URGE Demographic Data for West Virginia University

This is what was found by the Mountaineers Pod at West Virginia 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 – Departmental Student Demographics 2013-2021
  - Link - Analysis of past invited speaker demographics

- **How does your organization compare to others, or to the field as a whole?**
    - According to this source, as of 2019, less than 10% of people employed in Environmental and Geosciences are Black or African American and less than 15% are Hispanic or Latino, but rates are steadily rising.
    - At the Bachelor’s level, the number of Geoscience degrees to Black people has mostly been steady, with less than 5%. The number of Geoscience degrees to Latino and Hispanic people is rising, but still less than 12%.
    - There is no data on graduate level degrees, but we know numbers are extremely low.
    - The diversity data for WVU Geology & Geography Program that we are able to access (2013-2021) indicates that our Department is behind national averages. On average, 5% of our undergraduate students identify as Black or African American and 2-5% identify as Hispanic or Latino. Further, our data does not distinguish between US citizens and international students, which indicates our diversity numbers for Black and LatinX US citizens is even lower than these numbers.

  - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - [https://eartharxiv.org/repository/view/2060/](https://eartharxiv.org/repository/view/2060/)
    - This article indicates that from 2010-2017, enrollment and graduation rates for women in undergraduate and graduate programs in geology has been between 35-45%. However, it goes on to explain how the percentage decreases steadily in employment as professional geoscientists due to issues with women leaving the geosciences as a result of a “leaky pipeline.”
While our data cannot speak to what happens after graduation, our diversity data indicates that our Department is behind national averages in our undergraduate programs, with 21-33% of students enrolled identifying as female. We are ahead of national averages in graduate program enrolment, with 42-54% of students in our graduate programs identifying as female.

- Public goals on demographics or increasing representation:
  - Are there general goals stated at your organization for achieving representation?
    - We have stated goals on our Departmental website related to our DEI initiative. It states that: “The mission of the WVU Department of Geology and Geography Committee on Diversity, Equity and Inclusivity is to address historic and persistent practices of exclusion and inequality around race, gender identity, sexuality and other identities within our department and at WVU, as well as in our professional disciplines.” Unfortunately, this group is inactive at this time.
  - Are there measurable goals stated at your organization for achieving representation?
    - No.
  - Suggested additional goals for your organization:
    - Revive the DEI committee and create measurable and attainable goals.
    - Track demographic data that accounts for:
      - US citizens and international students
      - Graduates, not just those enrolled in first semester
      - Faculty position applicants and hires
      - Graduate student applicants and accepted students
      - Job placement post-graduation for undergraduate and graduate
      - Invited speakers
      - Underrepresented scholars assigned in our syllabi
      - Demographic makeup of GE classes

- Policy or proposed policy for collecting demographic data at your organization:
  - Link - How data are collected, reported, tracked, and utilized in decision making.
  - OR proposed policy for collecting, reporting, tracking and utilizing demographic data.

- What did you learn about other organizations (or in general) while investigating demographic data?
  - We learned how we compare to national averages and identified concrete places where we can work on improving diversity in our Department.