URGE Session 3 Deliverable: Demographic Data

This is what was found by the MEAS pod at NC 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.

Link(s) to demographic data at our organization:

- University Demographics:
  - NCSU students & faculty: [https://isa.ncsu.edu/facts-comparisons/factbook/diversity/](https://isa.ncsu.edu/facts-comparisons/factbook/diversity/)

- Department Demographics:
  - MEAS: data for 2019 are [here](#) (click on Department Name)
  - MEAS: data for 2020 are [here](#)
  - BIPOC Faculty in MEAS: Camilo Rey-Sanchez (Latinx), joining in Fall 2021; Roberto Mera (Latinx), lecturer/program coordinator since 2016. 35 total faculty members, 5.71% BIPOC

- Analysis of past invited speaker demographics:
  - Speaker lists exist, but currently no analysis of past demographics
    - Speaker list back to Fall 2018: [https://docs.google.com/spreadsheets/d/1twt_VtSHq4mUPnVXui4QU7NCwGnA9Hef3bg-yEvQhOs/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1twt_VtSHq4mUPnVXui4QU7NCwGnA9Hef3bg-yEvQhOs/edit?usp=sharing)
    - Speaker list back to Fall 2014: [https://docs.google.com/document/d/1xdLynvwtPOyu-rXXaYWIT_YbMc2J0dJEX55iSc9FOvM/edit?usp=sharing](https://docs.google.com/document/d/1xdLynvwtPOyu-rXXaYWIT_YbMc2J0dJEX55iSc9FOvM/edit?usp=sharing)

  - Invited BIPOC speakers:
    - Sarah Aarons, Spring 2019
    - Rupert Nacoste, Fall 2020
    - Angel Adames, 2020

- If data are not collected, what is the reason?
  - No guidelines or requirements on collecting invited speaker demographic data
Seminar committee discussed diversity as a factor in inviting speakers, but no requirements

How does your organization compare to others, or to the field as a whole?

- AGI - “Diversity in the Geosciences” - Print Version - [https://www.americangeosciences.org/geoscience-currents/diversity-geosciences](https://www.americangeosciences.org/geoscience-currents/diversity-geosciences)
- Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - [https://eartharxiv.org/repository/view/2060/](https://eartharxiv.org/repository/view/2060/)

Public goals on demographics or increasing representation:

- Are there general goals **stated** at your organization for achieving representation?
  - NCSU’s Memo on Promoting Diversity in Hiring: [https://3dmemos.ncsu.edu/memo/promoting-diversity-in-hiring-3/](https://3dmemos.ncsu.edu/memo/promoting-diversity-in-hiring-3/)
  - “The recruitment, hiring and retention of a diverse workforce—including faculty, administrators and staff—is essential to the university’s pursuit of continued excellence and in keeping with its core mission and values.”

- Are there **measurable** goals stated at your organization for achieving representation?
  - NCSU’s 2020 Equal Employment Opportunity placement goals for minorities and women in the workforce, linked below
  - No measurable goals for representation among faculty or board of directors

- **Suggested** additional goals for your organization:
  - Goal: Demographics of student and faculty should be representative of North Carolina population
Policy or proposed policy for collecting demographic data at your organization:

- NCSU Workforce Employment Data tracked by the Office for Institutional Equity and Diversity’s Equal Employment Opportunity
  - Plan summary and hiring data is published yearly here: https://diversity.ncsu.edu/eeo-and-hiring-practices/ (click on NC State EEO Plans)
  - NCSU’s 2020 EEO Plan Important Pages
    - Goals and activities for recruitment, promotion, training, and onboarding -- pg. 73
    - Workforce Data, minorities and women -- starts pg. 77
    - Placement goals for minorities and women in different job groups -- starts pg. 366
    - Note: placement goals are not quotas, and therefore not mandatory for hiring.
    - This data was challenging to navigate, presented in an unclear format; it could benefit from a transfer to an interactive website format

- NCSU’s Strategic Task Force on "Advancing Inclusion and Well-being to Enhance Excellence" is here
  - The report’s Foundational Principle 2 (pg. 14) is: Ground this work in accountability through continuous assessment and transparency of data.
  - It suggests potential accountability measures and recommendations for the future.
  - Inclusion was not a focus in the 2010 Strategic Plan.

What did you learn about other organizations (or in general) while investigating demographic data?

- URGE-provided links:
  - https://diversity.ldeo.columbia.edu/seminardiversity - Increase diversity in seminars
  - https://www.nature.com/articles/d41586-019-03784-x - No all-male panels