

# URGE

## Unlearning Racism in Geoscience

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### URGE Demographic Data for Bowdoin EOS Pod

This is what was found by the Bowdoin EOS Pod 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 to demographic data at our organization are here:**
  - ☞ <https://www.bowdoin.edu/ir/data/index.html>
  - ☞ [https://ncesdata.nsf.gov/builder/ipeds\\_c](https://ncesdata.nsf.gov/builder/ipeds_c)
- **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/>
  - ☞ Based on IPEDS data, the diversity of students receiving degrees in EOS over the past five years is greater than that for other private small liberal arts colleges.
- **Public goals on demographics or increasing representation:**
  - ☞ Bowdoin College’s diversity and inclusive excellence priorities for faculty, students, staff, and alumni are listed at: <https://www.bowdoin.edu/oid/the-work-ahead/index.html>.
- **Policy for collecting demographic data at your organization:**
  - ☞ Bowdoin’s Institutional Research, Analytics, and Consulting compiles demographic data for each department. In cooperation with Academic Affairs, these data are shared with departments each spring to allow for reflection on departmental annual reports.
  - ☞ Bowdon’s Institutional Research, Analytics, and Consulting also posts student and faculty demographics annually on its webpage.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - ☞ <https://diversity.ideo.columbia.edu/seminardiversity> - Increase diversity in seminars
  - ☞ <https://www.nature.com/articles/d41586-019-03784-x> - No all-male panels



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☞ <http://www.ohrc.on.ca/en/policy-and-guidelines-racism-and-racial-discrimination/part-3-%E2%80%93-guidelines-implementation-monitoring-and-combating-racism-and-racial-discrimination> - more information on collection of demographic data in Canada.

(RB OK)