URGE Demographic Data for Oberlin College

This is what was found by the Oberlin Geology Pod at Oberlin College 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:**
  - Link – Oberlin College Current Student Demographics

- **How does your organization compare to others, or to the field as a whole?**
  - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - [https://eartharxiv.org/repository/view/2060/](https://eartharxiv.org/repository/view/2060/)

Using the data cited above and data from Towson University (where a member of our pod works), we have the following table:

<table>
<thead>
<tr>
<th></th>
<th>US workforce</th>
<th>US Geosciences</th>
<th>Oberlin College</th>
<th>Oberlin Geology</th>
<th>Towson University</th>
<th>Towson Geology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>50%</td>
<td>33%</td>
<td>58.4%</td>
<td>&gt;50%</td>
<td>60.1%</td>
<td>50%</td>
</tr>
<tr>
<td>Latinx</td>
<td>18.5%</td>
<td>~12.5%</td>
<td>8.4%</td>
<td>5.5%</td>
<td>9.2%</td>
<td>8.7%</td>
</tr>
<tr>
<td>Black</td>
<td>13.5%</td>
<td>~5% (1-7.8%)</td>
<td>5.4%</td>
<td>6.3%</td>
<td>26.7%</td>
<td>6.5%</td>
</tr>
<tr>
<td>Asian</td>
<td>6.5%</td>
<td>6%</td>
<td>4.4%</td>
<td>6.3%</td>
<td>6.8%</td>
<td>4.3%</td>
</tr>
<tr>
<td>White</td>
<td>75.8%</td>
<td>80%</td>
<td>60.6%</td>
<td>77%</td>
<td>49.0%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Note: of 135 majors in the period of record for the data (~10 years) for the major, only 9 were first generation students. 7 foreign students (3 of the first gen students) were excluded from the
table above. In the Oberlin Geology column, two or more answers for race were put in their non-white identity class (evenly split between Asian and Black).

We found that numbers rarely add up to 100% because of the different ways that race is counted. For example, the Hispanic/Latino question could be as a separate question from race (thus adding up to over 100%) or it could be a race question. Similarly, two or more races is a question sometimes but not others. We do not have the granular data on the institution to split the two or more race students into subcategories the way we did for Geology (this is more than the totals for any of the other race groups collected by the College, so it would increase those numbers significantly). We have the demographic data on every student who has gone through the department in the past ~10 years because of other work we are doing related to race.

● Public goals on demographics or increasing representation:
  Oberlin currently has two major programs that are likely to improve diversity over the coming years.
  ● There is a Presidential Initiative on Racial Equity and Diversity
    ○ Working groups are looking at hiring, curriculum, and other areas within the institution.
    ○ We expect formal policies to be implemented in the next year or so.
  ● Science departments, including ours, are involved in an HHMI Inclusive Excellence Grant
    ○ Faculty and staff learning communities explored literature about institutional change and brainstormed specific actions that could be taken (such as adjusting guidelines for tenure and promotion)
    ○ Departments are involved in Departmental Action and Reflection Teams (including ours) that are seeking to plan and implement specific changes to the major, curriculum, and pedagogy in order to better support BIPOC students
    ○ Oberlin is collaborating with other institutions doing similar work
    ○ Community building activities for BIPOC students

● Policy or proposed policy for collecting demographic data at your organization:
  ○ Link - How data are collected, reported, tracked, and utilized in decision making.

● What did you learn about other organizations (or in general) while investigating demographic data?
  ○ https://diversity.ldeo.columbia.edu/seminardiversity - Increase diversity in seminars
  ○ https://www.nature.com/articles/d41586-019-03784-x - No all-male panels