URGE Demographic Data for the NAGT Traveling Workshop Program

This is what was found by the TWP pod at NAGT 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 NAGT-TWP are here:
  ○ Current public list of NAGT Traveling Workshop Program Facilitators (does not contain specific demographic information, but there is a bio and photo for each workshop facilitator): https://nagt.org/nagt/profdev/twp/facilitators.html
  ○ Lists of workshop locations: https://nagt.org/nagt/profdev/twp/workshops.html
  => Since 2015, NAGT TWP has facilitated more than 70 workshops at private and public universities, community colleges, and national scientific meetings. This includes at least one workshop at an HBCU, and two workshops at Latin American universities.
  ○ Data has not traditionally been collected on the demographics of workshop participants at each workshop facilitated by TWP. TWP does not have a formal ‘registration’ process for workshop participants - that is up to the individual universities.
  ○ Demographic data is collected on the larger NAGT membership (beyond TWP), but that data is not presently available to the public.

● How does your organization compare to others, or to the field as a whole?
  ○ This is difficult to answer for TWP, specifically, as we do not have demographic data on workshops or participants.
  ○ Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - https://eartharxiv.org/repository/view/2060/

● Public goals on demographics or increasing representation:
  Are there general goals stated at your organization for achieving representation?
  ○ On the NAGT TWP homepage: The Traveling Workshops Program (TWP) brings national leaders in environmental, sustainability, and geoscience education to your campus, regional, or national event. The Traveling Workshops Program focuses on opportunities to strengthen both courses and programs including attracting and supporting diverse students.
In the workshop description page for the workshop: **Supporting Success of All Students:** This workshop focuses on the success of all students, including the need to address diversity of your student body. Based on changing demographics, we can no longer rely on the same methods of attracting and nurturing students, as there will be fewer of the demographic groups the sciences have traditionally drawn from. Science programs need to appeal to a more diverse population to remain a thriving and relevant community poised to meet the needs of our society. [...] Workshop session offers best practices in attracting students in diverse educational settings to successfully transition to science fields through having well-planned strategies to meet students’ needs to prosper at every stage of transition.

Are there measurable goals stated at your organization for achieving representation?
○ Within TWP there are not specifically stated goals to achieve representation (other than the goal of supporting faculty in developing programs and curriculum through an equity lens).

- **Policy or proposed policy for collecting demographic data at your organization:**
  ○ TWP is considering how we can better:
    ■ Collect information on workshop participants at individual universities (this may involve asking participants to self-report data)
    ■ Reach out to HBCU and HSI institutions. There are many geoscience programs who may not be fully aware of the opportunities available to them through NAGT TWP.

- **What did you learn about other organizations (or in general) while investigating demographic data?**
  ○ TWP can, perhaps, consider how best to use demographic data from the institutions that we serve, as a way of prompting discussion and change through our workshops with faculty.