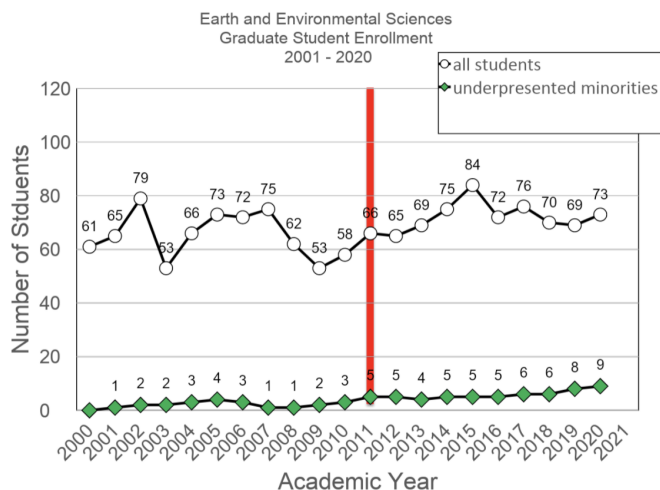


This is what Earth URGE at the University of Michigan found on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **The link(s) to demographic data at our organization are here:**
 - [Link](#) - University Current Student Demographics through DEI office (*Limitation: only lists total degrees by College; [this pdf](#) shows demographics by freshmen class over past 5 years, not department specific*)
 - [Link](#) - Rackham Academic Program Statistics → select “Earth and Environmental Sciences” as Field of Study for department specific statistics
 - [Link for Rackham Doctoral statistics](#), [Link for Rackham Masters statistics](#) (*Limitation: International students are not included in Ethnicity in the above plots, but we are going to inquire with the University Tableau office to prepare a plot for us of the demographic breakdown of international students, similar in structure to the ethnicity plot on linked Doctoral and Masters pages, but with “area of origin” reported instead*)
 - [Link for Rackham Postdoctoral Fellow statistics](#) (*Limitation: Only includes ethnicity classifications for U.S. citizens, self-identified URM, sex, citizenship, and divided into two categories: Life sciences and other disciplines*)
 - Internally, we know that as of Spring 2020, we have 71 graduate students: 61 PhD, 10 MS. 61% of grad students are female. 11% are from an underrepresented minority (highest it has ever been, see below). 75% of graduate students are domestic and 25% are international

Graduate Enrollment 2001-2020 (URM)



Underrepresented minorities defined as: "African Americans, Hispanic Americans, American Indians/Native Alaskans, Native Hawaiians/Pacific Islanders (excluding Asian Americans), and multi-racial students identifying at least one of previously listed URM categories." This designation does not include international students.



Unlearning Racism in Geoscience

- As of winter 2020, we have 33 tenure-track faculty with 36% women, ~23% international, ~19% from lower-income backgrounds, and small numbers (single digits) of underrepresented “race-ethnicity identities, sexual orientation/identity, or (dis)ability status”
- As of winter 2020, we had 10 postdocs. ~15% female, 85% male. Very few underrepresented minorities;
- As of winter 2020, we had 23 staff members. 56% women. Very few if any underrepresented minorities.
- As of winter 2020, we had 10 research & teaching faculty.
- If data are not available, what is the reason for not making it public?
 - There are privacy and legal concerns to collecting this data. For example, the **Michigan Civil Rights Initiative (MCRI)/Proposal 2** prohibits differential treatment based on race, color, sex, or religion. This proposal specifically banned affirmative action programs in education and public sector job hiring, and was upheld by a 2014 ruling by the US Supreme Court.
- **How does your organization compare to others, or to the field as a whole?**
 - AGI - “Diversity in the Geosciences – a Look at the Data and the Actions of the Community” - <https://www.americangeosciences.org/webinars/diversity-geosciences-look-data-and-actions-community>
 - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>
- **Public goals on demographics or increasing representation:**
 - The mission of the Department of Earth and Environmental Sciences is to promote education and scientific discovery about the entire Earth. We welcome all who are curious about the Earth and we strive to create an environment that is accessible and supportive to everyone. Our shared responsibility to treat each other with respect is integral to creating and maintaining a vibrant community.
 - *Create a supportive environment* for all members of our department.
 - *Recruit students from diverse backgrounds* to our undergraduate and graduate programs and partner with other programs who share this goal.
 - Measurable goals are likely illegal due to the **MCRI proposition** (where “goals” can’t be “have X % of [group]”).



Unlearning Racism in Geoscience

- **Policy for collecting demographic data at your organization:**
 - Currently, data is collected by HR and is shared with Tableau, and data is also collected during climate surveys (5-10 year period).
- **What we want to see changed (Action Items)**
 - Transparency & demographic data posted on our website
 - Link public-facing Rackham data for graduate students
 - Request plots of citizenship, ethnicity/race, and sex for other groups
 - More frequent data collection (not minimum requirements)
 - Large external survey requested more frequently (e.g., every three years)
 - Exit surveys for undergraduate, graduate students and postdocs about satisfaction with mentoring, environment, etc. run by a third party (e.g. Qualtrics)
 - Include Earth Camp, Fall Preview, NextProf as sources of data
 - Applicants and who is accepted & matriculates into our program
 - Collect broad dataset, not limited to race/ethnicity and gender (e.g., socioeconomic background, LGBTQ+), whether through survey or voluntary public-facing project (profiles for the website, standardized question bank, etc.)
 - Interdisciplinary seminar on history of geoscience (can start off as a graduate-level special topics course), including colonialism & pervasive racism
 - Proposed policy for collecting, reporting, tracking and utilizing demographic data
 - We have identified other departments and units within the University of Michigan that have accounts with the Tableau service, and plan to establish an account as a department to have specific visuals that capture more of our department demographics from Rackham data logs
 - Potential action item: Perhaps we should be asking for past invited speaker demographics, but we need to debate this more because there is risk of impression of tokenism.
 - Develop workflow to collect, plot and publish anonymized demographic data
 - Spearheaded by the DEI committee or staff member
 - Portion of data should be kept internal vs. publicized

Specific plots and information that we plan to request from Tableau data

- Public Facing
 - International student demographic breakdown (similar to ethnicity plot but maybe call it "area of origin")



Unlearning Racism in Geoscience

- Postdocs data; demographics, and next career steps data
- First-gen status for every category in the dept (this is possible to get from grad program)
- Add staff demographics as well: lab, office, building
- Other fields that could be useful: Pell grant recipients (easy to get from Rackham, could get this from admissions data as well), Geographic origin, Low-income backgrounds...
- Sexual orientation and gender demographics
- Internal
 - Demographic data of fall preview participants for EES for the years the program has run
 - Number of fall preview participants who apply to our department & who are accepted to our department
 - Measures of success by demographics: e.g., number of publications, time to degree completion
- Future goal: survey incoming faculty, students, new majors, to ask people to self-identify (optional!) as person of color to recognize domestic + international members of this group