URGE Demographic Data for University of Maryland/Environmental Science and Technology

This is what was found by Environmental Science and Technology at University of Maryland on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **The link(s) to demographic data at our organization are here:**
  - UMD_Diversity and Inclusion Data - enrollment data at UMD
  - No publicly available data at our college or departmental level

- **How does your organization compare to others, or to the field as a whole?**
    - Underrepresented minorities getting degrees in US 2018-19 ~ 14%
    - At UMD FY 2019 16.8% of all undergraduate STEM degrees awarded
    - Staff FY 2018 33.5% underrepresented minorities; faculty ~10%
  - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - [https://eartharxiv.org/repository/view/2060/](https://eartharxiv.org/repository/view/2060/)
    - Rough parity among male and female faculty at UMD, but data on leadership positions not easily accessible

- **Public goals on demographics or increasing representation:**
  - We have had discussions about ensuring that underrepresented minorities have a role in hiring
    - Unsure on timeline or who will take accountability for this initiative

- **Policy or proposed policy for collecting demographic data at your organization:**
  - Currently data are only publicly available for demographics at the University level
    - Our departmental Diversity and Inclusion Committee is going to push towards getting data more publicly available for enrollment and hiring at the college and departmental level.

- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - Increasing diversity at seminars (as some other institutions have done) is an admirable goal that our department will discuss in the future.