

URGE

Unlearning Racism in Geoscience

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URGE Demographic Data for University/Organization - Example Deliverable

This is what was found by GES-ICARE at UMBC 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://oir.umbc.edu/databook/> Organization, Company, University Current Staff/Student Demographics
 - **Data not gathered** - Analysis of past invited speaker demographics
 - Might be able to do it for specific forums
 - Not available for GES or biology department
 - ADVANCE @ umbc might have historical data on their seminar series
 - If data are not available, what is the reason for not making it public?
 - Student and faculty demographic data available to public. Speaker demographics not collected.
 - If data are not collected, what is the reason?
 - No one previously asked for the data, but going forward we might begin collecting data
- **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/>
- **Public goals on demographics or increasing representation:**
 - Are there general goals stated at your organization for achieving representation?
 - The following committees have written statements with goals for achieving representation:
 - **STRIDE** committee is charged with providing peer education that supports the efforts of search committees, departments/programs, and colleges to recruit, retain, and promote diverse faculty and foster more inclusive and equitable academic spaces for our faculty peers.
 - **Postdoctoral Fellows for Faculty Diversity** program: UMBC is dedicated to ensuring a diverse, inclusive, and scholarly environment that encourages outstanding individuals to enter the academic profession. The purpose of the Program is to support promising scholars who are committed to diversity and



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inclusive excellence in the academy and to prepare those scholars for possible tenure track appointments at UMBC..

- **ADVANCE:** the primary mission of UMBC's ADVANCE Program has been to develop and implement policies which promote the recruitment and advancement of women faculty in science, technology, engineering and math (STEM).
- **Executive Committee for the Recruitment, Retention and Advancement of Underrepresented Minority Faculty** guides the development and implementation of initiatives to address issues and concerns specifically associated with the hiring, retention, and advancement of minority faculty at UMBC.
- **UMBC Inclusion Council** vision statement: We will advance knowledge, economic prosperity, and social justice by welcoming and inspiring inquisitive minds from all backgrounds.
- **Office of Equity and Inclusion** mission statement: UMBC's Office of Equity and Inclusion (OEI) is responsible for promoting and coordinating the University's core values of inclusive excellence and equity, and has primary responsibility for managing UMBC's efforts related to Title IX as well as other civil rights issues, including discrimination, harassment, hate and bias.
- Are there measurable goals stated at your organization for achieving representation?
 - We are not aware of measurable goals with respect to representation.

Suggested additional goals for your organization:

- Targeted mentoring of underrepresented assistant professors at university level.
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- **Policy or proposed policy for collecting demographic data at your organization:**
 - [Link](#) - How data are collected, reported, tracked, and utilized in decision making.
 - OR proposed policy for collecting, reporting, tracking and utilizing demographic data.
 - **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
 - <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.