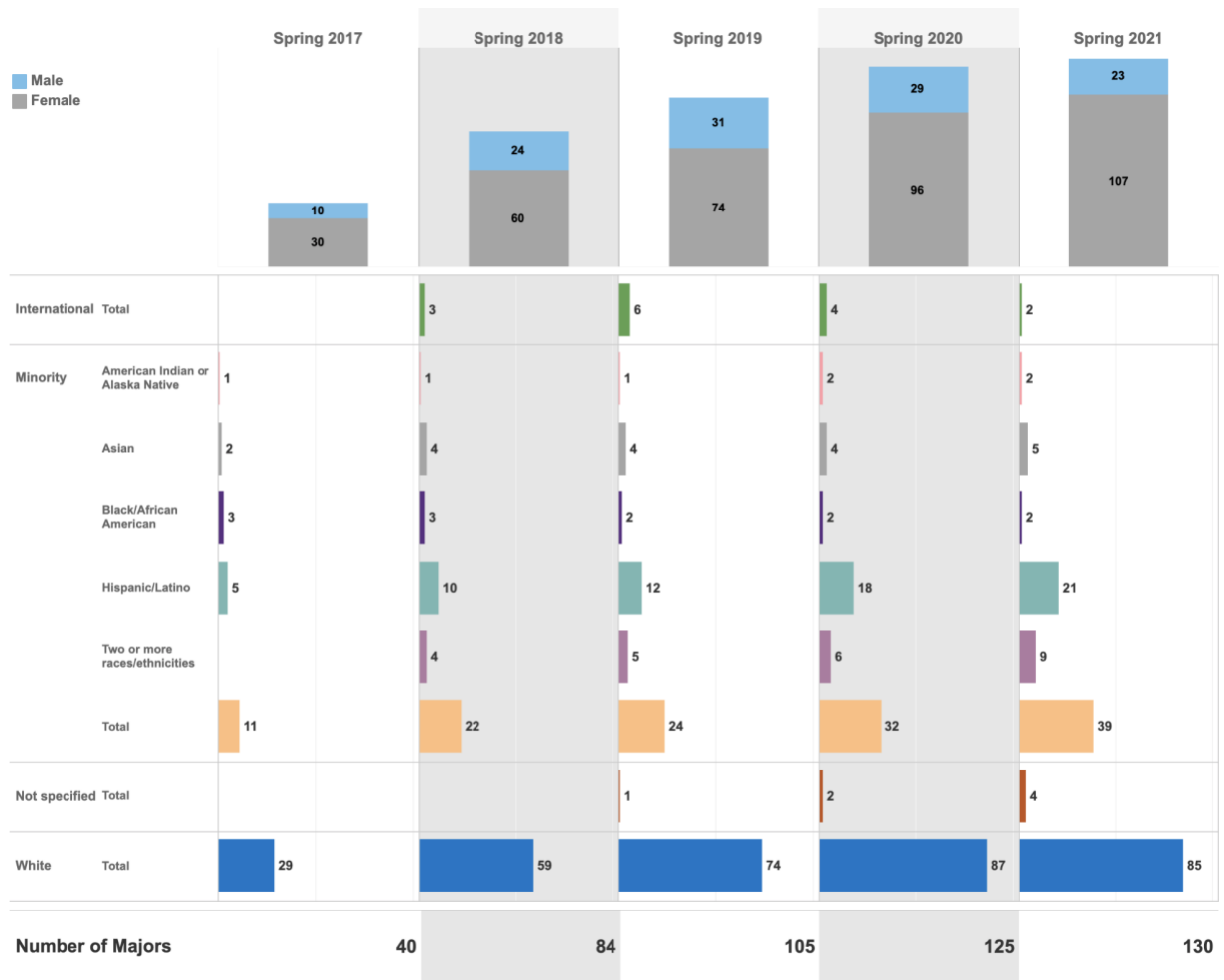


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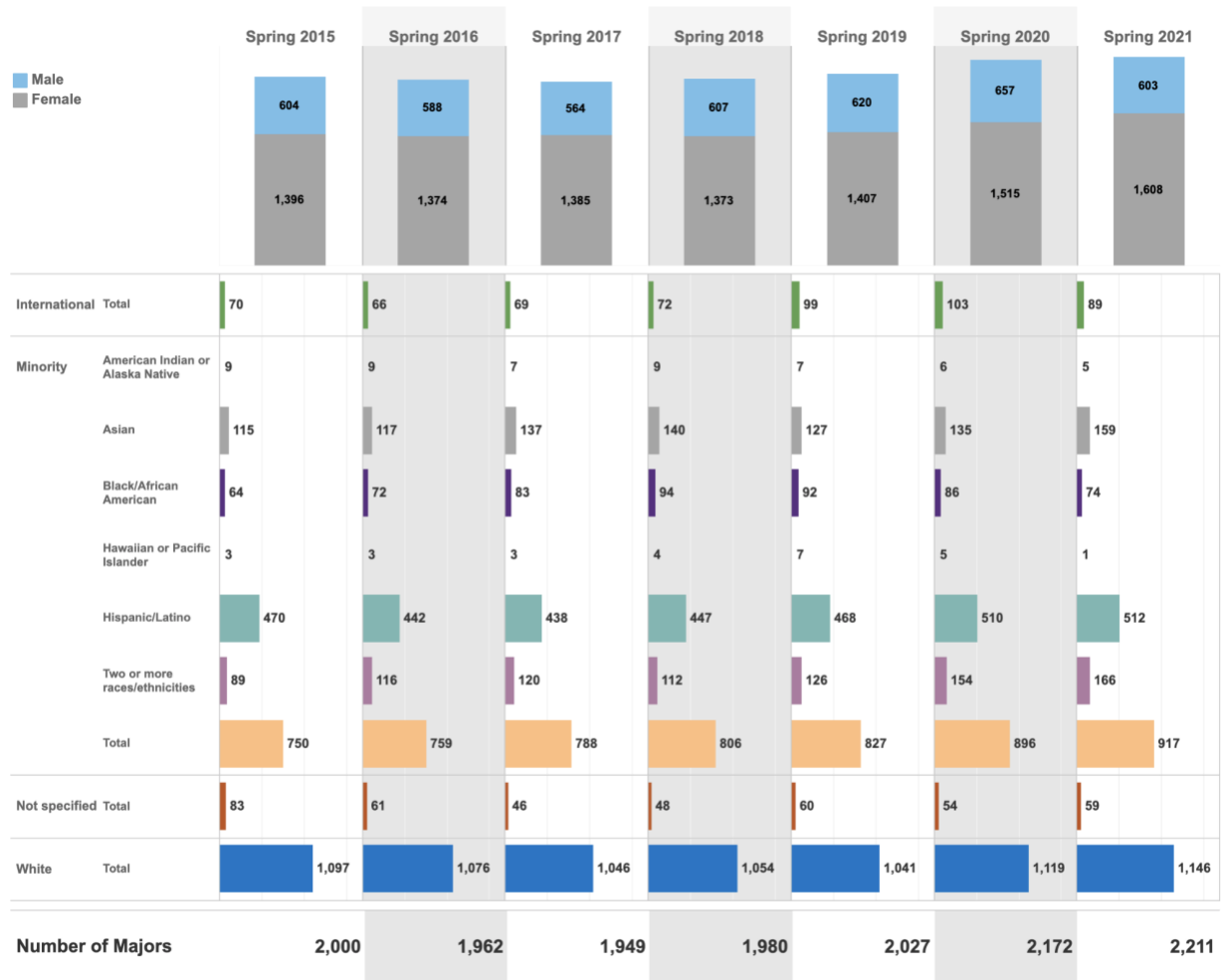
This is what was found by USD Environmental and Ocean Sciences URGE Pod at the University of San Diego on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **The link(s) to demographic data at our organization are here:**
  - Organization, Company, University Current Staff/Student Demographics
    - Publicly viewable USD student demographic data at this link: <https://www.sandiego.edu/facts/quick/current/>
    - USD also collects more detailed demographic data (by major, etc.) that is internally accessible only. On the last four pages is the demographic data for our undergraduate major, for all undergraduates in the College of Arts and Sciences (which houses our department) and USD as a whole, and our graduate program for the last several years.
  - Invited speaker demographics
    - As a department in a small-to-mid-sized primarily undergraduate institution, we have never had a regular seminar series. We have had invited speakers on an impromptu basis, but have never tracked demographic data. We now plan to track demographic data for all speakers hosted by our department.
    - The four science departments at the University of San Diego have joined to start a new seminar series called the Human Side of Science launched this semester that “will feature a diverse group of professors, alumni, industry professionals, teachers, journalists, and others that have a science background/training and are from groups underrepresented in science.” For this series, each department (including ours) will invite at least one speaker per semester and all speakers for this series will be offered an honorarium. Our department has committed to using department funds to provide honoraria for potential additional speakers as part of this series as well.
  
- **How does your organization compare to others, or to the field as a whole?**
  - Averaging data from the last two years, ~15% of undergraduate students in our major are Hispanic/Latinx, ~3.5% are Asian, ~1.5% are Black or African American, and about ~1.5% are American Indian or Alaskan Native. In addition, just under 6% of our undergraduate students belong to two or more races (which is not disaggregated beyond that).

- Comparing this breakdown to undergraduate students in USD's College of Arts and Sciences as a whole, students in every one of these racial groups are underrepresented in our department's major.
- Comparing this breakdown to Bachelor's degrees awarded in the geosciences across the U.S. as reported by AGI ([link](#)), our undergraduate major has a higher representation of Hispanic/Latinx students, but a lower representation of Black or African American students (and roughly equal representation of American Indian or Alaskan Native students); given that the entire field of geosciences lacks diversity across the board, our department also clearly has work to do in this area.
- Our graduate program has very small student numbers over all, but it is clear we have very low numbers of students in all historically underrepresented groups in the geosciences.
- Both our undergraduate major and graduate program are majority female (~80%).
- **Our department has set the following goals for increasing representation:**
  - Target hires of faculty from groups historically underrepresented in the geosciences in the next couple years.
  - Increase the diversity of both the undergraduate and graduate EOOSC student body to be more in line with the diversity of the College of Arts and Sciences
  - Contribute to efforts within the College of Arts and Sciences and University of San Diego as a whole to increase diversity and support of students from underrepresented groups.
- What are we going to do to work towards these goals?
  - Ensure that our department is always represented at admissions events and events for new students that are specifically geared towards first-generation students and students from underrepresented groups; some examples include the Summer Bridge Program designed to help first-generation students, low-income students, students with disabilities, and students from underrepresented groups transition to life at USD (<https://www.sandiego.edu/student-support-services/summer-bridge.php>) and the First-Generation Student Success Summit (<https://www.sandiego.edu/first-gen/>).
  - Host a booth at the SACNAS Diversity in STEM conference every year to recruit students from underrepresented backgrounds for our graduate program
  - Continue working on long-term changes to better support our students from underrepresented groups
- **Policy for collecting demographic data at USD:**
  - How data are collected, reported, tracked, and utilized in decision making is described at this link: <https://www.sandiego.edu/irp/>

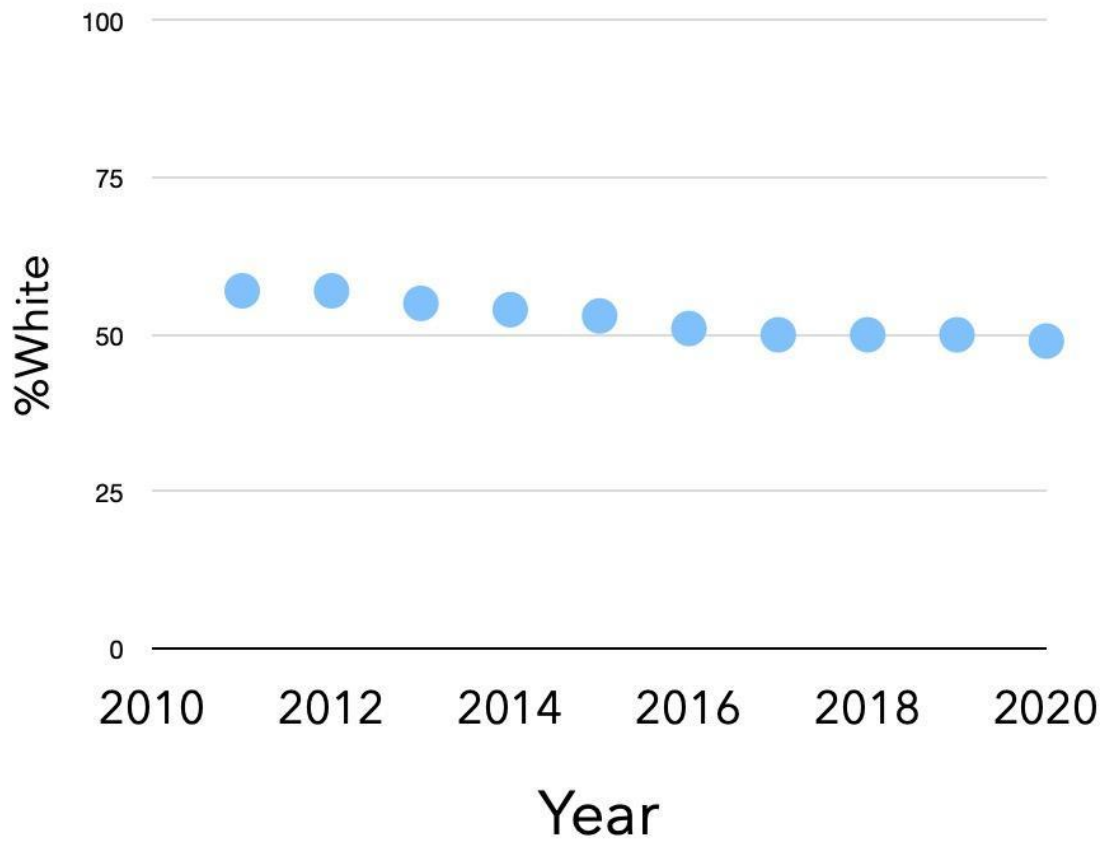


**Figure 1.** Demographic Data for Undergraduate Students in the Environmental and Ocean Sciences Major from Spring 2017 to Spring 2021 (note our new major was launched in Fall of 2016 and so data before that is not available).

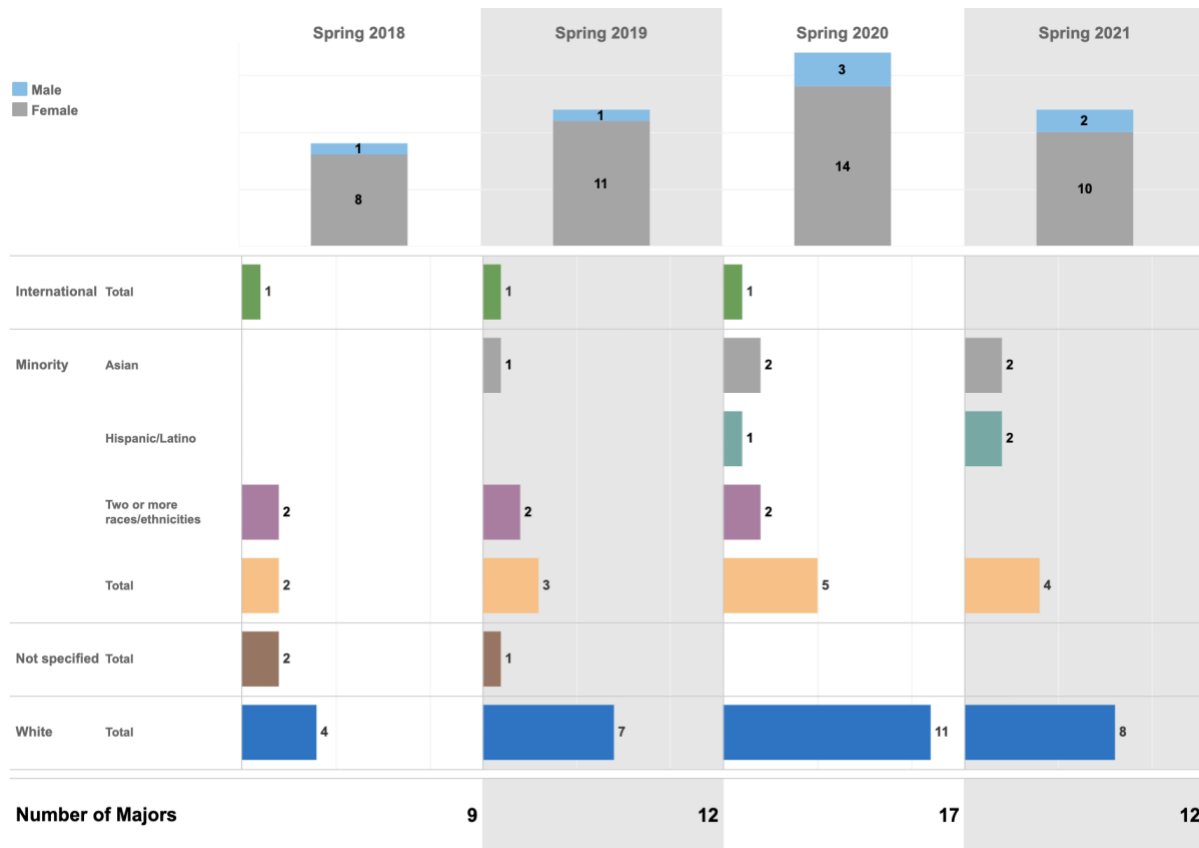


**Figure 2.** Demographic Data for Undergraduate Students in all majors (pooled) in the College of Arts and Sciences from Spring 2015 to Spring 2021.

## USD Undergraduates Identifying as "White" Over the Past Decade



**Figure 3.** USD Undergraduate Students in all majors (pooled) identifying as white at the University of San Diego for the past decade.



**Figure 4.** Demographic Data for Graduate Students in the M.S. in Environmental and Ocean Sciences Program from Spring 2018 to Spring 2021 (note the program under this name was launched in Fall of 2017 and so data before that is not available).