URGE Demographic Data for Byrd Polar and Climate Research Center and School of Earth Sciences at The Ohio State University

This is what was found by Byrd/SES Pod at The Ohio State University 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:**
  - Link - Organization, Company, University Current Staff/Student Demographics
    - [https://www.osu.edu/osutoday/stuinfo.php](https://www.osu.edu/osutoday/stuinfo.php) - OSU as a whole
    - [http://oesar.osu.edu/student_enrollment.aspx](http://oesar.osu.edu/student_enrollment.aspx) - Student Enrollment
  - Link - Analysis of past invited speaker demographics
    - The Education and Outreach Group at Byrd is currently creating a survey for future invited speakers, although these data were not collected for past speakers; these data are not yet available for SES
  - If data are not available, what is the reason for not making it public?
    - Data at the university level are readily available to the public.
    - Data at the department/center level have not been consistently collected, and are thus currently unavailable.
  - If data are not collected, what is the reason?
    - Data had not been collected in the past for Byrd, and this is largely due to the structure of the research center. “Affiliations” are broadly defined, and the Byrd Center does not have hiring capabilities for faculty; all affiliated faculty are hired by several departmental units at the university.
    - The School of Earth Sciences collects demographic data for graduate applicants, but not for faculty, staff, undergraduate students, or seminar speakers.

- **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://eartherxiv.org/repository/view/2060/](https://eartherxiv.org/repository/view/2060/)
  - According to the National Center for Education Statistics, a gender disparity is evident in the salaries of faculty/staff at OSU [https://nces.ed.gov/ipeds/](https://nces.ed.gov/ipeds/)
Little progress in increasing representation of women of color in tenure track positions at OSU in the last decade (https://womensplace.osu.edu/)

As we gather more demographic data for our department/center, we will regularly generate reports detailing our internal statistics and comparisons with national averages.

- **Public goals on demographics or increasing representation:**
  - Are there general goals stated at your organization for achieving representation? - see D&I Statement at https://byrd.osu.edu/about/diversity-and-inclusion
    - Establish a fund to recruit and support students from underrepresented groups participating in Byrd Center research
    - Support efforts by the Ohio State Office of Research and other university partners to recruit underrepresented scientists.
    - Encourage center members to showcase research from Black, indigenous and people of color in classes and seminars.
  - Are there measurable goals stated at your organization for achieving representation?
    - Work with appropriate partners to measure and improve the effectiveness of our outreach to people of color and ethnic minority groups.
  - Suggested additional goals for your organization:
    - Measure & improve the diversity of representation in our seminar speakers

- **Policy or proposed policy for collecting demographic data at your organization:**
  - Link - How data are collected, reported, tracked, and utilized in decision making.
    - No current policy at Byrd or within SES
  - OR proposed policy for collecting, reporting, tracking and utilizing demographic data.
    - Our Education and Outreach Group at Byrd will begin collecting demographic data from invited speakers and groups who attend outreach events (i.e., tours of the facility).
    - An audit of Byrd affiliates will also be performed and IRB standards for reporting small data will be followed.
    - Our center will regularly generate reports detailing these data

- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - https://diversity.ldeo.columbia.edu/seminardiversity - Increase diversity in seminars
Unlearning Racism in Geoscience

- [https://www.nature.com/articles/d41586-019-03784-x](https://www.nature.com/articles/d41586-019-03784-x) - No all-male panels
- [https://eos.org/opinions/student-led-diversity-audits-a-strategy-for-change](https://eos.org/opinions/student-led-diversity-audits-a-strategy-for-change) - The student-led diversity audit at the University of Oxford provides a model for addressing and implementing the aforementioned policies.