URGE Demographic Data for University/Organization - Example Deliverable

This is what was found by [Insert Pod Name] at [University/Organization] 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:**
  - [https://tableau.wisconsin.edu/#/views/EmployeeDemographics_0/EmployeeRaceEthnicity?showAppBanner=false&display_count=n&showVizHome=n&origin=viz_share_link&iid=1](https://tableau.wisconsin.edu/#/views/EmployeeDemographics_0/EmployeeRaceEthnicity?showAppBanner=false&display_count=n&showVizHome=n&origin=viz_share_link&iid=1) - Tableau site (UW Madison) Employees race and ethnicity
  - [https://datausa.io/profile/university/university-of-wisconsin-madison#enrollment_race](https://datausa.io/profile/university/university-of-wisconsin-madison#enrollment_race) - DataUSA (UW Madison) Enrolment race and ethnicity
  - [https://registrar.wisc.edu/enrollment-reports/](https://registrar.wisc.edu/enrollment-reports/) - UW Madison Registrar's office reports by Age, Gender, Race, ethnicity location.
  - [https://tableau.wisconsin.edu/#/views/CourseDemographicProfile/CourseDemographicProfile?:iid=3](https://tableau.wisconsin.edu/#/views/CourseDemographicProfile/CourseDemographicProfile?:iid=3) - Tableau site (UW Madison) Geography course demographics students gender minority, first generation.
  - [https://search.data.wisc.edu/radar.php](https://search.data.wisc.edu/radar.php) - UW Madison Radar - Database for all collected data from campus.
  - [https://docs.google.com/document/d/1XwUTbPZeAGRmivrCLtpeV_2t6hRMvo7-uyV4urzcgHY/edit?usp=sharing](https://docs.google.com/document/d/1XwUTbPZeAGRmivrCLtpeV_2t6hRMvo7-uyV4urzcgHY/edit?usp=sharing) - Requested data for Geography department grad students race/ethnicity and international/domestic.
  - [https://api.wisc.edu/faculty-staff/trends/](https://api.wisc.edu/faculty-staff/trends/) - Data on faculty and staff trends: hiring, departures, retirements
  - [https://api.wisc.edu/faculty-staff/trends/](https://api.wisc.edu/faculty-staff/trends/) Has links to annual data on faculty gender, race/ethnicity to Committee on Women
  - [https://api.wisc.edu/data-digest/](https://api.wisc.edu/data-digest/) - Data Digest includes annual data, including:
    - Faculty and Staff FTE Counts
    - Faculty and Staff FTE by Source of Funding
    - Headcount of Faculty and Staff by Gender
    - Faculty Headcount by Rank and Gender
    - Faculty Tenure Promotions by Divisional Committee Affiliation
    - Faculty Promotions by Divisional Committee Affiliation
How does your organization compare to others, or to the field as a whole?
- Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - https://eartharxiv.org/repository/view/2060/

Public goals on demographics or increasing representation:
- Are there general goals stated at your organization for achieving representation?
    - Goals are to retain, equip, engage and lead...
  - The Geography department plans to increase enrollment of under-represented students in the graduate program.
    - They plan to use outreach from McNair programs nationally
  - The Geography department had plans for this year but could not happen because of the pandemic.
- Are there measurable goals stated at your organization for achieving representation?
  - UW Madison
    - Improvement of campus climate based on regularly distributed surveys once every 2 or 3 years. After the initial distribution, later surveys will be distributed campus–wide on a regular basis to continually assess climate.
Increased percentage of those recruited through the Strategic Hiring Initiatives and improved retention rates of diverse faculty 6 years after initial hire.

Consistent increase of students in the Green Zone coupled with a decrease of students in Red and Yellow Zones.

Expand, increase utilization, and improve satisfaction of the learning centers in Physics, Chemistry, Math, Business, Engineering and Statistics.

Gauge success and impact of community partnerships designed to close the opportunity gap (i.e. pre--college pipeline programs which lead to greater educational attainment).

Actionable outcomes of collaboration with Wisconsin Center for Education Research (WCER) and the UW--Madison Opportunity Gap Working Committee.

Improved quality of the interactions between community and Community Partnerships and Outreach Staff Network

Increase in recognition and support for non--traditional students, i.e. veterans and transfer students.

Stronger correlation between committee efforts and recommendations and their impact on campus policies related to diversity and inclusion.

An increase in the numbers of targeted minority, underrepresented minority, first--generation, and female students who intend, declare, and graduate in STEM fields

Increased percentage of faculty, especially those at the rank of associate and full, who participate in this professional development

Percentage of campus units that participate will be 100% within five years

An increase in the quality and number of courses and learning experiences.

Increased participation in LCICE (Learning Communities for Institutional Change and Excellence) of faculty, staff and students

Increased participation in these training experiences

After a baseline is established, an improved grade or score will be achieved by 2020.

Greater synergy among diversity efforts campus--wide

Greater recruitment and retention of diverse faculty, staff and students.
Geography does not have measured goals but it is interested in talking to use to set-up ideal goals.

○ Suggested additional goals for your organization:
  ■ Goal 1: …

● Policy or proposed policy for collecting demographic data at your organization:
  ○ Link - How data are collected, reported, tracked, and utilized in decision making.
  ○ OR proposed policy for collecting, reporting, tracking and utilizing demographic data.

● What did you learn about other organizations (or in general) while investigating demographic data?
  ○ [Link](https://diversity.ldeo.columbia.edu/seminardiversity) - Increase diversity in seminars
  ○ [Link](https://www.nature.com/articles/d41586-019-03784-x) - No all-male panels