston	24	62	86	38
University of Connecticut, Storrs	16	49	65	33
University of California, Riverside	3	36	39	33
CUNY, Queens College	24	55	79	31
Cornell University	22	53	75	31
CUNY, College of Staten Island	8	38	46	30
Total	283	686	969	403

