This is what was found by UMD-GEOG URGE POD at the University of Maryland College Park on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **Demographic Data at the University of Maryland**
  - The UMD Office of Institutional Research, Planning, and Assessment (IRPA) is responsible for the collection, dissemination, and analysis of data at the University of Maryland. Their role includes collecting demographic data of students and employees, in addition to data on retention, graduation, course evaluations, learning outcomes, faculty & staff outside activity reporting, and more.
  - **Public Facing Data**
    - For demographic data specifically, IRPA provides aggregate data at the University and College level (similar to Schools in other institutions, i.e. housing multiple Departments). This data is available through published “Campus Counts” reports: [www.irpa.umd.edu/CampusCounts/](http://www.irpa.umd.edu/CampusCounts/)
    - Department-level demographic data regarding students and employees is available internally through [www.reports.umd.edu](http://www.reports.umd.edu)
    - The report interface allows for disaggregation by faculty type (ie. tenured, tenure-track, non-TT faculty) and student type (i.e. graduate or undergraduate), as well as College, Department, and student Major.
    - While the interface reports race/ethnicity and gender, for race/ethnicity certain categories are grouped together, i.e. “Underrepresented minority” (“URM”) which includes the self-reported races of American Indian or Alaskan Native, Black or African American, Hispanic, and Native Hawaiian or Other Pacific Islander. Similarly, Asian and those that selected two or more races are grouped as “Other Minority.” The other three major categories are White, Unknown (i.e. no self-reported race), and Foreign. For more information on these groupings please see the definitions here (ACCESS FOR UMD COMMUNITY MEMBERS: [https://datadocs.umd.edu/viewDetails?id=b9c4c9fe-a4ed-45f2-b770-832cbd3775d5](https://datadocs.umd.edu/viewDetails?id=b9c4c9fe-a4ed-45f2-b770-832cbd3775d5); ACCESS FOR NON-UMD MEMBERS: [https://www.usmd.edu/IRIS/Dashboard/Diversity-and-Inclusion/?view=UMCP](https://www.usmd.edu/IRIS/Dashboard/Diversity-and-Inclusion/?view=UMCP)) and our policy proposals below.
    - The report interface does not allow for the viewing of specific race categories beyond the groupings above (i.e. only “Black” or “Asian” are not available).
Internal Facing Data

- Faculty and Student Demographics
  - UMD does collect information on student/faculty race/ethnicity/gender that is available to advisors/human resources/etc.
  - Disability status of students is protected and only disclosed to faculty in the form of learning accommodation letters solely available to course instructors and Accessibility & Disability Services staff.
  - UMD’s Learning Management System (Canvas) does allow students to display their pronouns.
  - UMD allows for a student or faculty member’s primary name to differ from their legal name.

- Analysis of past invited speaker demographics
  - We were not able to obtain this information by the deliverable deadline, but we are working to collect and compile it for future use. We are in contact with a faculty specialist to gather this data.

How does UMD GEOG compare to others, or to the field as a whole?

- According to College Factual, UMD has the following Scores and Ranks. UMD’s Overall Diversity Score is 85 out of 100, and the Overall Diversity Rank is 132 out of 2,475.

- While UMD compares relatively well with other Universities vis-a-vis diversity based on the data we found, within our Department there is a clear opportunity for improvement in representing BIPOC, particularly among faculty.

Comparison across the field of Geography

- Data on the American Association of Geographers (AAG) membership in 2016 suggested that about 4% were African American, 27% Asian, 7% Hispanic, and 0.7% Native American.

- Trends in undergrads within our department are promising, and higher than the AAG averages; however there was a dip in the number of URM undergraduates in 2016 (we’re unsure of the cause). This underscores the importance of representation within our Faculty, given the importance of cultivating a community which fosters positive undergrad experiences and identities.

- In the last decade, trends in URM representation among grad students in the department have ranged from 6% to 15%. However, this could be
further dis-aggregated between Master’s and PhD students to better understand trends.

- Although diversity amongst faculty appears to be increasing (11% URM when all faculty is grouped together); this is driven primarily by research faculty (there are no URM folks in the full professor category). Thus, we should think more about how to engage the research faculty in DEI+ efforts and also foster diversity within the tenure and tenure track faculty.

  **Comparison across UMD Hierarchical Structure**

  - This is a systemic issue across the College (Behavioral and Social Sciences, BSOS) in which our Department is situated. BSOS has an Anti-Black Racism Initiative, and a sub-group of that initiative recently undertook a similar demographic analysis. They found that, “Half of the departments in BSOS have not had a Black Tenure or Tenure Track faculty member of any rank since 2011. These departments include Economics, Geographical Sciences (our Department), Criminology and Criminal Justice, Hearing and Speech Sciences, and Joint Program in Survey Methodology.”
  - Further, only 10/180 T/TK faculty in BSOS are Black.
  - The BSOS Anti-Black Racism committee is now considering solutions to address this, College-wide, and both our Pod and the overlapping membership of ABRI and the Geographical Sciences DEI+ committee will track this and contribute.

- **Public goals on demographics or increasing representation:**
  - At department meetings, the faculty, staff, and students have expressed a desire to achieve better representation. However, there are no stated general or measurable goals at the Department level. At the College and University level, as well as at the Graduate School, there are several goals related to representation, DEIJ, and associated programs. We have identified some examples below.

  **College of Behavioral and Social Science (BSOS)**
  - Appointment of Dean of Diversity Equity and Inclusion
  - Anti-Black Racism Initiative
  - Critical Race Initiative

  **Other Colleges/Initiatives Across UMD**
  - UMD Strategic Plan for Diversity
  - Center for Minorities in Science and Engineering
  - Graduate School: Exceptional Recruitment Funds
  - Graduate School: Diversity Recruitment Working Group
Proposed policy for collecting demographic data at your organization:

- We propose that the Diversity, Equity, Inclusion, and Anti-racism (DEI+) Committee examine trends annually for staff, faculty (T/T & PTK), graduate students, and undergraduate students. The DEI+ Committee should be charged with collecting demographic information (race, gender, disability status, etc.) for staff, faculty, and invited speakers (working with existing University DEI initiatives as needed which already collect this data). Additionally, we recommend that the standing Graduate Committee be charged with collecting demographic information for graduate applicants and share this information with the DEI+ Committee. This would have the benefit of involving more members of the GSD community in DEI+ efforts.

- We recommend that the DEI+ Committee compare department level data with the information available for UMD overall via the UMD Office of Institutional Research, Planning & Assessment (IRPA). IRPA provides publicly available demographic information for every department via reports.umd.edu.
  - Within our pod, we are not familiar with the history or reasoning behind the current race/ethnicity variables measured at UMD. This is a potential future area of learning for the DEI+ Committee. The definition of the Race/Ethnicity variable from IRPA is available at: https://datadocs.umd.edu/viewDetails?id=b9c4c9fe-a4ed-45f2-b770-832cbd3775d5

- We recommend that the DEI+ Committee prepare a brief written report on the demographic trends in the department, how the current year compares with previous years, and how the department compares with figures for UMD overall. The DEI+ Committee should present a brief report at the final Department Committee Meeting at the end of the academic year and circulate the report via email to the department listserv.

- We propose that the DEI+ communicate with IRPA to access some information from the PhD Exit interview. In particular, information regarding experiences of harassment or hostility and comments on the department climate would be helpful in creating and maintaining a supportive and inclusive environment.