

URGE

Unlearning Racism in Geoscience



URGE Demographic Data for Rutgers Deliverable

This is what was found by Rutgers University Pod at Rutgers, The State University of New Jersey on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

Take home message

Rutgers, The State University of New Jersey has several departments where research and teaching related to geoscience occurs (see list below). While statistics on diversity at university and school level is readily available and accessible via Rutgers website, detailed statistics about department level faculty, staff, graduate and undergraduate student demographics are not easily available. The Integrated Postsecondary Education Data System (IPEDS) from the National Center for Education Statistics has program level demographic data (gender, ethnicity); however, the quality of this dataset is unclear, and considerable work has to be done to extract relevant department data for further analysis.

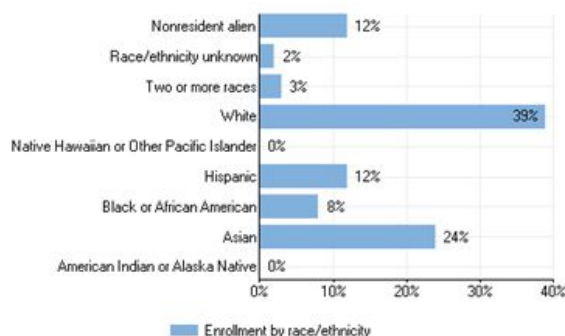
The Rutgers Office of Diversity of Inclusion and Diversity publishes an equity scorecard, which addresses many questions about demographics on a university level broken down for student, staff, and faculty. However, this scorecard does not show data on department level. The equity scorecard also summarizes areas of strengths and opportunities for growth. [This report](#) is a good read for anyone interested in the big picture of diversity and inclusion at Rutgers.

List of Geoscience related departments at Rutgers

- Rutgers New Brunswick: EOAS Core Departments:
 - Environmental Science
 - Marine and Coastal Sciences
 - Ecology & Evolution
 - Earth & Planetary Sciences
 - Geography
 - Some departments have multiple graduate and undergraduate programs with a geoscience focus, for example environmental science includes atmospheric science (graduate level), and meteorology (undergraduate level), geography includes environmental studies (undergraduate level)
- Rutgers Newark
 - Earth and Environmental Sciences
- Rutgers Camden
 - No dedicated geoscience program/department.

- **The links to demographic data at our organization are here:**
 - A public dashboard for Rutgers University as a whole can show any of Camden, Newark or New Brunswick campuses: <https://oirap.rutgers.edu/Dashboards.html>
 - Some institution data is available at Integrated Postsecondary Education Data System (IPEDS) with the National Center for Education Statistics' (NCES): <https://nces.ed.gov/ipeds/>
 - Pod member Lynne T. has downloaded the several years of IPEDS report from Rutgers where program level demographic data (gender, ethnicity) is recorded. A considerable work effort is required to extract and analyze relevant data from this dataset. The quality of the dataset is unclear.
 - Rutgers' Office of Diversity and Inclusion has published an Equity Scorecard here: https://diversity.rutgers.edu/sites/default/files/2020-11/Rutgers_Equity_Scorecard_0.pdf

New Brunswick



Newark

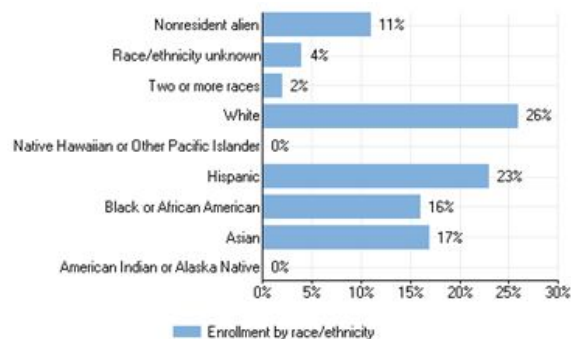


Figure 1: University level data

- **How does your organization compare to others, or to the field as a whole?**
 - No quantitative analysis of demographics have been performed by the group
 - Anecdotally (e.g student panel on Voice of Diversity seminar AY 2020-2021) undergraduate black students often feel isolated and tokenized in the science departments. This probably applies to Rutgers geoscience.
 - Generally, Rutgers undergraduate population is very diverse (i.e. 60% of students in School of Arts and Sciences identify as non-white). It is our qualitative observation that diversity declines at the masters and doctoral level, and even more so at the faculty level. And that diversity is even lower in the geosciences.
- **Public goals on demographics or increasing representation:**
 - There are stated university level goals most prominently via the Office of Diversity and Inclusion: *The Office of the Senior Vice President for Equity advances, promotes, and advocates for inclusiveness, diversity, and equity as key elements to achieve Rutgers' strategic vision to be prominent in research, excellent in teaching, and committed to community.*
 - Office of Diversity and Inclusion.

- President Jonathan Holloway commissioned a University Equity Audit which has been completed
 - A university wide diversity strategic planning process informed by the results of the equity audit is starting
 - Some Geoscience departments have started working on these issues
 - The Geography department has formed a anti-racism taskforce and recently published a statement on Anti-black racism
 - <https://geography.rutgers.edu/home/statement-against-anti-black-racism>
 - The taskforce is encoded in the Geography Department's bylaws.
 - The Marine and Coastal Sciences department has formed a DEI (Diversity, Equity and Inclusion) committee recently. Results so far include
 - A published MCS statement about diversity <https://marine.rutgers.edu/about-us/diversity/diversity-equity-inclusion/> that includes some aspects that could constitute measurable goals (e.g., website creation, develop mentorship plan, find/create dedicated graduate fellowship)
 - A variety of links to background material and reading
 - Efforts may be underway in other departments that we are unaware of
 - Suggested additional goals for your organization:
 - Goal 1: Find ways to improve the work environment and increase degree completion and faculty retention in underrepresented groups.
 - Goal 2: Develop or exploit support groups for underrepresented groups in geoscience at the graduate, postdoc and faculty level.
 - For example, Office for Diversity and Academic Success in the Sciences Division of Life Sciences (ODASIS) is very important for retaining black undergraduate students in the sciences <https://odasis.rutgers.edu/>
 - Groups at graduate, postdoc and faculty level would be advantageous for women, BIPOC, LGBTQ, and gender-diverse groups.
 - Goal 3: compile or research demographic data on topics like seminar speaker diversity and make this available
- **Policy or proposed policy for collecting demographic data at your organization:**
 - Provide easy access to department level IPEDS data, .e.g in comma separated tables instead of printed pdf documents.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - No findings