Williams College URGE Pod Deliverable Session 3: Demographic Data

INSTITUTIONAL LEVEL

Are there stated and measurable goals for representation in your organization?
- The goal of the College is for the domestic student body to reflect the diversity of the United States in the 18-24 age range, and for the faculty and staff to reflect the diversity of the student body.
- Our department goal is to generally reflect the demographics of the undergraduate population at Williams in our enrollments, our majors, and in research participation.

What demographic data are collected at your institution?
- The College collects data on student age, race/ethnicity, religious preference, gender identity (it moved away from the gender binary 4 years ago), family income, veteran status, and disability status.
- When faculty and staff apply for employment, they are requested to fill out an optional form that collects race/ethnicity, veteran status, disability status (in that they ask about accommodations), and gender identity.
- The College reports faculty, staff and student demographic data annually to IPEDS (Integrated Postsecondary Education Statistics). This is federally mandated. The IPDES standards are a little limiting.
  - Doesn’t fully reflect racial, ethnic and gender diversity or intersectionality
  - More than one race lumped together
  - International students lumped together
  - Williams is currently re-assessing the way they collect demographic data to be more intersectional and to recognize multiple demographic characteristics.

Are data public? If not, who has access? If the data are kept private, what reason is given?
- Student
  - IPEDS data are publically available. The College also self-reports “Common Data” annually in December.
- Faculty
  - This report on the diversity and retention of faculty from 2015 is publicly available on the Williams website. The Dean of Faculty and VPIDEI give an annual presentation at the faculty meeting on the diversity of the faculty and the diversity of the pools for that year’s job searches.
- Staff
  - There is no publicly available data on staff on the College website, though staff demographics are available through IPEDS.

What do the numbers tell you?
- Students
The Williams student body has nearly reached the percentage of people of color compared to the 18-24 (college-aged) US population, but the distribution within racial/ethnic identity is different - for example, while domestic students of color have increased through time, the percentage of Black students has not (this is seen more broadly in higher education).

The Williams student body is more diverse than the participating population in higher education in the US, which skews female and white.

After beginning to admit women (50 years ago), it took 20 years for the ratio of men and women to reach parity.

The efforts to diversify the student body have been ongoing and have expanded in focus through time. Intense recruiting is done to identify talented high school students across the spectrum of race/ethnicity, socioeconomic status, first in their family to go to college. Recently, recruiting of veterans and transfer students from community colleges has intensified.

- Faculty diversity lags behind student diversity.
  - There are differences between divisions and units within divisions in where that diversity resides.

- Staff diversity lags way behind faculty diversity.
  - Staff has been significantly diversified in the last few years.
  - Staff diversity is limited by the diversity of the surrounding community. But staff diversity varies significantly by role, for example, many of our staff who work on issues of diversity equity and inclusion are people of color. And in some staff categories, the percentage of people of color is significantly less than the diversity of Berkshire County.

- Demographics of our College leadership
  - Of the 9 members of Senior Staff, 6 are women. One of these women is Black; she is the Vice President for Institutional Diversity, Equity and Inclusion.

DEPARTMENT LEVEL

Majors

- The racial and ethnic diversity of Geosciences majors has been generally increasing through time, though the data are noisy because we are a small department with 10±6 majors per year over the last decade.

- Since 2011, 32 of 102 Geoscientific majors identify as people of color, which is 30%. This is compared to 43% of the student body of the same time period.

- When the student body reached gender parity in the early 90s, the Geoscience majors were on average less than half women. Since the early aughts, the gender balance in the department has been even. These statistics use the outdated gender binary.

Enrollments

- Since 2011 enrollments in Geosciences classes have been broadly representative of the College as a whole with respect to gender identity and first generation students.
• Over the same time period, enrollments by students of color have increased, and for the first time were very similar to the student body in 2019 and 2020.

Faculty
• The Geosciences department currently comprises seven tenure-line faculty, and a 0.75 FTE lecturer. Of these, four are women (all tenure-line), and two are persons of color. Seven are US citizens, and one is international.
• A woman colleague in a separate unit offers courses that count towards our major requirements, and occasionally takes research students from among our major which increases their exposure to women geoscientists.
• In 1996, the department hired its first woman tenure-track faculty member. We were the last Division 3 (science and math) department to do so. In 2009 the first faculty member of color was hired, followed by a second in 2016.
• The Williams Geosciences department is currently 50% women and 25% people of color. This is similar to the demographics of tenure-line faculty in the College, which is 45% women and 27% people of color. While it is difficult to obtain race/ethnicity data for geosciences faculty nationally, we are an outlier in terms of gender; in 2016 the average for all geosciences departments in the US was about 21% women (AGI), and we are currently at 50%.