

Summary: Percentages of Graduate Students											Percentages for Comparison				
%	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Ohio U.*	Athens Co.**	State of Ohio**	US**	Geoscience Profession***
Female	53	43	24	29	46	41	35	32	31	43	61	50	51	51	33
Male	47	57	76	71	54	59	65	68	69	57	39	50	49	49	67
Totals	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Summary: Percentages of Graduate Students											Percentages for Comparison				
%	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Ohio U.*	Athens Co.**	State of Ohio**	US**	Geoscience Profession***
Non-White	5	14	8	17	27	41	24	26	31	24	20	10	19	24	20
White	95	86	92	83	73	59	76	74	69	76	80	90	81	76	80
Totals	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

- **Public goals on demographics or increasing representation:**
 - Are there general goals stated at your organization for achieving representation?
 - The university has broad fuzzy goals. In our department, we are aiming to create an inclusive culture and have representation that reflects the student body at large.
 - Are there measurable goals stated at your organization for achieving representation?
 - Not that are stated.
 - Our pod discussed having a racial/gender makeup similar to the study body at large as a potential measurable goal for our department.
 - We discussed measuring diversity along our pipeline within the university (from student body to intro classes to majors to grad students) as a potential way to identify gaps to learn why students decide not to continue (or to continue) in the program.
 - We discussed ways to engage intro students in both lab and field-based activities, to recognize the diversity of experiences that may draw students into the geosciences.

- **Policy or proposed policy for collecting demographic data at your organization:**
 - Identity data are collected at time of student applications. We found the data collected to be very limited (binary gender only), limited racial options, etc. and also difficult to extract.

- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - We recognized that the small number of non-white students in our counts also meant that we knew which individuals we were counting. We noticed that our international students comprised the bulk of our diversity and that our domestical students were overwhelmingly identified as white, non-hispanic on university data.
 - <https://diversity.ideo.columbia.edu/seminardiversity> - Increase diversity in seminars
 - <https://www.nature.com/articles/d41586-019-03784-x> - No all-male panels

URGEO

Unlearning Racism in Geoscience



- <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.