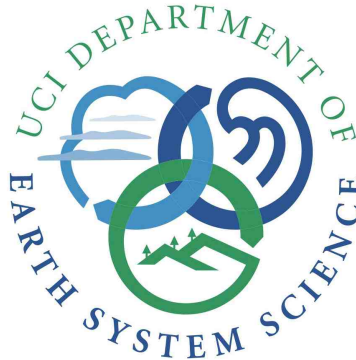


URGE

Unlearning Racism in Geoscience



Demographic Data for the UC Irvine Department of Earth System Science

The UCI ESS URGE Pod has compiled the following summary of data sources, demographic data for our campus and department, stated goals for increasing representation of BIPOC students, faculty, and staff.

- **The links to demographic data for UC Irvine are here :**
 - [UCI COMPASS](#) - The COMPASS (Comprehensive Analytics for Student Success) project is a cross-functional initiative focused on undergraduate student success. This multi-part project focuses on bringing relevant student data to campus advisors, faculty, and administrators with the goal of providing actionable information to improve undergraduate student outcomes. Some data on this site is restricted to academic administrators due to FERPA rules.
 - [UCI IR Data Hub](#) - This data hub has a variety of publicly available demographic data related to admissions, student enrollment, student outcomes (including retention rates by school) & experience, and faculty & staff.
 - [UC Information Center](#) - The UC Information Center contains a large amount of UC System data on admissions, demographics of students, faculty, and staff. Data is sortable by campus and field.
 - [UCI Office of Inclusive Excellence Dashboard](#) - This dashboard hosts the results of UCI Campus Climate surveys.
- **Demographic Data summary for UCI ESS (as of 3/1/2021):**
 - Summary of current data from above sources is located [here](#). This file will continue to be updated annually.
 - [ESS Invited Speakers 2019-20](#)- Analysis of past invited speaker demographics. This data will continue to be updated based on prior and future years data.



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- **How does your organization compare to others, or to the field as a whole?**
 - UCI has been widely recognized as a national leader and global model for [Inclusive Excellence](#). We are a Hispanic Serving Institution (HSI) and an Asian American Native American Pacific Islander Serving Institution (AANAPISI). UCI was recently selected as a charter member of [AAAS SEA Change](#). Numerous campus-wide, school level, and departmental [initiatives and resources](#) exist to support anti-racism and JEDI (Justice, Equity, Diversity, Inclusivity) efforts. While UCI has a large percentage of Hispanic/Latinx students (25% undergraduate, 11.7% graduate; 39.4% of CA population based on estimated census data (census.gov)), Black and American Indian students are underrepresented at all levels. Black/African American students make up 4.3% of enrolled undergraduate students as of Fall 2020 and 4.6% of the graduate population (6.5% of CA population). American Indian students make up 0.4% of the undergraduate population and 0.7% of the graduate student population (1.6% of CA population).
 - UCI ESS was selected as inaugural partners for the AGU Bridge program due to our strong track record of recruiting and retaining students from diverse backgrounds.
 - UCI ESS faculty voted to permanently remove the GRE from the graduate admissions process beginning with the 2021 admissions cycle.
 - UCI ESS undergraduate students (in both our BA/BS major) are more diverse than the UCI student body at large. Our undergraduates as of Fall 2020 are 44% URM, 64% first gen, 42% low income, 61% female. This is much more diverse than [geoscience as a whole](#) and is an incredible strength of our department, and we should increase efforts to mentor and support our undergraduate students to pursue graduate studies in geoscience and/or to pursue geoscience careers.
 - UCI ESS graduate students as of Winter 2021 are 54.8% male and 43.5% female and 18% URM (Black/African American, American Indian, Chicano/Mexican American), and 18% Asian/Asian American. Across the UC-System in the Physical Sciences discipline from 2019-20 32% of graduate students are female, 11% are URM, and 13% are Asian and Pacific Islanders. Across UCI in the Physical Science discipline graduate students are 60% male and 39% female, URM 13%, and Asian and Pacific Islander 15%. While our graduate department is more diverse than the Physical Sciences at the UC-System and UCI levels, our graduate student demographics do not reflect the diversity of our undergraduate demographics.
 - UCI ESS has 27 faculty members (as of 7/1/2021 - some with partial/split appointments). 40% of these faculty members are female and 60% are male. Race and ethnicity data are not reported here to avoid releasing personally identifiable information.



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- **Public goals on demographics or increasing representation:**
 - The UCI ESS Department stands in solidarity with the Black Lives Matter movement and are committed to anti-racism and increasing JEDI within the geosciences. The ESS Faculty and students wrote and signed a public [commitment to action statement](#) to end anti-Black racism and racism in the geosciences in June 2020. In February 2021, in honor of Black History Month, the ESS Inclusive Excellence committee [reaffirmed this commitment to action](#) and provided progress updates on our actions thus far.
 - Alongside the ESS Department Goals are the Goals from the [University of California Irvine Office of Inclusive Excellence Action Plan](#). There are three main pillars in the UCI action plan that include general goals and measurable goals
 - [Community Goals](#): Ensuring that everyone, regardless of function, contributes to a thriving and healthy campus environment
 - Promote positive and inclusive campus environment
 - Ensure all members of UCI feel welcome and capable of achieving success
 - Combat intolerance both on and off campus
 - Honor and defend free speech
 - [Thriving Goals](#): Fostering opportunities for everyone to maximize their potential at UCI
 - Elevate Minority Thriving
 - Educate and employ the best and the brightest
 - Achieve equity in educational, employment, and career outcomes
 - Promote an inclusive excellence culture in learning and work environments
 - Recognize diversity as a core competency for the entire campus community
 - [Wellness Goals](#): Promoting health and welfare of campus, alumni, and visitors.
 - Facilitate access to wellness services
 - Promote health particularly to ensure thriving for historically underserved members
 - Embed health into all aspects of campus culture
 - Lead health promotion actions and collaborations locally and globally



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- **Policy or proposed policy for collecting demographic data at your organization:**
 - [UCI Privacy Policy](#) - Privacy Policy found on the UCI website
 - [UCI Administrative Policies and Procedures](#) - Policy from the UCI registrar that covers policy on Student Applicant Records, Student Records, and Restricting Release of information.

- **Other useful links:**
 - On increasing diversity of seminar speakers
 - <https://diversity.ideo.columbia.edu/seminardiversity>
 - <https://eos.org/opinions/whats-in-a-seminar>
 - On diversity of panels:
 - <https://www.nature.com/articles/d41586-019-03784-x>
 - Geoscience diversity data:
 - <https://www.americangeosciences.org/geoscience-currents/diversity-geosciences>
 - <https://www.nsf.gov/statistics/srvydoctorates/>
 - <https://datausa.io/profile/cip/geological-earth-sciences#demographics>
 - Reports on diversity in geoscience:
 - <https://www.nap.edu/catalog/25038/graduate-stem-education-for-the-21st-century>
 - <https://www.nap.edu/read/21739/chapter/1>