Deliverable – Demographic Data
Bushkill Bunch pod
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Our pod created a short version of this deliverable for our ‘ideal institution’ and subsequently each pod member will be reproducing the deliverable for our own respective institution. When each member recreates said deliverables, they will be including link(s) to demographic data at that organization.

This specific deliverable is what the Bushkill Bunch pod considers ideal policies relating to demographic data availability, as well as ideal stated goals for representation, and/or proposals to collect and report demographic data. Red text indicates sections we will continue to refine and formalize as a pod by considering examples from other URGE pods.

Public goals on demographics or increasing representation:

● General goals for achieving representation:
  ○ Work to include narratives from underrepresented perspectives and challenge “normal”
  ○ Create concrete policies and having those accessible, on website and bulletin boards etc
  ○ Establish scholarship funds for BIPOC students, staff, and visiting professionals
  ○ Create rubrics for double-blind reviews (option is https://ofew.berkeley.edu/recruitment/contributions-diversity/rubric-assessing-candidate-contributions-diversity-equity-and)
  ○ Consciously invite diverse sets of speakers
  ○ Consciously invite BIPOC to participate in events and discussions
  ○ Spotlight BIPOC work and achievements regularly
  ○ Participate in BIPOC admissions and recruitment events by incorporating geoscience in the schedule
  ○ Be mindful of adding work responsibilities for BIPOC around DEI initiatives and challenge ourselves to take on the work
  ○ Make field work more accessible by providing funds for gear
  ○ Create meaningful alternative options to field work
  ○ Have institutional representatives visit high schools or go into the community and share research to expose wide audiences to geosciences, especially targeting younger student populations

● Measurable goals for achieving representation:
  ○ Regular involvement in orientation activities at an institution to demonstrate open doors

● Any additional goals:
○ Demonstrate how geosciences are inclusive to all identities by depicting all aspects of geoscience from fieldwork to lab work (not only intense fieldwork), & featuring BIPOC in a non-tokenism way
  ● Best ways to do this in a non-tokenism way?

Policy or proposed policy for collecting demographic data at your organization:

● Exit surveys for departing staff
● Conduct regular surveys in the organization throughout the year
  ○ This could mean two to four times a year
    ■ Depending on how often staff turn over occurs or new members of the organization filter in and out
● Results from surveys are clearly accessible on the website
● Surveys are reviewed on a regular basis
  ○ This could mean yearly or six month basis
● Data can be collected anonymously
● Use these data inform public goals on achieving representation on a yearly basis

Examples of organizations we have drawn from:

● Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - https://eartharxiv.org/repository/view/2060/
● https://diversity.ldeo.columbia.edu/seminardiversity - Increase diversity in seminars
● https://www.nature.com/articles/d41586-019-03784-x - No all-male panels