

## Demographics of Northwestern University's Department of Earth and Planetary Sciences

This is what was found by GeoEquity at Northwestern 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:

- <https://www.tgs.northwestern.edu/about/program-statistics/> - Northwestern University demographic data at the PhD level for the Department of Earth and Planetary Sciences. The data here is public and ranges from 2015-2020 at an annual resolution. Earlier data exists but it is not publicly available to keep the information brief and useful. We believe we will be able to access the full temporal range of this data in the near future.
- <https://www.northwestern.edu/diversity/resources/reports/> - Northwestern University demographic data on faculty, staff, and students. This data is public but is not department specific and ranges from 2013-2019 at an annual resolution. Earlier data is most likely available but it is not publicly available and we are waiting on a response from the University as to why this is the case.
- We do not have data available on seminar speaker diversity.

### How does your organization compare to others, or to the field as a whole?

- According to data from Bernard and Cooperdock, 2018 ([https://www.researchgate.net/profile/Emily-Cooperdock/publication/324842457\\_No\\_progress\\_on\\_diversity\\_in\\_40\\_years/links/5af22c240f7e9ba36648492b/No-progress-on-diversity-in-40-years.pdf](https://www.researchgate.net/profile/Emily-Cooperdock/publication/324842457_No_progress_on_diversity_in_40_years/links/5af22c240f7e9ba36648492b/No-progress-on-diversity-in-40-years.pdf)), around 6% of geoscience PhDs awarded to URMs (a federally defined term that includes Black, Hispanic, and Native American including US citizen or permanent residents). In our department, ~20% of our PhD students are URMs which is much better than the national average (from 2016-2020). This still falls short of the ~30% URM level in the United States. Data for faculty and staff are unavailable and can therefore not be examined.
- According to data from Bernard and Cooperdock, 2018 (see above link), ~45% of geoscience PhDs were awarded to female candidates in 2016. In our department, ~49% of our PhD students are female (from 2016-2020). This is very close to national demographics (51% female in 2016). Data for faculty and staff are unavailable and can therefore not be examined.

### Public goals on demographics or increasing representation:

- What we celebrate in the department:
  - Advances in scholarship (number of publications and research grants)
  - Less often: graduate student service (award)
  - Graduate teaching (TA award)
  - Donors (names of rooms and fellowships)
- What do we *want to* celebrate:
  - Advances in scholarship
  - Success of our people (undergraduates, graduates, staff, faculty)
    - This includes careers/activities in and out of academia
  - Wider teaching recognition and participation
  - Wider service/outreach recognition and participation
  - Recognition of progress towards Diversity and Inclusion
  - Celebration of our **community**
- On the graduate application page of our department's website: "The Department of Earth and Planetary Sciences is [committed to cultivating an environment that explicitly values diversity, equity and inclusion](#)

(DEI). As we look inwards, including evaluating department policies and practices through these lenses, we also ask that our applicants consider how they can contribute to an inclusive, supportive and community-minded departmental culture."

- Work done in past: sending solicitations for graduate recruitment to URM serving universities
- Our department does not currently have any measurable stated goals. New goals being considered for our organization:
  - Goal 1: Graduate student goal:
    - Five-year goals:
      - craft antiracist policies in our graduate recruitment process, to be documented on EPS and/or GeoEquity website
      - highlight career paths *at* recruitment with a specific slide in part by building out ties with or better advertise career resources at NU
      - streamline and reduce barriers to join various groups that provide a cultural support system (GeoLatinas, National Association of Black Geologists and Geophysicists, Association of Women Geoscientists) by inviting speakers, to our department and hosting information on GeoEquity website
    - Ten- year goal: applicant pool representative of US URM demographics or at least representative of the undergraduate Earth Science demographics
  - Goal 2: Faculty goal:
    - build stronger relationship with organizations that build community with groups that are historically underrepresented (see above in goal 1)
    - postdoctoral-faculty track position to reduce application burden/barriers in the next five years
  - Goal 3: Seminar speaker goal:
    - increase number of scholars of color
    - include an option and support discussion on DEI and outreach work in invitation letters
    - offer a more flexible seminar format (zoom in post-COVID world) to decrease travel burdens on faculty when inviting speakers
    - increase the distribution of faculty service work at NU (e.g., decentralize to lab groups to include graduate student opinions/cast a wider net)
  - Goal 4: Undergraduates:
    - build off initiatives that target successful undergraduate recruitment in other departments, especially other smaller departments

Census Demographic Categories- The racial categories used by the US Census. These include White, Black, Native American, Pacific Islander, and Asian.

**Policy or proposed policy for collecting demographic data at your organization:**

○ Our department does not have a policy for collecting, reporting, tracking, and utilizing demographic data. We will utilize the existing database to monitor our year to year demographic changes within our department at the graduate student level.

○ We will also begin to informally collect information on race and gender from speakers and ask for anonymous annual sharing permission there as well. For any sort of data collection on race and gender, we will clearly outline that it will be used to set goals for improving the diversity of our speakers/department members and keep our department accountable to meeting goals that we set. The speakers can opt out of sharing their demographic information if they prefer.

**● What did you learn about other organizations (or in general) while investigating demographic data?**

○ Many of the members of our URGE pod were unfamiliar with the public data on graduate student demographics ( <https://www.tgs.northwestern.edu/about/program-statistics/>). Even though the public data only exists over the last five years, it is important for us to see where we are now to set future goals.

○ Thanks to the material supplied by URGE, we learned about the ongoing efforts at Columbia University to improve the diversity of department seminar speakers (<https://diversity.ldeo.columbia.edu/seminardiversity>). This helped us shape our data collection goals and our speaker diversity goals.