URGE Demographic Data for University of Minnesota Duluth

This is what was found by the URGE pod at the University of Minnesota Duluth 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:
  ○ The UMD Office of Institutional Research organizes data on faculty, staff, and student demographics over the past few years. This is available at an institutional or college level.
  ○ Department level data is also collected and available, but it must be requested individually and is not generally made publicly available. Department heads can request it but (generally) it is inaccessible beyond that.
  ○ No data is available on the history of past invited speakers to the university
  ○ This data is publicly available and can be accessed by anyone, inside or outside of the university

● How does your organization compare to others, or to the field as a whole?
  ○ UMD in general (not just the geoscience departments, but across the whole university) is less diverse than other institutions.
  ○ In student populations (grad & undergrad), UMD is 77% white, Swenson College of Science & Engineering is 82% white, and the Department of Earth & Environmental Sciences is 91% white.

● Public goals on demographics or increasing representation:
  ○ UMD’s strategic plan Goal 2 states that UMD will “Advance equity, diversity, inclusiveness, and social justice within the campus community”
  ○ No benchmarks, specific action items, assessment metrics, or policy proposals are given or made public in order for the university to reach that goal.

● Policy or proposed policy for collecting demographic data at your organization:
  ○ There is no public policy for collecting or basing goals off of demographic data at UMD, except for the collating of faculty, staff, and student data for the public website. It actually costs departments money to request more fine-scale data (you have to pay the Office of Institutional Research to collate that data for you).

● What did you learn about other organizations (or in general) while investigating demographic data?
  ○ https://diversity.ldeo.columbia.edu/seminardiversity - Increase diversity in seminars
  ○ https://www.nature.com/articles/d41586-019-03784-x - No all-male panels
It seems like UMD is woefully behind the curve here – we go through the motions (Strategic Plan Goal 2, collected demographic data is made public) but there is no effort to be transparent in any process or action to improve our diversity. We have no public policy or effort to diversity our invited speakers or panels. We have no stated goals for increasing diversity of our student or faculty body, or a stated year or timeframe to achieve that in.