Representation in the Economics Profession

Sector	Percent URM	Entities Reporting
All Employed PhD Economists	?	?
Academia (UAQ)	7.56	341
Government (OPM)	8.06	130
Industry	?	?
Think Tanks (Brookings)	16.67	1

Representation Among PhD Recipients

Recipient Race/Ethnicity	Economics	STEM	All Degrees	U.S. Population
Percent Native American	0.00	0.34	0.44	0.74
Percent Black	2.80	4.19	11.50	12.54
Percent Latinx	5.82	7.17	8.15	18.45
Percent URM	8.62	11.70	20.08	31.73
Percent Asian	15.52	12.06	7.54	5.76
Percent White	64.87	66.66	62.12	60.11

Sources: NCES, IPEDS and U.S. Census, Population Division.
Notes: Degrees awarded to US citizens and permanent residents in 2019.

Historic Representation Among PhD Recipients:
Latinx Scholars, 1973-2019
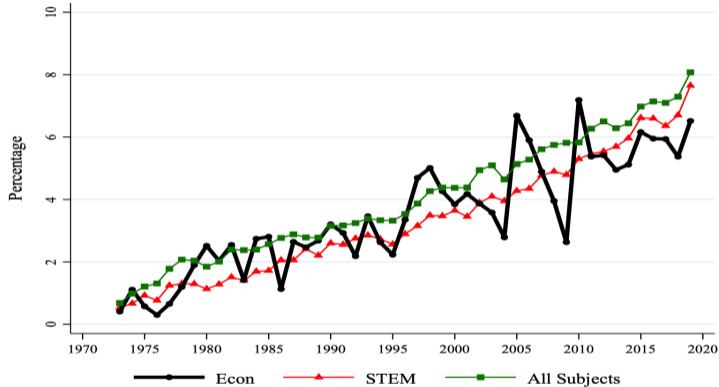
Source: National Science Foundation, National Center for Science and Engineering Statistics, Survey of Earned Doctorates.
Note: Observations are of US citizens and permanent residents. Because of changes in the Survey of Earned Doctorates' race categories beginning in 2001 with the additional option "More Than One Race," 2001-2019 data on race are not directly comparable with data from earlier years.

Historic Representation Among PhD Recipients:
Black Scholars, 1973-2019
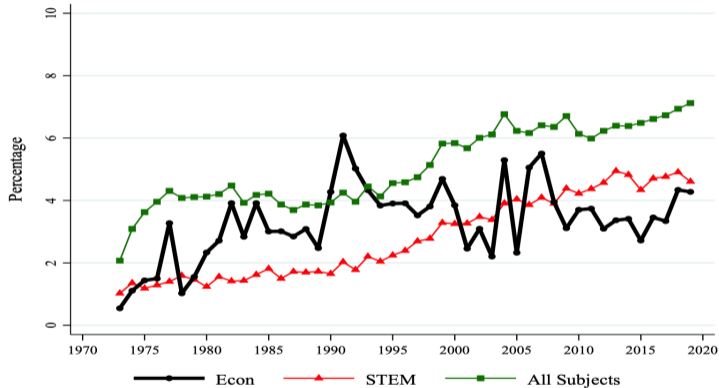
Source: National Science Foundation, National Center for Science and Engineering Statistics, Survey of Earned Doctorates.
Note: Observations are of US citizens and permanent residents. Because of changes in the Survey of Earned Doctorates' race categories beginning in 2001 with the additional option "More Than One Race," 2001-2019 data on race are not directly comparable with data from earlier years.

Representation Among BA Recipients

Recipient Race/Ethnicity	Economics	STEM	All Field Majors
Percent Native American	0.19	0.35	0.45
Percent Black	5.16	6.50	9.56
Percent Latinx	12.14	13.21	15.13
Percent URM	17.50	20.06	25.14
Percent Asian	15.63	13.37	7.62
Percent White	58.97	59.09	59.72

Source: NCES, IPEDS.
Notes: Bachelors degrees conferred to U.S. citizens and permenant residents in 2019.

Relative Representation in Principles Courses

Source	School(s)	Year(s)	Percent URM in Principles	Percent URM in School(s)
Bayer, Bruich, Chetty, and Housiaux 2020	Harvard	2018-2020	18.0	20.0
Bayer, Bhanot, Bronchetti, and O'Connell 2020	Swarthmore	2017–2019	15.8	21.2
Emerson and McGoldrick 2019	6 MIDFIELD schools	1987-2010	9.0	12.4
Mumford and Ohland 2011	6 MIDFIELD schools	1990-2003	12.9	13.5

Additional Source: NCES, IPEDS.
Notes: Emerson and McGoldrick 2019 and Mumford and Ohland 2011 do not provide percent URM for schools. The percent URM was calculated by taking the weighted average of the Black, Latinx, (and Native American for Emerson and McGoldrick 2019) share of school enrollment for the schools and school years sampled using beginning in 1994, the start of the IPEDS data.

Not Just Counting Bodies: Tallying Experiences

- 28%: Black, Latinx, and Native Americans personally discriminated or treated unfairly, on the basis of race/ethnicity, by someone in the field of economics.

- Black and women of color respondents, both students and professionals, are the most likely to report having experienced discrimination and are the most likely to have taken costly actions, such as leaving a job, to avoid bias.

Source: Allgood et al. 2019 (AEA Professional Climate Study).

Not Just Counting Bodies: Letting Them Speak

The most disappointing time in the academy was training the next generation of minority economics and policy students who would confide: "Why should I do a PhD in Economics and put in all of the time and effort, only to face what I see you facing?" My best and brightest students opted for professional degrees as first-generation students but were not interested in a PhD program in economics because of all the constant micro-aggressions they witnessed.

- Former Tenure-Track Professor

Source: Bayer, Hoover, and Washington 2020.

Not Just Counting Bodies: Letting Them Speak

It is very difficult to imagine belonging in a field that (on whole) doesn't do the work to enact structural change, is very resistant to seriously incorporating other social sciences' work and doesn't even really allow much scholarship that names and/or addresses racism directly.

- PhD Student

Source: Bayer, Hoover, and Washington 2020.

Thank you

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