Temblor does not currently collect demographic information from team members. Here, we propose a formal process to begin collecting these data by asking team members to fill in a short voluntary form, and we will state goals for how we will increase representation within the company.

**Proposed policy for collecting demographic data:**
- Demographic information for team members will be collected via anonymous Google form. Data will include gender identity, ethnicity, age, education, native language, and location.
- These data will be made available in an annual report circulated within the company.
- We will use this data in our hiring goals, we will report it in grant proposals, and in communications with our clients.
- We will perform an annual analysis of Temblor Earthquake News articles, focusing on author demographics.

**Goals for increasing representation within the company:**
- We will strive to reach a diverse applicant pool for any new opportunities for employees and contractors within the company.
- We will try to ensure that at least half of Temblor Earthquake News externs are from underrepresented/underserved groups.

**Goals for increasing representation in our news coverage:**
- We will ensure that at least some of Temblor Earthquake News articles covering post-event analyses are written by authors representing the communities affected by the event, such as nationals, ex-patriots, and those who speak the local language.
- We will ensure that Temblor Earthquake News articles covering recently published academic studies highlight the work of scientists from underrepresented/underserved groups wherever possible.