URGE Demographic Data for University of the Pacific

This is what was found by Pacific-Davis at University of the Pacific 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:**
  - Organization, Company, University Current Staff/Student Demographics
    - [https://www.pacific.edu/sites/default/files/users/user245/FAST%20FACTS%202020%20FINAL.pdf](https://www.pacific.edu/sites/default/files/users/user245/FAST%20FACTS%202020%20FINAL.pdf)
  - Analysis of past invited speaker demographics
    - N/A – speaker series hiatus
  - If data are not available, what is the reason for not making it public?
    - Additional data available from Institution Research, but these are not public and are primarily compiled during program & other review processes
  - If data are not collected, what is the reason?

- **How does your organization compare to others, or to the field as a whole?**
    - We (Geological and Environmental Sciences) are more diverse than national averages for Geosciences (undergraduate students)
  - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - [https://eartharxiv.org/repository/view/2060/](https://eartharxiv.org/repository/view/2060/)
    - We (Geological and Environmental Sciences) are >50% women

- **Public goals on demographics or increasing representation:**
  - Are there general goals stated at your organization for achieving representation?
    - President Callahan’s Letter
  - Creation of a Cabinet-level Vice President for Diversity, Equity and Inclusion
Unlearning Racism in Geoscience

- Appointment of School-Level Directors of Diversity, Equity and Inclusion
- Mandatory annual DEI Training for Faculty and Staff
- New Protections Against Racial Discrimination
- Recruitment and Retention of Diverse Faculty and Staff
- Fundraising Scholarship Campaign for Black Students.

○ Are there measurable goals stated at your organization for achieving representation?
  ■ These are planned for the new VP for DEI to develop

○ Suggested additional goals for your organization:
  ■ Add regular reporting of student demographics by department
  ■ New this year curricular goals related to DEI & require reporting to College Dean
  ■ De-escalation training for UOP police (on top of mandatory DEI training)

- Policy or proposed policy for collecting demographic data at your organization:
  ○ Data are collected by Admissions and by Institutional Research on students at all levels. Some of these data are reported in “Fast Facts” type reports; some are available for national reporting requirements; some are available internally through research requests
  ○ From President Callahan’s letter: “I have asked Deborah Freeman, director of affirmative action and equal employment opportunity, to report to the Cabinet quarterly on new hires, promotions and employees leaving the university, identified by race. I also will ask her and UCDEI to work together on recommendations on how to improve our recruitment and retention of faculty and staff of color.”

- 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
  ○ https://diversity.ucsd.edu/accountability/index.html Interesting example from UCSD on accountability dashboards