



Unlearning Racism in Geoscience



URGE Demographic Data for the Natural Capital Project March 5, 2021

This is what was found by NatCap URGE Pod at the Natural Capital Project 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](#) - University of Minnesota Current Staff/Student Demographics
 - Institute on the Environment: data collected ad hoc, not in a highly generalized way. Available upon request to employees but not publicly. Likely due to small size of staff and/or lack of interest.
 - [Link](#) - Stanford University IDEAL dashboard
 - The data for the entire university and departments are available to the public
 - More detailed information is available to Stanford community with login. Limited access is intended to protect individuals privacy. Per the [FAQ](#), “Stanford is providing these new, more granular views to the community in response to requests for this information and so that members of the community may benefit from seeing demographics at more local levels. We are not making the new dashboards public, however, because of potential risks associated with reidentification of individuals. Limiting views to people with SUNet IDs mitigates risk while still providing our community with information in support of our diversity goals.”
 - [Link](#) - University of Washington Diversity Statistics
 - College of the Environment: [Report](#) on demographic makeup compared to University as a whole (link may require UW sign in)
- **How does your organization compare to others, or to the field as a whole?**
 - University of Minnesota, College of Food, Agriculture and Natural Resources (the closest equivalent to the Institute on the Environment):
 - Students: 15.9% POC, 39% Male
 - Low diversity relative to other programs (21.1% university-wide)

- University of Minnesota, Institute on the Environment:
 - Staff: 7% POC (yikes), 44% Male
 - Leadership: 0% POC (double yikes), 33% Male
 - External Advisory Board: 10% POC (triple yikes), 20% Male
 - Quite low racial diversity across the board
- Stanford University, University-Wide:
 - Professoriate: 67% white, 28% POC (6% unspecified)
 - Staff: 39% white, 41% POC (19% unspecified)
 - Post Docs: 24% white, 15% POC (59% international / non-resident, 2% unspecified)
 - Graduate Students: 34% white, 34% POC (31% international / non-resident, 1% unspecified)
 - Undergraduate Students: 29% white, 60% POC (11% international / non-resident)
 - There is an international/non-resident category for students and Post Docs so this obscures information about race/ethnicity percentages. For example, for Post Docs, this category is 59% of the headcount.
 - The racial diversity shows minimal change university-wide between 2010 and 2021
- Stanford University, Dean of Research / Independent Labs (includes Natural Capital Project):
 - Professoriate: 47% white, 31% POC (21% unspecified)
 - Staff: 44% white, 34% POC (23% unspecified race)
 - Post Docs: 24% white, 14% POC (61% international / non-resident, 2% unspecified)
 - Students - none
 - Professoriate Faculty Trends from 2010-2021:
 - No Black professors during this time period
 - Hispanic/Latino or mixed race have remained fairly steady at 5-6%
 - Asians have increase from 8% to 21%
 - Whites have decreased from 92% to 47%
 - However, the number of professors of unspecified race has increased from 7% to 21%, leading to less clarity in the percentages
 - Staff Trends, 2010-2021
 - all racial/ethnic group percentages have remained fairly stable during this period. There is a slight decrease in the percent identifying as white (53% to 44%), accompanied by an equivalent increase in the percentage unspecified (15% to 23%)
 - Post Doc Trends, 2010-2021 remained fairly stable during this period
 - The overall racial makeup of the Dean of Research / Independent Labs mirrors fairly closely the university-wide percentages.

- The primary increase in racial diversity in the Dean of Research / Independent Labs from 2010-2021 is due to an increase in Asian professors
 - University of Washington College of the Environment (ENV):
 - 62.8% of individuals in ENV identify as white, as compared to 42.8% across the UW as a whole
 - If fewer than 5 individuals self identified as a particular race/ethnicity, those categories were grouped into a single “Underrepresented Minority category” (URM). For ENV, this category ended up including “individuals who identified as Alaska Native, American Indian/Native American, Black/African American, Black African, Hispanic/Latinx/Chicanx, Native Hawaiian, and Pacific Islander”. In total, the URM category was only 7.6% of the total ENV population. This suggests severe underrepresentation of many of these groups in ENV, including Black/African Americans
 - Generally, ENV is less diverse than the overall UW population. While there are more individuals in the URM group across the university (11.3%), there are larger gaps between the number of Asian and International individuals in ENV vs the broad UW community
- **Public goals on demographics or increasing representation:**
 - Are there general goals stated at your organization for achieving representation?
 - University of Minnesota: No specific goals on representation (#s), they would be reported here: [Progress Card \(December 2020\)](#)
 - Institute on the Environment: no goals
 - Stanford University: General [goals](#).
 - University of Washington: General goals towards diversity in the [Diversity Blueprint](#)
 - Are there measurable goals stated at your organization for achieving representation?
 - University of Minnesota: No specific goals on representation (#s) but there is an explicit goal of ensuring students of color report feeling a ‘sense of belonging’ at the same rate of non-students of color (see prior links).
 - Stanford University: No specific goals on representation (#s).
 - University of Washington: No measurable goals. Further, WA state voters approved an initiative in 1998 which prohibits government entities, such as UW, from granting “preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.” While repealing this measure was on the 2020 ballot, voters did not succeed in repealing it so the restriction still stands.
 - Suggested additional goals for your organization:
 - UMN Institute on the Environment: any goals would be welcome (parity being the first example)

- NatCap: We organize a major science event every year (several hundred participants). So far, we don't collect any demographic data. Making collection of such data a priority could enable to frame effective policies for making the event more inclusive.
- **Policy or proposed policy for collecting demographic data at your organization:**
 - We propose one specific policy for collecting and reporting demographic data at the Natural Capital Project, which will fit two preliminary goals. Our annual Symposium requires registration both by NatCap staff and by our interested partners/collaborators. We propose adding an (optional) series of demographic questions to the registration that will capture both the makeup of our internal staff and the spread of our collaborations.
 - Additionally, we propose collecting demographic information for every new NatCap hire at each institution to fill in gaps in the Symposium surveys.
 - For reporting, we propose adding a section to the Who We Are page of our website to address our demographic makeup, grouped by the relevant category (e.g. Leadership, Students, Team).
 - Note that, as an ill-defined consortium of researchers across multiple institutions, NatCap lacks the administrative power of a traditional university department, thus many of these collecting and reporting policies will necessarily be opt-in. But as NatCappers, we believe this will not pose too high a barrier for implementation.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - We did not investigate beyond the institutions we currently represent.