URGE
Unlearning Racism in Geoscience
UNIVERSITY OF MONTANA

Here we report the findings of the University of Montana Department of Geosciences' Demographic Data Pod, which we will use to guide us toward tackling the under-representation problem of both race and gender in geoscience. We present demographic data from 2013 to present, displayed as segmented bar charts in a color-blind friendly palette. Fall term enrollment counts are used as a yearly snapshot for this analysis. Figure 1 compares different racial groups represented in the geoscience department to the entire campus. The need for diversification within geoscience is made clear by this figure. Figure 2 compares the distribution of race/ethnicity groups by student level for the University of Montana over time. Figures 3-5 are specific to the geoscience department and reflect the need to unlearn racism in geoscience. Figure 3 compares different race/ethnicity groups by year for undergraduates, graduates, and the speaker series program. Speaker series data is missing for 2019, and student level data is incomplete for Fall 2021. Figure 4 compares all racial/ethnic populations by gender over time. Fall 2021 data represents speaker series demographics only and will be updated with Fall 2021 enrollment numbers when available. Figure 5 represents geosciences' commitment to increasing gender and racial diversity through the speaker series program.

- **The link(s) to demographic data at our organization are here:**
  - University of Montana Data Office – Staff Demographics (under construction)
  - University of Montana Data Office - Student Demographics
  - Enrollment by Racial/Ethnic category – See graphs below

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

  The University of Montana's Department of Geosciences reflects the field's distribution of a predominantly white population. Our indigenous population makes up 6.5% of the state population, but only 2% of all students in the geoscience department from 2013-2020 (figure 4). The Department of Geosciences strives to include all indigenous peoples by recognizing the occupation of our department on historically tribal lands. We work to include all communities at all stages of scientific inquiry including proposal development, study site selection, data collection, as well as, sharing data to develop policies and procedures to benefit all Montana residents.

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- **Public goals on demographics or increasing representation:**

  Our department addresses under representation of race and gender in 2021 by diversifying our speaker series program. In less than one year the 2021 program has the highest number of female speakers and under-represented groups when compared to previous years (figure 5).

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

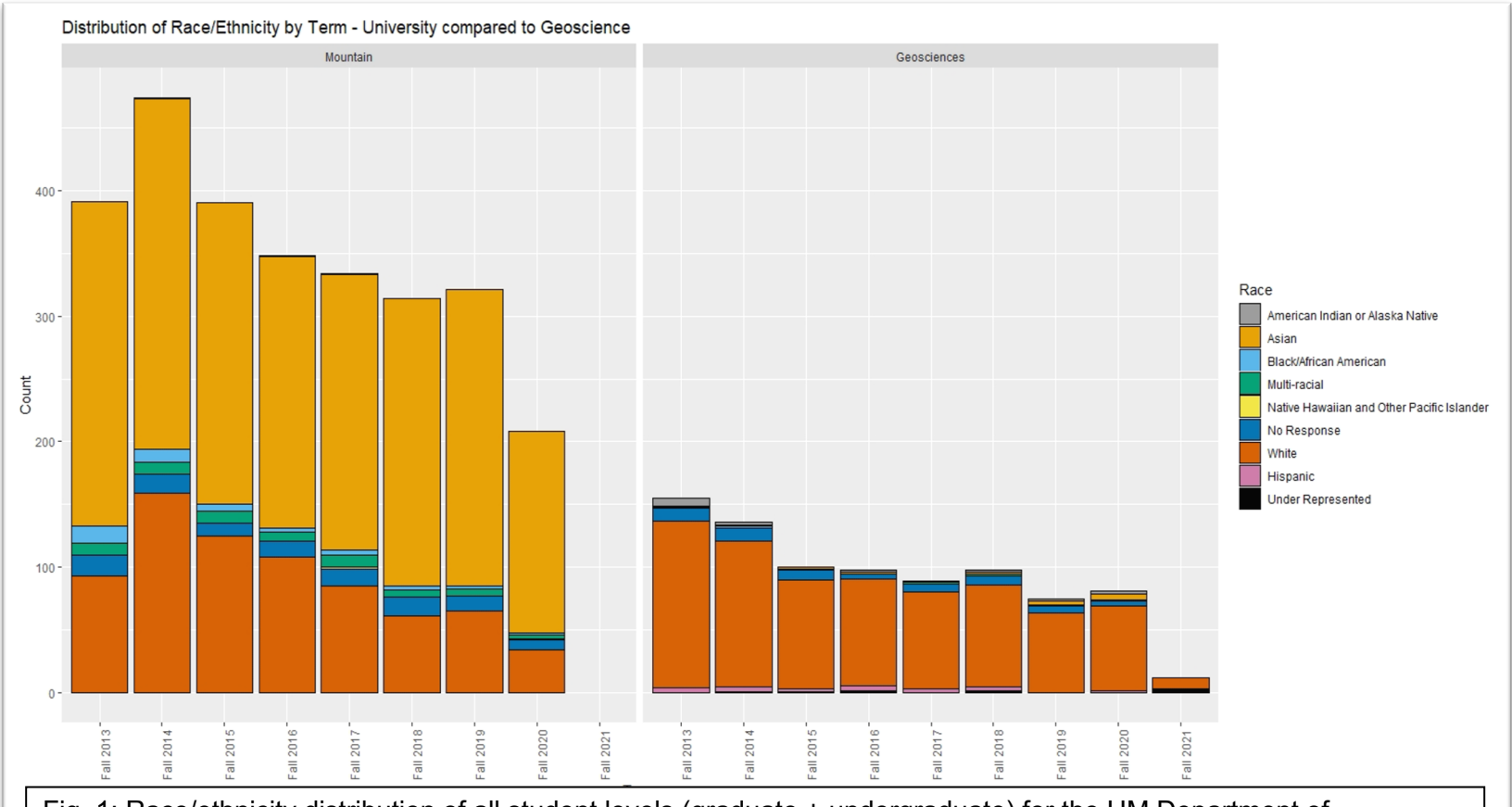

Fig. 1: Race/ethnicity distribution of all student levels (graduate + undergraduate) for the UM Department of Geosciences (right panel) compared to the entire UM student body (left panel; Mountain = University of Montana main campus) by year

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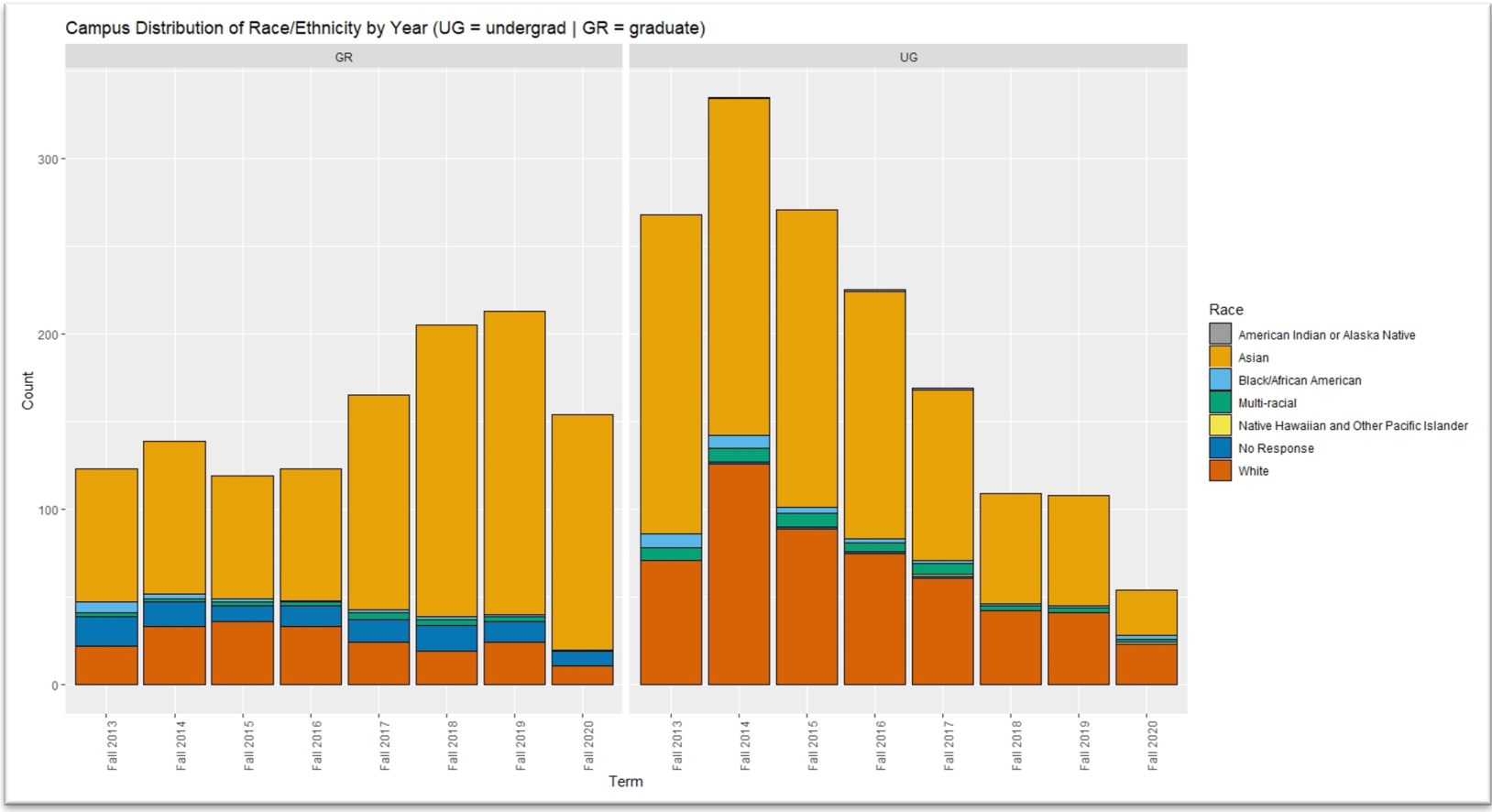

Fig. 2: Campus-wide distribution of race/ethnicity for all student levels by year, from Fall 2013 to Fall 2020. The left panel shows data for graduate students (GR), and the right panel shows undergraduate (UG) data.

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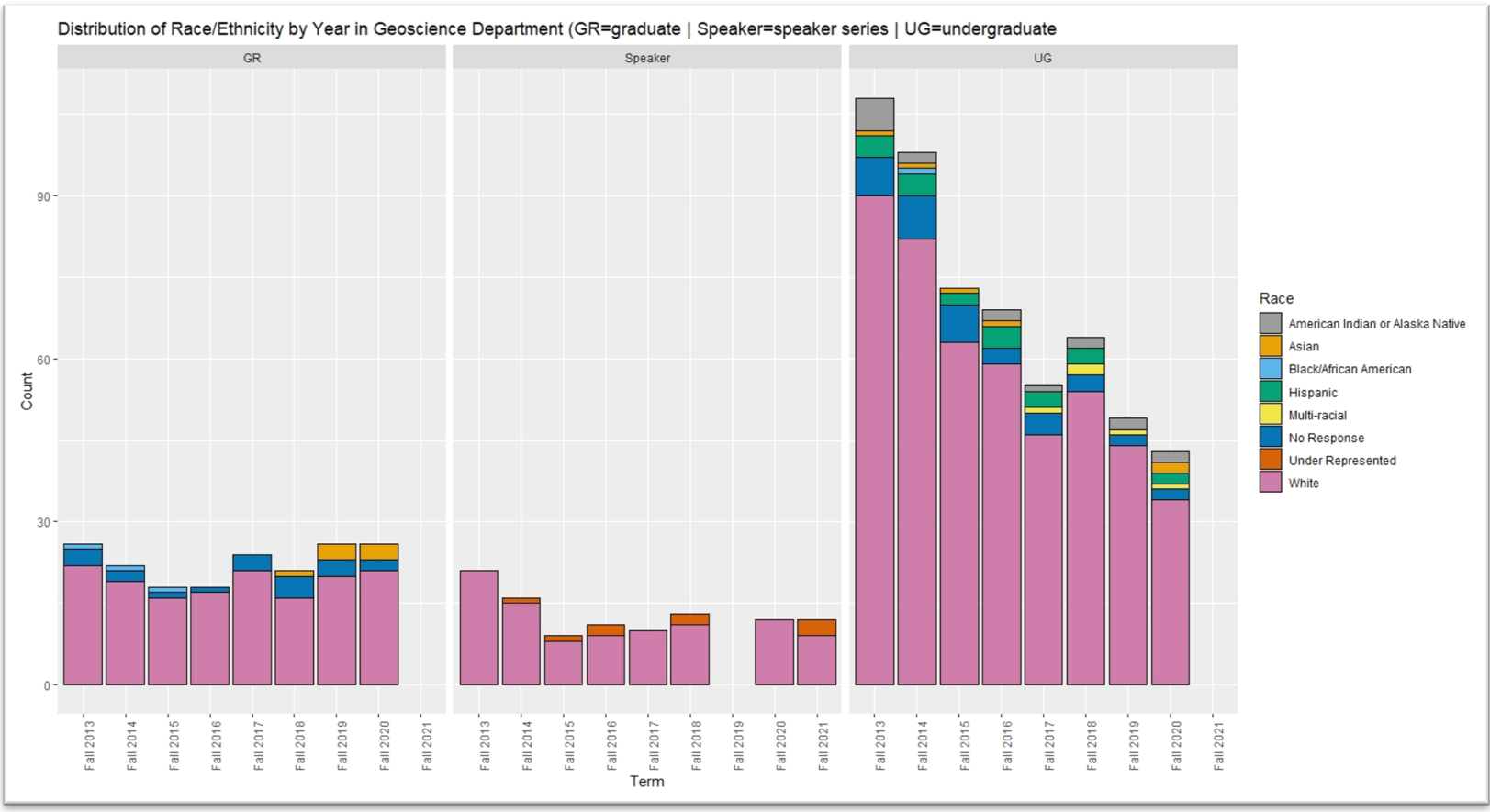

Fig. 3: Race/ethnicity of students and invited speakers in the UM Department of Geosciences by year. GR = graduate students (left panel), Speaker = speaker series seminar participants (center panel), UG = undergraduate students (right panel).

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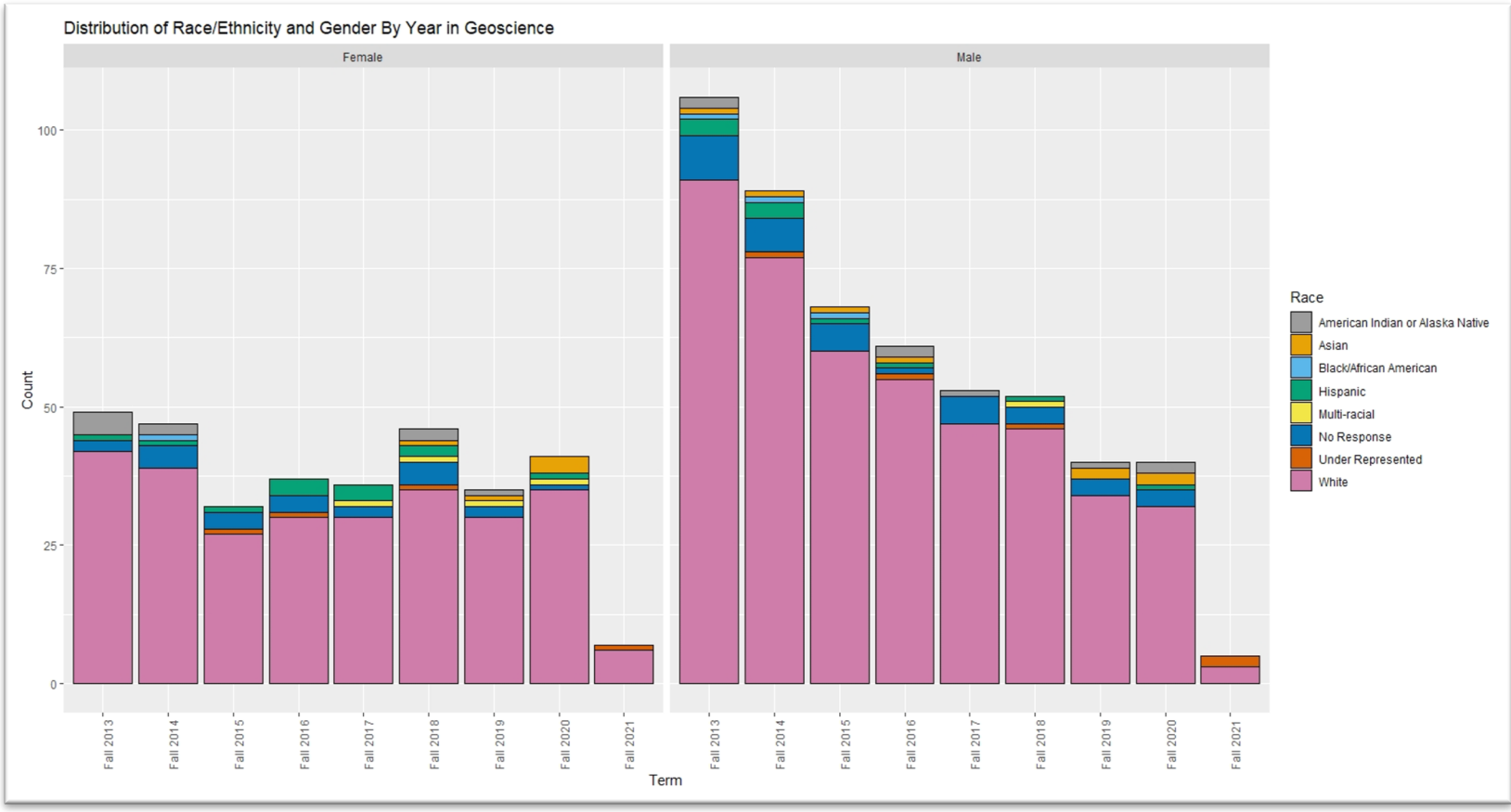

Fig. 4: Race/ethnicity by gender for the UM Department of Geosciences (graduate + undergraduate + speaker series) over time.

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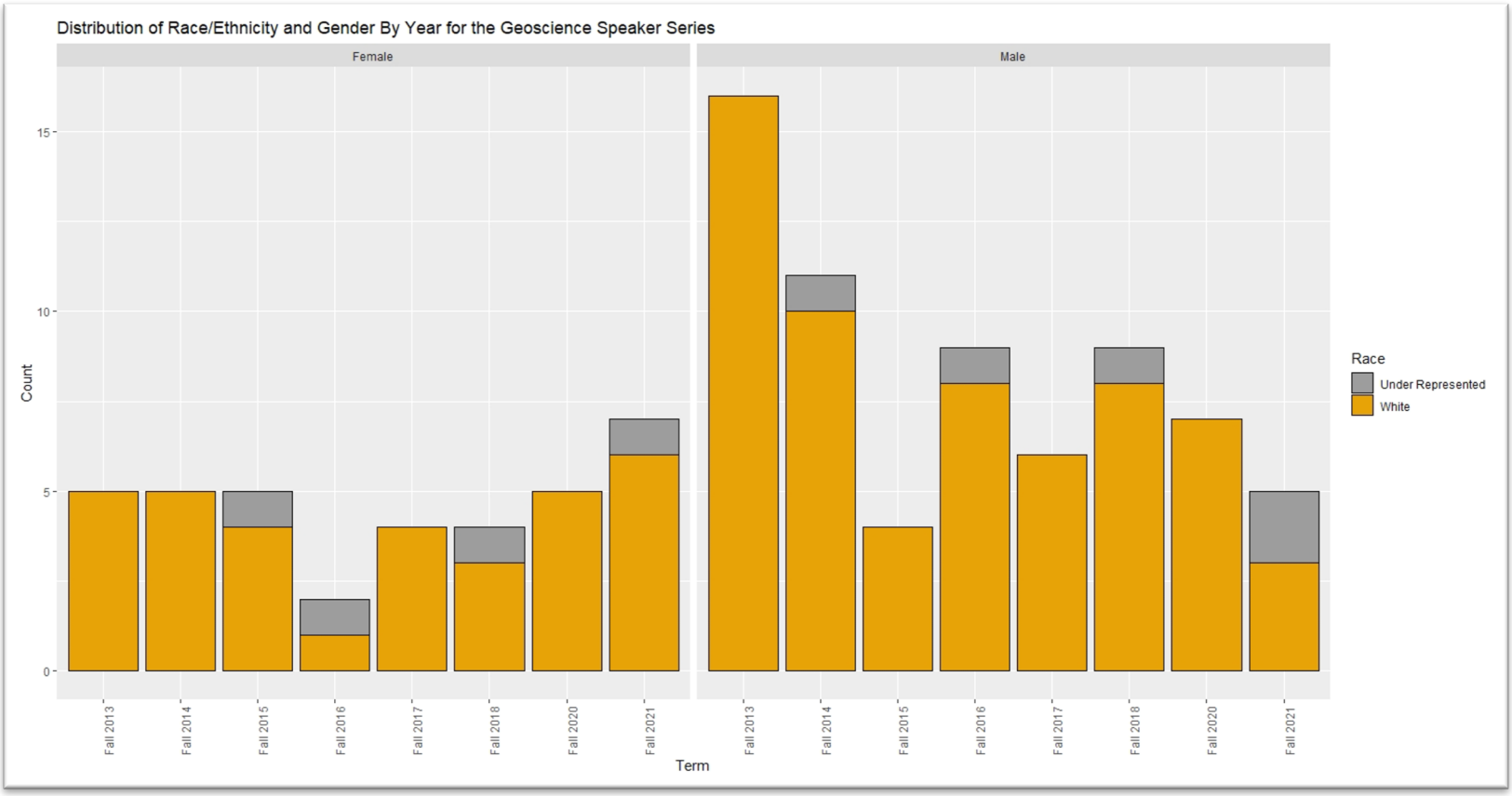

Fig. 5: Race/ethnicity by gender for the UM Department of Geosciences speaker series over time.