URGE Demographic Data for Lynchburg University/VMNH

This is what was found by Lynchburg/VMNH at VMNH 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:
  - No link available, just a spreadsheet:

<table>
<thead>
<tr>
<th>VMNH staffing</th>
<th>total</th>
<th>men</th>
<th>women</th>
<th>Minority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>31</td>
<td>14</td>
<td>17</td>
<td>3</td>
</tr>
<tr>
<td>Part-time</td>
<td>14</td>
<td>6</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>All staff</td>
<td>45</td>
<td>20</td>
<td>25</td>
<td>7</td>
</tr>
<tr>
<td>Staff reporting directly to ED</td>
<td>9</td>
<td>7</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Staff in supervisory roles (counting ED)</td>
<td>9</td>
<td>6</td>
<td>3</td>
<td>1</td>
</tr>
</tbody>
</table>

- No Analysis of past invited speaker demographics
- If data are not available, what is the reason for not making it public? Unknown

- One area we don't have clear information on is VMNH visitor race demographics, but that is something that is being discussed in at least one Board of Trustees committee. We're going to coordinate in some way with the Governor's Office of Diversity, Equity and Inclusion to develop a visitor survey, so more to come on that.

- Public goals on demographics or increasing representation:
  - A MUSEUM WITHOUT WALLS- The museum works to engage all citizens of the Commonwealth through science and science literacy programs in all geographic areas. For example: "We strive to reach a diverse applicant pool."
  - Partnering with GIRLS rise net to: Girls RISE net is strengthening the professional capacity of informal science educators to engage and motivate minority girls in grades 6-12 to explore and pursue science and engineering careers.
Partnering with Virginia Resource Use Education Council (VRUEC) to:
VMNH is a member organization of the VRUEC. The Governor's charge for VRUEC is to coordinate the development and consistent delivery of environmental education programs in the Commonwealth by linking current environmental education efforts to creative, innovative approaches; nurture and promote alternative methods of reaching and educating our citizens from all sectors of the public; and, promote sustained life-long learning and professional development based on Virginia's academic standards.

- Suggested additional goals for your organization:
  - Goal 1: partner with our education department to raise awareness of career opportunities for minority students in the communities served.
  - Goal 2: increase diversity in the research and collections department.

**Policy or proposed policy for collecting demographic data at your organization:**
- proposed policy for collecting, reporting, tracking and utilizing demographic data: this has been addressed with the deputy director, who is planning on expanding on demographic collections of people served and those on the museum boards.