



URGE Demographic Data for University/Organization

This is what was found by Geological Sciences at Ohio University 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 The Ohio University Diversity

 Packboard: https://www.chip.odu/diversity/about/diversity/dash
 - Dashboard: https://www.ohio.edu/diversity/about/diversity-dashboard
 - Link We do not have full records of past colloquium speakers. We have made an effort during this current year to invite a more diverse group of speakers. This is facilitated by hosting colloquia over Teams. In this way cost or distance to speakers (=only the pool of speakers regional to SE Ohio were previously available) is no longer a barrier to inviting a more diverse set of speakers. Reducing travel and time involved with a presentation also reduces the barriers to speakers, making it possible for faculty who are already overworked in other ways to participate in our colloquia.
- 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/
 - Our departmental representation for undergraduate students is consistent with the junior age class of national geoscience data, but lags in both racial and gender diversity relative to the university, state of Ohio, and nation.

	Summary: Percentages of All Geology Majors												Percentages for Comparison					
%	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Ohio U.*	Athens Co.**	State of Ohio**	US**	Geoscience Profession***			
Female	23	25	18	24	26	35	43	42	45	45	61	50	51	51	33			
Male	78	75	82	76	74	65	56	58	55	55	39	50	49	49	67			
Totals	100	100	100	100	100	100	98	100	100	100	100	100	100	100	100			
	Summary: Percentages of All Geology Majors											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	4	6	10	12	8	9	16	17	13	15	20	10	19	24	20			
White	96	94	90	88	92	90	84	83	87	85	80	90	81	76	80			
Totals	100	100	100	100	100	98	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***			
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			
	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.
 - o https://diversity.ldeo.columbia.edu/seminardiversity Increase diversity in seminars
 - https://www.nature.com/articles/d41586-019-03784-x No all-male panels





 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.