URGE Demographic Data for McGill University Earth & Planetary Sciences

This is what was found by the Earth & Planetary Sciences Pod at McGill University regarding 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:
  - Canada
    - LGBTQ2 Action Plan following the Prime Minister’s Apology
  - University-wide
    - McGill’s page for Equity-related reports and policies including the 2020-2025 EDI Strategic Plan
    - 2019 McGill Employment Equity Report - McGill and Faculty scale demographics on employees, focuses on a payment bias on the basis of gender.
    - 2006 Student Diversity Survey. As far as we can tell, this is the most recent release. An enrollment services tables released (almost) every fall lists the country of origin of students, but this doesn't cover any more nuanced demographic information: https://www.mcgill.ca/es/registration-statistics. The anti-Black racism plan (next bullet) includes a commitment to do a new census in Fall 2020 with a final report due in Fall 2021, with gap analyses, and steps for addressing underrepresentation.
    - McGill Plan to address Anti-Black Racism 2020-2025. Note there is a statement responding to this plan from the Dr. Kenneth Melville McGill Black Faculty Caucus which points out some unfinished business. As of Aug 10, 2020, the Caucus knows of 10 (TEN!) Black TT faculty out of 1700. That is abysmal.
      - Find out about cluster hire plan and reasoning
    - McGill’s CRC Diversity Action Plan
    - Queer McGill - student organization and resources
    - The publicly available data is limited, in part due to Québec privacy laws

- Earth & Planetary Sciences Department
  - No demographic information is available at department level for faculty, staff, postdocs or students or seminar speakers. We are laying in plans to
circulate a survey to the last 5 years of seminar speakers and working with McGill Equity office staff to see what we can do for internal polling and potential alumni polling.

- How does your organization compare to others, or to the field as a whole?
- Public goals on demographics or increasing representation:
  - We are not certain and are still doing research on this matter. As a Canadian institution, particularly given the privacy laws of Quebec, we are in a different position than many institutions in the United States.

- Policy or proposed policy for collecting demographic data at your organization:
  - As a pod we are developing an optional demographics survey for incoming graduate and undergraduate students so that we can begin to track the demographics of the students within the Department of Earth and Planetary Sciences. We will also be developing a survey that will focus on whether members of the EPS community feel that their identity as individuals is respected within the department that will be developed in concert with the demographics survey.

- Public goals on demographics or increasing representation:
  - The public goals of EPS are currently aligned with the institutional goals of McGill University. We are working towards developing our own set of goals as a department and will update this deliverable accordingly.